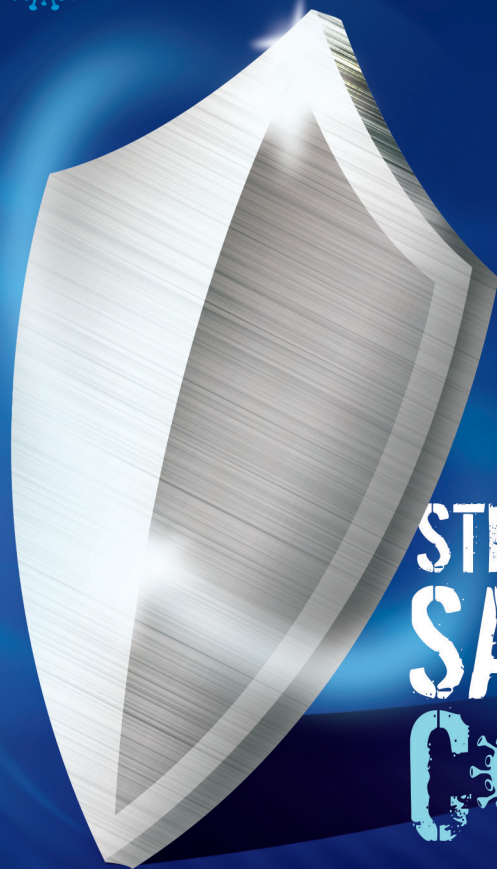


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STRIVING TO KEEP
SAFE FROM
COVID-19

'CHASE CASH, SALES WILL COME' AND 'PROGRESS, BILL & COLLECT'



Dear Colleagues,

The lockdown is almost over.

We must now quickly and concertedly reorient ourselves to adapt to the emerging 'new normal'. It is now clear that we must learn to live with the virus and evolve ways and means to keep

we learnt several important lessons that we should not let go. By continuing to follow some of those crucial lessons, we will be stronger and better equipped to face the new tomorrow.

Selfless service: With the sudden announcement of the lockdown, we had to shoulder the responsibility to safeguard the health and safety of about 1.6 lakh workmen almost overnight. We were forced to think literally on our feet and

We are known as a humane organization; our people are our prime movers and COVID-19 has given us an opportunity to reaffirm that quality.

come up with solutions as the situation evolved. Many of us across sites and offices took this on without hesitation to ensure that our workmen were well looked after. We must all feel proud that we were able to fulfil this responsibility selflessly to the best extent possible. We are known as a humane organization; our people are our prime movers and COVID-19 has given us an opportunity to reaffirm that quality.

Leadership: With most of us stranded and locked up in the safety of our homes, it was left to our army of site warriors to take several on-the-spot decisions almost on a daily basis as demanded by the emerging situations of this unprecedented development. In several instances, there was hardly time to check back with our senior leadership about actions to be taken. The fact that we were able to handle and emerge from this crisis even

stronger is testimony to your leadership qualities. It is heartening that the situation gave birth to many new leaders across levels and functions which is a huge gain for the organization.



Focus: Every situation was unique that called for a clear understanding of ground realities, out-of-the-box thinking, perfect coordination and focused implementation. This issue of ECC News is full of such stories of employees irrespective of cadre having gone beyond their call of duty to deliver. I am proud that we, as a team, came together and succeeded in this endeavour.



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Conquering time: In several instances during this period, we were forced to act without looking at our watches. It did not matter whether it was after office hours or even in the middle of the night: it had to be done and we did it. The result of these efforts is all there for us to see. Even as we forge ahead, this is one lesson that will be invaluable.

Mutual trust: Nothing succeeds like teamwork. There were several instances when, as individuals, we would have

Our strength is in our unity; of standing together as one, trusting in each other's ability to perform. An organization thrives on how close-knit its people are, and this experience has strengthened the bonds that bind us all together.

felt overwhelmed and losing out but found strength and resilience from our colleagues to continue and succeed. Our strength is in our unity; of standing together as one, trusting in each other's ability to perform. An organization thrives on how close-knit its people are, and this experience has strengthened the bonds that bind us all together.

Consolidating relationships: There were several instances during these days when we had to reach out and deal with people at a completely new level – be it clients, joint venture partners, consultants, local administrations, police authorities, subcontractors, vendors, media and more. We should realize that our equations are changing, that levels and hierarchies are not so important after all. We should also not forget that by being bold and confident, we will be able to forge entirely new relationships with our clients and partners. This will be a huge plus point going forward.

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Balance: Understandably, many of us had to face extremely worried and apprehensive family members who

wanted us to stay at home. We were, however, able to assuage their fears and convince them about how important our roles are, that our calls for duty were too loud to ignore. This is the work-life balance that people were talking about and COVID-19 has helped us to discover it. Having found it, let us not lose it as we return to normalcy. Continue to maintain that balance that will work wonders not only in your professional but your personal lives as well.

Staying connected: As an organization, right through those tough days, we found

ways and means to stay connected, share, and collaborate. Communication is the key in such situations. While with my several letters, I was able to reach out to all of you on a different plane, your ideas, recommendations, and questions that came in via the #AskSNS channel were most welcome and helpful. Going forward, we must appreciate that communication remains crucial. It is imperative for us to stay connected and to constantly collaborate for the overall good of the organization.

COVID-19 has changed life as we knew it; it has ushered in a new world order, new paradigms, fresh thinking, new methods of living and working. The mantra for successfully overcoming this unprecedented time is:-

'Chase Cash, Sales Will Come' and 'Progress, Bill & Collect'

All the best!

S.N. Subrahmanyam
CEO & MD
Larsen & Toubro



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TRANSPORTATION INFRASTRUCTURE IC

“CREATING A FEELING THAT WE ARE WITH YOU!”

Tej Bahadur Singh,
Project Manager - RREC

“My family has always stood by me throughout my career and during the most difficult of times,” shares Tej Bahadur Singh. “Even in the present unprecedented times, though they were worried about my health, they fully supported my decision to lead the team, as it boosted the morale of staff and workmen. During these very difficult times, L&T has stood by us without shirking from their responsibility to serve the nation and their people. Similarly, when the pandemic broke out, it created a fear psychosis among the workmen and staff and we stepped in to pacify their fears and make them feel that we were with them during these tough times.”



Tej is Project Manager for the 11-km long, Chandigarh-Kharar Elevated Corridor project that passes through the congested areas of Kharar (Mohali) city of Punjab. “I joined L&T in 1997,” he says, “and I have been associated with seven other projects starting with the Reliance Petroleum Limited, Jamnagar Refinery.” Thereafter, he was involved in the elevated Yamuna bridge project for Delhi Metro, Satara-Kolhapur Road project, Hyderabad Airport, Ahmedabad-Viramgam-Maliya Road, Amaravati-Jalgaon Road and the Delhi-Agra Road projects.

The team strove to create and maintain a good and positive atmosphere at site and keep a high standard of hygiene. Another key consideration for the team was to retain the migrant labour so that they could start as soon as the lockdown was relaxed.

“Our good work has enabled us to resume operations on 21st April strictly following all the SOPs,” he states. “Our top management constantly motivated us through online meetings, always guiding us. The immediate allocation of the emergency COVID-19 fund came in very useful to procure groceries, masks, sanitizers, soaps and PPE Kits. Even after resumption of construction work, the team members are standing up to the challenge of executing work at site during lockdown conditions strictly following all the preventive measures,” he reassures.

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Tej’s native is Ghazipur in Uttar Pradesh. His better half is Sushma, a homemaker, and they are blessed with two children, Ajay and Ayush. Their births are what Tej cherishes most. “I like listening to music and reading books. During the lockdown, I managed to find time to fulfil my hobbies,” he says with a laugh.

“All construction came to a halt on March 22nd and we had several challenges to face like obtaining curfew passes or permits from the District Administration for restricted movement which was vital to provide basic essentials to our workmen and staff. We closely monitored the health of all at site and impressed upon the workmen to take all the necessary precautionary measures.”

SO MANY ROADBLOCKS TO OVERCOME TO SUCCEED!

R Ramachandran,
Senior Manager - P&M (RREC)

The outbreak of COVID-19 and the resultant lockdown has caused huge headaches for P&M personnel like R Ramachandran at the BSRP site, "Since our project is in a remote location, the moment the lockdown was announced our connectivity with Kolkata got cut and we largely depend on Kolkata for our running spare parts," he begins. "Our next issue was the lack of skilled manpower because most of our workers were from the adjacent districts that were all locked down so they could not travel to site. Even keeping the minimum number of manpower that we had at site was another huge challenge." As if these were not enough, Ramachandran and his team found that one of the hired piling machines got struck with only 2 piles left to be completed. "The hiring charge for the external piling rig was INR 16 lakhs, so we had to complete quickly and then de-hire the machine." A couple of wheel loaders in commission were also suffering due to lack of spares. The last issue was that the work site was a bridge bang on the border between Odisha and Jharkhand; with the state borders sealed and state police on both sides, movement was almost impossible.

With so many roadblocks to overcome, Ramachandran, who has previously had three-year stints each at the Beawar-Pali-Pindwara and Sambalpur-Rourkela Road projects since joining L&T in 2012, rolled up his sleeves to address them. "With the help of the administration, we started rig operations in the night shift and completed 2 piles by maintaining piling tools and Kelly repair and released the piling rig



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within the lockdown period. In the meantime, the rig kelly cracked during the piling due to the hard strata," he adds, wiping his brow. Next, they repaired the two owned wheel loaders with spare parts from Kolkata despite that city being a red zone. "We sanitized the parts carefully before use," he says.

About the workmen, he says, "We motivated our workmen to stay by providing proper accommodation, different trainings and allowed them WhatsApp video calls to keep them active and busy. One staff was made responsible for 15 workmen, to look after them and keep them safe." As soon as the team received the green signal to resume operations on 20th April, they successfully restarted all the equipment without major issues.

Hailing from Mayiladuthurai district in Tamil Nadu, Ramachandran's life partner is B Srividya, a homemaker, who, as he shares, "has helped me a lot in carrying out my activities." Their son, R Divesh is studying in 10th standard. "I usually spend about 45 minutes in the gym every morning," he says and considering the hurdles he must overcome at work, it is a good pastime to have!



A FIRST AT L&T; A TOUGH ONE AT THAT!

During the lockdown, we took permissions from the District Administration to initiate the shifting and launching of girders at the Gandhari Major Bridge from April 7th and commenced earth works and structure works from April 10th.



Dilip Choubey,
Senior Manager - Accounts (RREC)

His almost-white beard gives him a scholarly almost professorial look but Dilip Choubey is in the thick of action at his first project with L&T - the Veer to Bhogaon Khurd Road project (VBRP) stationed at Mahad in Maharashtra. It has been tough going for Dilip and his team ever since the lockdown began because as he shares, "a workman from the sub-contractor, Silas Estefan Logan, took ill on March 26th and was admitted to the KEM Hospital in Mumbai. Doctors confirmed that he was not a Corona case but a case of asthma. Unfortunately, he expired on 28th from pneumonia." Despite the lockdown Dilip, accompanied by Anil Kumar Sharma (Admin & IR) travelled to Mumbai to complete the formalities which they did including cremating the body in Mumbai. "Returning to site with the 'asthi' of the deceased workman proved an ordeal for us as we were stopped at every check post and detained by the police till the morning without any food and water. We did all this because we owed it to young Silas," shares Dilip emotionally.

Earlier, a false video of the patient breathing heavily started circulating in the small town of Mahad claiming that a L&T workman was COVID-19 positive. "From the midnight of 24th we received several calls from the local police stations, SDM, sarpanches and people about the video and on 25th they started creating a nuisance by not allowing to stay in their villages where our security, labour and RSW workmen were staying and to remain in our Office, camp and labour colony. We had to approach the District Magistrate and the SDM to sort out the matter and convince the authorities, the local reporters and the villagers about the truth," says Dilip with a huge sigh of relief.

Apart from obtaining permission for the movement of essentials for the workmen, Dilip says that "during the lockdown, we took permissions from the District Administration to initiate the shifting and launching of girders at the Gandhari Major Bridge from April 7th and commenced earth works and structure works from April 10th." His sense of achievement is obvious. "I am grateful to my seniors and my team members for their wholehearted support especially my IR, Admin and Accounts teams without whose help we could not have done much," he says with gratitude.



Dilip hails from the village of Sonebersa in Buxar. His wife, Manju Devi is a homemaker and their three children are son, Abhishek, and daughters, Karishma and Shivani. "I enjoy good food and spending time with my family and what I remember most is receiving and handing over my first salary cheque in 1993 to my mother and the look of joy on her face," he shares with a bright smile.

“PROBABLY THESE DAYS OF COVID-19 ARE THE MOST MEMORABLE TIME OF MY PROFESSIONAL CAREER!”

Jatindra Nath Khadanga,
Manager - Industrial Relations (RREC)

He is certainly a man who thrives in a crisis for Jatindra Nath Khadanga declares: “Probably these days of COVID-19 are some of the most memorable days of my professional career!” Currently associated with TI IC’s Ghoshpukur – Salsalabari Road project, his days are full addressing the multiple challenges that COVID-19 has thrown up for him and his team at site. “We face increasing shortage of workmen; many are not reporting for work due to fear of the virus and considering the situation, the sub-contractors are not too keen to push them,” he mentions, with a knowing nod. “We have been facing resistance from the locals to restart our construction activity and irrelevant and unrealistic demands from the workmen engaged initially after commencement of work at site.” The imposition of Section 144 by the state government and suspension of public transport restricted the mobility of workmen along the stretch and there have been several supply chain disruptions too.

“Our first task was to convince the workmen not to travel, that it was safer to remain in our labour camps. We provided for sufficient food rations, conducted periodic health check-ups, sanitized all premises, arranged for separate rooms for new workmen and distributed all the safety gears.” Jatindra mentions the use of WhatsApp to share communication and updates with the workmen. “We verified all our arrangements with the local District administration and health department authorities. They appreciated our initiatives that drew the attention of the local media and a detailed report was published both in print as well as the electronic media,” shares a very pleased Jatindra. At the same time, he agrees that it was a triumph of teamwork. “We were able



We verified all our arrangements with the local District administration and health department authorities. They appreciated our initiatives that drew the attention of the local media and a detailed report was published both in print as well as the electronic media.

to perform excellently thanks to the guidance and moral support of our Project Manager and Project Accountant. They gave us a free hand to take decisions for the betterment of the project as well as the organisation. I am also especially thankful to my seniors at cluster level as well as HQ,” he adds.

Jatindra joined L&T in 2008 and his first posting was at the Ahmedabad Viramgam Maliya Road Project after which he did a stint at the VIP Road flyover project till 2015 before moving to his present assignment. Hailing from Bhubaneswar, Odisha, Jatindra’s life partner, Saritanjali, understands him well and even sounds a little like him when she says, “I am not anxious that he will bring the infection home, but I certainly worry about his health.” They are blessed with one son, Jathwik. “I like gardening,” he smiles.

“Taking care of the employees, workmen, the society and the country at this time of the pandemic is a rare aspect and am proud to be an L&T’ite. I salute L&T!”

BIG CHALLENGES. BIGGER COMMITMENTS TO SUCCEED!



Mohan Chandra Joshi,
Manager - Industrial Relations (RREC)

I had to deal with some of the regular fever cases and to keep them motivated and safe from COVID-19 was a challenge. We looked after these cases end to end, providing them with adequate medical cover through tie-ups with hospitals and facilitated daily visits of the Medical Officer and staff.

“During the lockdown, being a core member and head of the COVID-19 response team of the site under the leadership of our Project Director, we were committed to provide all logistic support to the 730-odd workmen and 70 bachelors at site with sincerity and a sense of responsibility,” affirms Mohan Chandra Joshi (MCJ, for short), describing his role fighting the virus. Presently posted at TI IC’s Dwarka Expressway project, his first challenge once the lockdown was announced was to reach his site. “Since I am put up at Gurugram, I had to deal almost daily with the police and the district administration to let me through until I managed to get a pass from our client, NHA/District Administration to move freely.”

MCJ and team had several diversified activities at site including daily cleaning, fumigation, maintenance of hygiene at the labour camp, thermal scanning, supply of rations, water and electricity and arranging for an ambulance. In addition, they frequently

visited government offices or brought them over to visit and inspect the site. “I maintained very good relations with all administrative officers,” chips in MCJ, who also handles medical services. “I had to deal with some of the regular fever cases and to keep them motivated and safe from COVID-19 was a challenge,” he says. “We looked after these cases end to end, providing them with adequate medical cover through tie-ups with hospitals and facilitated daily visits of the Medical Officer and staff.”

“All my seniors encouraged, motivated and guided me throughout the lockdown period and appreciated my work,” shares a visibly satisfied MCJ. “Particularly, my Project Director, R K Mishra, Project Manager M K Singh,

Cluster Admin Head, Amrit Lal Yadav, my colleagues, Harshmani from Accounts and Manoj Tiwari from EHS. In fact, the three of us, Harshmani, Manoj and myself worked jointly throughout the lockdown. They were available 24x7 throughout the crises,” he says and adds, “I should not forget to name my sub-ordinates who helped us day and night especially Ankit Singh, Sunil Kumar Singh and Suresh Pathak.”

MCJ joined L&T in 2006 as a Supervisor-IR and some of the major projects he has been associated with include IMCC JV (Phase - I of DMRC – ‘MC1B’), MTG JV (Phase II of DMRC ‘BC18 project’), SGRP and DARP. “I have a rural background, hailing from a small town in Uttarakhand,” he shares. “My wife, Ganga is a homemaker and both my sons, Gaurav & Saurav, are collegians. I stay with my aged mother,” he adds. “Although initially, my wife supported my efforts soon she started to get scared as the number of positive cases rose in Delhi NCR and did not want me to expose myself but with much convincing they have allowed me to continue and discharge my duties.”



ENSURING THAT WORK CONTINUES UNINTERRUPTED!

When the initial phase of the lockdown was announced, my entire team started working vigorously to ensure smooth functioning of work from home for all the employees. With limited IT infrastructure, we managed to support our EDRC and other department users by enabling them with VPN access and we have successfully enabled access for 150 users during the lockdown.



Yobu Paul, Manager – Systems (TI IC)

As soon as the COVID-19 induced national lockdown was announced, everyone started to scramble to shift their offices to their homes so that work could continue without too much interruption and IT professionals like Yobu Paul swung into action to make this possible. “Our responsibility was to provide remote desktop support for all the TI IC employees in a short time, ensure the availability of hardware like laptops for the junior cadre staff and provide desktops at home, wherever laptops were not available,” shares Yobu. “Working from home was new to many of my colleagues but with our help and prompt action, they have been able to adjust quickly, and work has continued fairly uninterrupted.”

Yobu and his team’s actions brought about the required changes. “Uninterrupted virtual meetings were arranged through MS Teams & Zoom,” he points out, “and we facilitated access to data available in shared file servers and internet security is through Zscaler application. There were also some lively webinar sessions that we arranged accommodating more than 2500 employees,” he says with a smile and then adds seriously, “Digital data security has been applied in all the VPN enabled devices and internet access is restricted to users to safeguard our company data across diversified platforms.”

About his association with L&T, Yobu shares that he joined the company as a contract employee at the Kattupalli Port project in 2010 as an ISD coordinator. “A year later, I was moved to TI IC at Mumbai as the IC ISD coordinator. All along, my seniors have been extremely supportive and have always given me full freedom to work,” he says with a satisfied look. “When the initial phase

of the lockdown was announced, my entire team started working vigorously to ensure smooth functioning of work from home for all the employees. With limited IT infrastructure, we managed to support our EDRC and other department users by enabling them with VPN access and we have successfully enabled access for 150 users during the lockdown.”

On his home front, Yobu’s wife is Gayathri, who is worried about him as he is away from home during these tough times “but she is also proud of what I am doing,” Yobu chips in and they are blessed with one child, Benny. “Whenever I get free time, I watch news, listen to music and play badminton. During WFH I have found it hard to make time to do any extra activities.”

“When many companies have been slashing salaries and laying off employees, L&T is an organization that has cared and supported the wellbeing of their employees,” he rounds off proud of the company he keeps.



A NODAL POINT WITH A SENSE OF RESPONSIBILITY!

Shardindu Tiwari, Manager - Industrial Relations (RREC)



He is presently associated at the Pragati Maidan Project in Delhi that involves the construction of an Integrated Transit Corridor Development Plan in and around Pragati Maidan. “I joined L&T (TI IC) at this very project in October 2017 as Manager – IR. I was then transferred to the Karad – Halwak Road Project in January 2018 but in Dec 2018, I was transferred back here for 2nd time as IR Manager and have been here ever since,” explaining his return to the project.

Shardindu’s plate is full ever since the virus broke out. There is daily cleaning, fumigation, and maintenance of hygiene at the labour camp, thermal scanning, supply of rations, water and

electricity and ambulance. “We visit the government offices from time to time to arrange or usher them to visit and inspect our site,” he ticks off his list of duties. “We also constantly liaise with the police teams.” He is grateful for his seniors for their guidance and motivation. “They have appreciated my good work,” he says with a smile, “and have supported me especially my Chief Project Manager, Ajay Kumar Asthana, Cluster Admin Head, Amrit Lal Yadav and Project Accountant, Pratha Pratim Chatterjee.”

On his personal front, Shardindu says he comes from a small town in Bihar named Arrah. “My wife, Nitu is a teacher in a private school in Noida and I have two children, daughter, Arya and son, Anay. Initially, my wife supported my efforts but later as the positive cases in Delhi rose, she was against me going out fearing that our children would get infected but I must thank my family for standing behind me to allow me to discharge my duties fully,” he says with gratitude.

“During the lockdown, I was made the nodal point for all logistic support,” states Shardindu Tiwari sincerely and with a sense of responsibility. “We had two jeep mounted maintenance vehicles and an ambulance with passes provided by the Client to move from 7 am to 12 midnight across various locations including site and the labour camps to meet requirements like that of essential commodities, food, medicine, PPEs, etc. or carry out any emergency work,” he explains. The reason why he explains this situation is because as soon as the lockdown was announced, he faced unending difficulties to reach his worksite as he was residing in Noida and crossing the border from Uttar Pradesh to Delhi and back was extremely difficult. “Several times, I was in danger of getting my vehicle impounded at check posts,” he shares, “and this is after trying to convince the police that my presence at site was very important to look after the welfare of 500-odd workman and 26 staff.”

Initially, my wife supported my efforts but later as the positive cases in Delhi rose, she was against me going out fearing that our children would get infected but I must thank my family for standing behind me to allow me to discharge my duties fully.



FIGHTING COVID-19 PROACTIVELY!

We initiated a series of proactive preventive measures for the wellbeing and safety of our staff and workmen, including Permission to Start work from the District Magistrate during the first lock down period from 7th April.



Anil Kumar Sharma, Manager IR (RREC)

While for many, the lockdown meant being stuck at home, there are many for whom life went into overdrive as new responsibilities were put on their shoulders to keep things moving. The IR folk have been one such lot for whom the lockdown has posed several tough questions and Anil Sharma, at the Veer (Wadpale) -Bhogaon Khurd Project (VBRP), will agree completely. "We initiated a series of proactive preventive measures for the wellbeing and safety of our staff and workmen," he prefaces, "including Permission to Start work from the District Magistrate during the first lock down period from 7th April." Anil and his team successfully obtained passes/permissions for seven vehicles from the very first day of the lockdown to monitor the health and movement of their workforce.

"Some of our daily measures included pep talks on do's and don'ts, displaying awareness posters at office, guest houses,



workmen habitant and sites and explaining how to maintain hygiene and social distancing to prevent the virus," he informs. "Since our project is in a rural area, bulk food material was not available. We therefore took the District administration's help to arrange for food for the workmen." Other steps taken by Anil and his team included regular temperature screening of all at site or office, installing a disinfection tunnel at the entry gate and motivating all the employees and workmen to install the Arogya Setu App as per the guidelines of the government.

Anil is grateful to his seniors for their support and guidance, "especially, my senior Dilip Choubey, Manas Ranjan Panda and Ms Poonam Chandok for recognizing my contribution which has given my confidence and my morale a huge boost to work even harder in this fight against COVID-19!" A visibly charged Anil acknowledges the support of his team members too in the process. "Without their cooperation and dedication towards the work we could not have achieved our goal," he says sincerely.

Anil, who is at his second project with L&T at VBRP after an initial stint at the Mumbai-Vadodara Expressway project, hails from Delhi and is married to Anjali, a homemaker, and they have a son, Rahul. 'They were initially not in favour of me exposing myself to the virus but I explained to them my responsibility and duty at this crucial time and gradually they were convinced," he says seriously. Lightening up, he shares, "My most memorable moment was during my school days when I was selected as the school cricket team captain. We participated in many inter school sports events and won many cricket tournaments and praise from my Principal, Class teacher, Classmates and my family and specially, from my sweet mom," he laughs recalling 'those' days.

LEADING OPERATION COVID-19 FROM THE FRONT!



D Sathish Koti, Manager - Administration (RREC)

Considering the unpredictability of the situation, it was our responsibility to counsel the staff and workmen, create awareness among them, keep giving them regular and genuine updates and assure them that the company will do the best for them.

A Warrior from the armed forces, he is now a Corona Warrior at TI IC's Mumbai-Nagpur Expressway project, leading his team to keep his people safe and prepare his site to resume operations. D Sathish Koti is ex-Indian Air Force, been part of Operation Vijay at Kargil and has won several appreciations and commendations at various levels. "To lead Operation COVID-19, I first formed a COVID-19 group, distributed tasks sector wise for better and effective control and then went about building my team's confidence," he says with all the vigour of preparing for battle. "Considering the unpredictability of the situation, it was our responsibility to counsel the staff and workmen, create awareness among them, keep giving them regular and genuine updates and assure them that the company will do the best for them." He smiles with a thumbs up and says, "my team stood by me through thick and thin and we have delivered handsomely!"

Providing medical health was another Herculean task since all the hospitals were out of bounds. "We finally managed to

convince the district health officials from a nearby local private hospital to give us medical support. It was equally important for us to obtain the permit to restart operations for which we had to shuttle between several offices but finally received it on 3rd April," he says with a huge sense of achievement. "To prepare for resumption, we started engaging with the local villagers along the alignment. We explained the importance of restarting to the community leaders and took them into confidence. We even distributed PPEs and ration kits to them." In addition, he had brain storming sessions to explore ways to plug the spread of the virus, ensured uninterrupted supply of groceries, set up quarantine facilities and, "I personally met with government officials like the District Collector, RDC,

ADC, Tehsildar, SP (Aurangabad Rural), CP (Aurangabad City) to apprise them of the actions taken by the management," he adds.

Sathish shares an incident of a staff member who wanted to be with his critically ill mother. "Along with Girish Nadiyal, we knocked almost all the doors of the district administration and finally succeed to help him reach his destination and see his mother before she passed away." He adds, "The support and advice I have been receiving from my PM, Rongali Srinivas and Sudeep Malakar at HQ level have been my driving force to venture into these unknown waters."



From Hyderabad, Telangana, Sathish's better half is D Jyoti who is an English Educator and they are blessed with a daughter D Amrutha. "The first sight of her was my most memorable moment," shares Sathish emotionally. "She has given a whole new perspective to my life." He loves trekking and taking off on long drives with his family.

"With my face masked, the L&T jacket was my only identity and I am proud to be playing my part in this incredible organization made up of incredible people," he salutes his company!

“WE WILL BE BACK ON TRACK VERY SOON!”

Vijay Nand Choudhary,
Assistant Manager - Accounts (RREC)

True to his name that means 'Victory', RREC's Vijay Nand Choudhary is an optimist and is sure that L&T will be back to its winning ways soon. "The employees and workmen of L&T are caring in all respects which is evident during these tough days of COVID-19," says Vijay, "and we will definitely be back on track very soon with the determination of my colleagues. I am sure that all of us are putting in our best efforts to improve the situation and achieve our FY targets to make us stand out in the industry," he declares with a surety and purposefulness that are remarkable.

After joining L&T in 2014, Vijay's first posting was at the 165-km long Sambalpur-Rourkela Road project after which he moved to his present posting at the Baharagora-Singhara Road project in the Accounts and Administration department. "Not only is our project in a remote location but it is right at the border between West Bengal and Jharkhand and therefore our main challenge was to stop our 700-strong labour force from crossing the border," he explains. "Our other problem was the scarcity of manpower. Since the borders were sealed and the neighbouring districts all locked down, we could not get skilled manpower as they were all in these neighbouring villages. An even bigger problem has been to mobilize manpower to resume operations." On top of all this, the team had hired a Rig Machine for piling work inside the river and concreting during the lockdown. "Monthly hiring charges of

I am sure that all of us are putting in our best efforts to improve the situation and achieve our FY targets to make us stand out in the industry.

the machine was INR 16 lakhs and we were worried whether it would remain unused because of the lack of manpower. However, after taking the necessary permissions from the border police, a challenge in itself, we were able to mobilise skilled manpower and did some remarkable work that was appreciated by our client."

Vijay and team then turned their attention to aspects that were under their control. "We motivated the workforce with good pep talks, ensured the ready supply of rations, sanitizers, soaps, handwashes, conducted Yoga sessions and provided various kinds of training," he says. "We made one staff responsible for each contractor who would keep a close watch over them daily to ensure that they remained safe." Vijay adds, "My site Project Manager, Project Accountant & IR head (HQ) helped me by providing all the necessary guidelines and resources and our team members executed well," he says with a thumbs up.



Vijay's native place is the village of Sabour, in the Bhagalpur district of Bihar. His wife, Renna is a homemaker and their two children Akash and Ranu are studying in 11th and 6th standards, respectively. "I love reading and sleeping during my free time," he laughs.

ENGINEERING A SMOOTH SHIFT TO WFH!

Bibhuti Bhushan Mishra,
Assistant Manager - Systems (TI-IC)

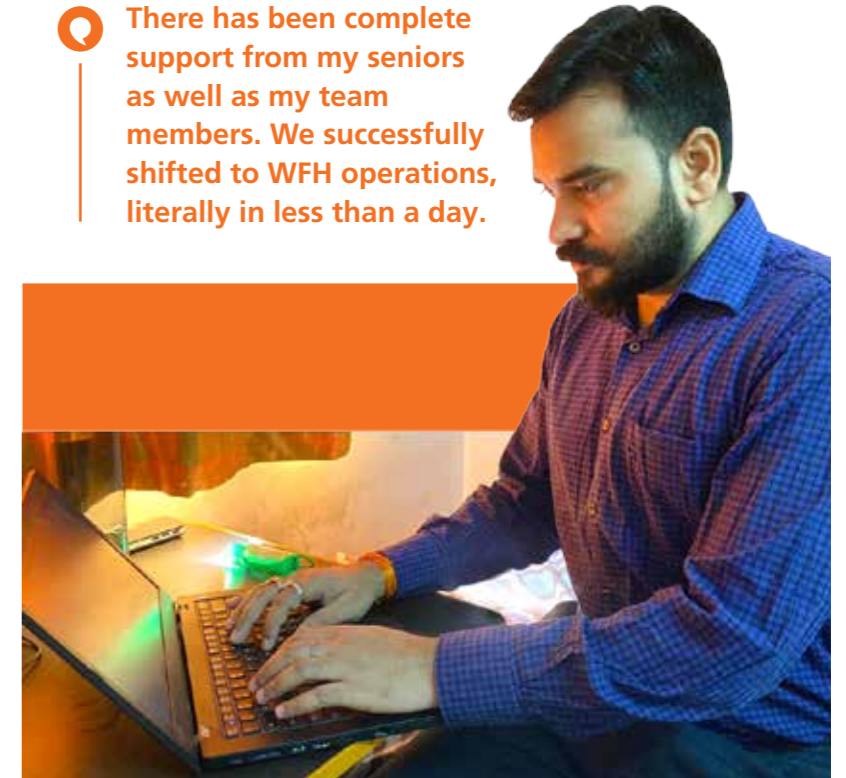
The lockdown has made Bibhuti Mishra and his ilk the 'go to' men with action shifting to homes as corporate India accepts the principle of 'Work From Home' in a big way. Currently posted in TI IC's Mumbai office, Bibhuti had some early challenges. "We had to enable the IT infrastructure for a team of 150 – 200 Design Engineers to help them work from home, ensuring business as usual and provide IT support for staff members over the phone, without having physical access to their systems."

Quickly understanding what was expected of him, Bibhuti got down to action. "Within an hour of the declaration of the lockdown, we had planned and executed a massive exercise of mobilizing IT hardware (desktops & laptops) to individual houses and guesthouses for teams to work from home," he shares with a definite sense of purpose. "We then set up a VPN for users to access their database remotely again in a day's time. In fact," he adds, "we had started using Teams Webinars quite early, in March itself, to engage with a broad audience and conducted dedicated training on various IT & Digital solutions."

Of course, there were challenges, agrees Bibhuti; after all, what is life without them! "There were specific IT challenges like some people unable to connect or access details. However,



There has been complete support from my seniors as well as my team members. We successfully shifted to WFH operations, literally in less than a day.



they understood the limitations of online support and helped in all possible ways to ensure that all issues were resolved at the earliest." He is thankful for the support of his team members too. "There has been complete support from my seniors as well as my team members. We successfully shifted to WFH operations, literally in less than a day," he smiles, proud of their collective effort and achievement. "MS Teams has been our most critical tool to conduct all our operations," sharing about the digital solutions embraced. "We use Zscaler as VPN for remote access to the file server, Microsoft Azure as a platform for non-domain users to be a part of our domain and facilitate them with all our on premise services with safety and security as well."

"I come from India's Steel City, Jamshedpur," he declares. In fact, he was initially posted at the Tata Steel Kalinganagar project as part of MMH SBG, from where he was transferred to TI IC's Baharagora Singhara Road project before coming to the COVID-19 hot zone – Mumbai which is his teacher wife, Nisha's headache. The love of his life is his daughter, Pihu. "Fatherhood has taught me what unconditional love is," he says emotionally. He is equally impressed with the support and guidance that L&T's management has given during these times. "Makes me proud to be a part of an organization that is for the people, by the people. Jai Hind, Jai L&T!"



ON READING, BOOKS ... "one of the finest hobbies!"

Dear L&Tite,

As the lockdown continues this week, would like to share my thoughts on reading – one of the finest hobbies which you should consider in your spare time. It is an effective approach to utilize time as it evokes a whole new set of chromatic thoughts in us.

Reading requires focus, time and, most importantly, a lot of discipline. It is a great habit to imbibe and has personally provided me with several fresh perspectives. One should develop a scorching reading speed along with a simultaneous comprehension of thoughts which will be immensely helpful in the long run. I would like to share with you some books that have left a lasting impression on me.

Being a passionate L&Tite, one may want to consider a memoir on sports and that's where **Shoe Dog** (By Phil Knight) can be a leading read in which Phil Knight, one of Nike's co-founders, traces the journey of Nike from its early struggles to its evolution into one of the world's most recognized and profitable companies. Also, **Rafa: My Story** (by Rafael Nadal & John Carlin) is a very good read providing a wonderful insight into the life and rise of Rafael Nadal, one of the greatest tennis players of the modern era and arguably the greatest ever player on clay.

On Information Technology, one may want to consider the biography of Apple's founder **"Steve Jobs"** (by Walter Isaacson), a story of the rollercoaster life and intense personality of the creative entrepreneur Steve Jobs, whose passion for perfection and ferocious drive revolutionized six industries: personal computers, animated movies, music, phones, tablet computing, and digital publishing. Yet another great read is **Bill Gates: A Biography** (by Michael Beecraft), that examines the life and achievements of a standout American inventor, philanthropist & the cofounder of Microsoft, Bill Gates, who also helped transform society by ushering in an era of ubiquitous personal computing.

My Years with General Motors (by Alfred Sloan) can be a picky read for a motor head in which the book details the time Sloan led General Motors Corporation to international business success by virtue of his brilliant managerial practices and provides insights into the new consumer economy that he and General Motors helped to produce. One may also want to consider the lessons from America's best run yesteryear companies amalgamated in a

book called **Search of Excellence** (by Thomas Peters & Robert H. Waterman).

If war fiction interests you, then am sure you would love to read **The Best & The Brightest** (by David Halberstam) in which the author holds forth on the Vietnam war, the foreign policies crafted by the academics and intellectuals in the US administration and the disastrous consequences of those policies in Vietnam. **Shogun** (by James Clavell), yet another war classic, shares the voyage of Japan's Toranaga Empire from rise to shogunate as seen through the eyes of an English sailor. **Papillon** (meaning black butterfly in French, by Henri Charrière) is yet another interesting read about Papillon's incarceration and subsequent escape from the French penal colony of French Guyana. The sequel to Papillon, **Banco** (by Henri Charrière) is a compelling read too about the author's life in Venezuela, where he escaped from the penal colony on Devil's Island.

A distinctly interesting reading could be **The Da Vinci Code** (by Dan Brown), a mystery thriller about the hero, Robert Langdon's attempts to unravel a 2000-year-old conspiracy by deciphering the ingenious code hidden in the works of Leonardo da Vinci. Mario Puzo's **The Godfather** is truly a riveting read about the fictional New York-based Mafia family of 'Don' Vito Corleone and arguably one of the best Mafia stories ever written.

Reading these books not only gave me a lot of food for thought but also a good understanding from the honest takes across industries, sports, war veterans renowned globally on how the path to success really looks like.

While I do hope you enjoy reading the above books, please do bear in mind that your first priority should be to maintain utmost discipline in terms of meeting your business commitments and resort to such recreational activities only during your spare time.

Best Regards,

SNS



Central Materials Department bags the prestigious SCM Pro Awards

The Central Materials Department bagged the prestigious SCM Pro Awards from the Institute of Supply Chain Management (ISCM), Mumbai, during the 2nd India Procurement Leadership Forum Awards 2020 event held on 18th February. Binaya Bhushan Mishra (BBM), VP & Head SCM was recognized as the 'Procurement Leader of the Year' for his contribution towards the development of the Supply Chain function at L&T Construction. The Central Materials Department also received 'The Procurement Team of the Year' award that was received by Sanjoy Mukherjee, DGM, Procurement, accompanied by BBM. The SCM Pro awards are decided by a jury of eminent international academicians and experts and reflects an un-biased opinion on the capabilities of the nominees. Established in 2009 as a centre for excellence in

Supply Chain & Logistics, ISCM is one of the leading institutes in the area of Supply Chain Management in India & offers Consulting, Training and Education Services in India & overseas.



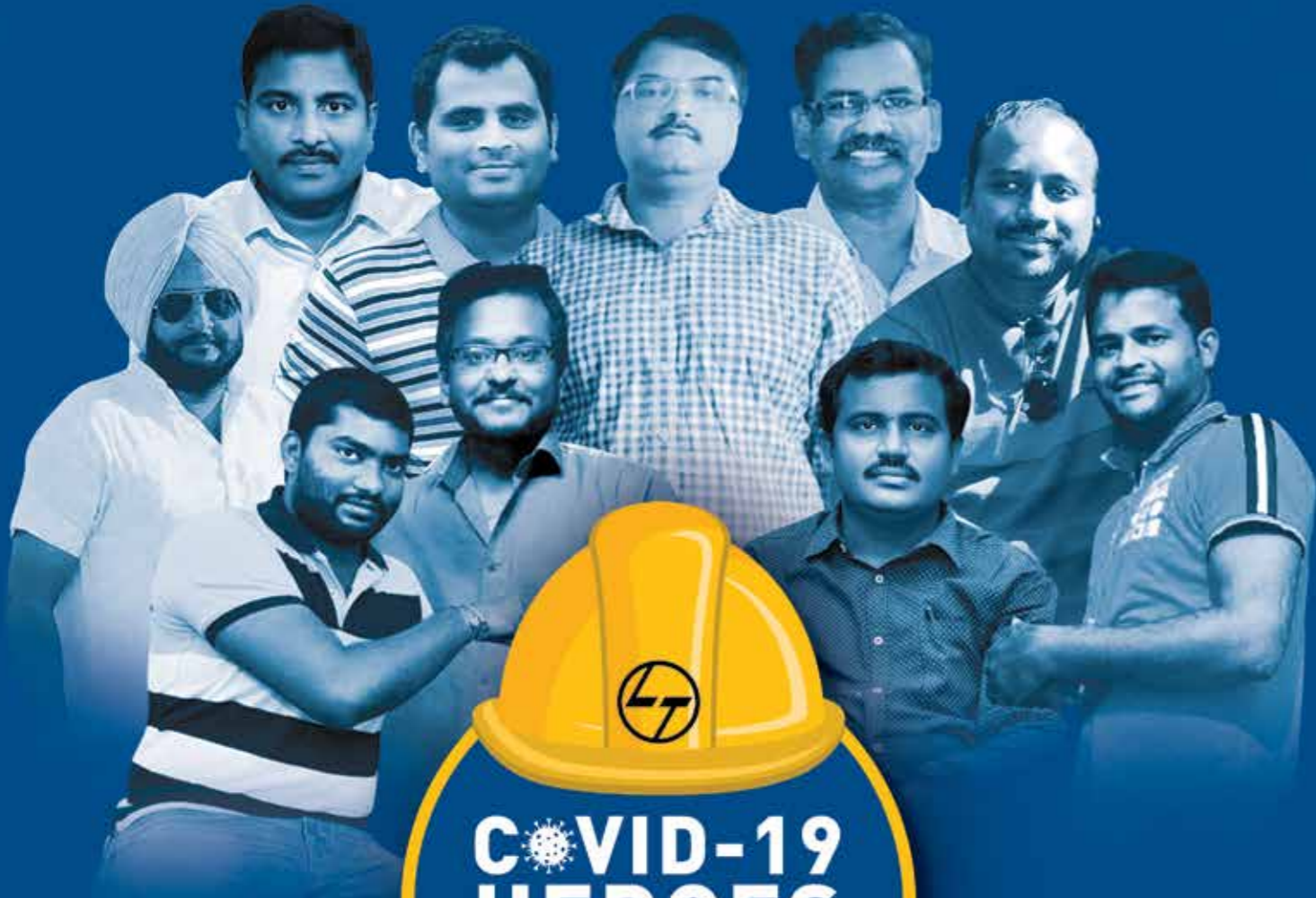
HCI IC launches a new Web Portal for Treasury Functions

In line with the management commitment towards innovation and digital transformation, HCI IC has developed an online module for their Treasury function, 'WALLET' which was launched by S. V. Desai (SVD), Senior Vice President and Head - Heavy Civil Infrastructure IC, in the presence of P. Jayaprakash (PJP), Head, FA&A, P. Niranjana (PN), Head, Technology & Corporate Services, K. R. R. Chandran, Head, Special Bridges Segment, Barttanu Kumar Das, Head HR, Prasanta Gupta, Head - Procurement, S. Jayachandran, Head - Corporate Centre and other dignitaries of HCI IC on 9th January 2020.

SVD and PN lauded the initiative and stressed on its adaptability in day-to-day treasury functions, enabling taking stock of the Inflow Plan & Collection Management, Outflow Fund Management and Net Cash Flow (NCF) & Management Report. PJP emphasised that 'WALLET' would further enhance project monitoring in terms of

cash position equating with project progress online. The module could be an enabler to the BU's focus on revenue recognition in terms of cost spending thereby maintaining positive cash. 'WALLET' will be a stimulator to the treasury team to monitor collection targets as envisaged at the beginning of the month by the respective projects.





**COVID-19
HEROES**
BACK TO WORK!
— Together stronger —
BUILDINGS & FACTORIES IC

“ALL MY VALUES ARE BEING RECOGNIZED BY L&T!”

Munduri Veerabhadr Rao,
Manager - Industrial Relations, B&F IC

“It is during these contretemps that we must all learn to maintain utmost composure and bring about amendments in our lifestyle for our own good. However, the lockdown has indeed left us fraught with challenges,” is how Munduri Rao (MVR, for short) describes the present strife that humanity is enduring. Soon the secret of his refined language is solved. “Writing is an innate talent of mine that I wish I had explored more as a young man. I do not have much time to follow it, but I make the best out of it whenever I can.”

MVR’s journey with L&T has been punctuated by several project milestones starting with the Rayalaseema Thermal Power plant followed by Sanghi Spinning Mill, HITEC City, Lonavala-Khandala Bypass, Satara-Kolhapur Road, Oberoi Springs, Oberoi Commercial Building, New American Consulate Compound, Wankhede Stadium, Salalah Airport, WIPRO SEZ, Statue of Unity and currently the Hyderabad Airport project.

The 2,400+ workforce at the HIAL site posed huge problems for MVR and team to maintain social distancing. “In addition, groceries were provided, payments disbursed at fixed regular intervals, recreational facilities created, water and electricity supply effectively controlled,” he shares. “The physical, psychological and emotional safety of the community has been my priority even as the apocalyptic spread of COVID-19 has disrupted life and businesses alike in India and elsewhere.” MVR paid daily visits to the workmen’s camp to ensure that all safety measures were followed. “I resolved issues with root level inspections and personally spoke to most of the workmen to make their stay as comfortable and implemented the comprehensible and recommended changes at the earliest,” elaborating on his role as a Corona Warrior.



It is a fact that we give back a lot of things to our community in strategic ways meant to optimize their impact. All the values that I have to offer are being recognized by L&T and I am grateful for that!

MVR has been well supported by the site senior management in this endeavour. “We have frequent and in-depth discussions about workmen and employee welfare with our Commercial Head, C. Vasudev, Deputy Project Director, P. V. Kurup, and Project Director, Ch. Anil Kumar.”

Hailing from Kesanakurru in Andhra Pradesh, MVR’s better half is Lakshmi Vijaya whom he describes as “the perfect companion and a wonderful mother to our children while taking up all the responsibilities of running a household.” They are blessed with two children – a daughter, Lavanya Ratna Sirisha and son, Satya Sairaj. Hobbies we already know, and his two most cherished moments are when he received a job offer from L&T and when he entered fatherhood.

Summing up, he says, “It is a fact that we give back a lot of things to our community in strategic ways meant to optimize their impact. All the values that I have to offer are being recognized by L&T and I am grateful for that!”

AN AIRPORT MAN LANDS TO HANDLE A CRISIS!



that all the workmen were free from infections. "We have been following the advice of WHO and the guidance issued by the national and local health authorities by watching news/social media."

Sanjay and his team members have been providing COVID-19 awareness training on health and hygiene, putting up awareness posters, conducting thermal temperature checks of the workmen and staff. "I have also made the workmen understand that it is not right to forward unverified information on COVID or be victims of hearsay. It's important they are not swayed by false reports or fake news," he adds earnestly. "They now check with us if they need any clarifications."

Sanjay Pandurang Aher, Construction Manager – Civil (B&F IC)

Of the dozen years Sanjay Aher has spent at L&T, a majority of them have been at airport projects: 8 years at his first project which was the iconic Mumbai International Airport and after 3 years at the DAICEC project in Mumbai, he has returned to an airport project at the Bangalore International Airport (Terminal -2) project site where he has been for a year. Though an unassuming young man, Sanjay is certainly the go-to man for the 3050-odd workmen at site in any crisis and the outbreak of COVID-19 has been a huge crisis not only for his project but for the whole world as well.

Together as a team, we have taken ownership of the situation and are working tirelessly. Our purpose is to beat this invisible enemy and continue to build landmark projects that will keep the flag of L&T flying high.

"My first task was to create awareness amongst the workmen about the virus and the precautionary measures that had to be taken for them to remain safe," he says, describing his role as a Corona Warrior, passionately focusing his efforts to ensure

Sanjay is all praise for his seniors for their 24x7 support and guidance during the crisis. "Together as a team, we have taken ownership of the situation and are working tirelessly," he states. "Our purpose is to beat this invisible enemy and continue to build landmark projects that will keep L&T's flag flying high."

Hailing from Kopergaon, Shirdi, Maharashtra, Sanjay's better half is Yogita Sanjay Aher and they are blessed with a son, Tanmay and a daughter, Pranjal. He is very appreciative of the "tremendous cooperation, support and motivation that I receive from my family." Espousing a keen interest in fitness, yoga and books, Sanjay alternates his free time for these hobbies.



Sharing his memorable moment as joining L&T, Sanjay says "I see myself working in L&T for years to come because this is 'the best' place to work," he concludes with the zeal of a happy employee.

PLAYING A WHOLE NEW TUNE!



Sudhakar Prabhu, Manager - Industrial Relations, B&F IC

As an admin department, we required a readily available team to manage the site during this time of crisis. We are thankful for successfully retaining 50% of my excellent and high-spirited team members to fight the COVID crisis at site.

One of Sudhakar Prabhu's pastimes is to play the piano on Sundays! With the outbreak of COVID-19, he has been forced to play a completely new tune to ensure the health and safety of the 2,100 workmen and staff at B&F's Chennai International Airport project. "As an admin department, we required a readily available team to manage the site during this time of crisis," he explains. "We are thankful for successfully retaining 50% of my excellent and high-spirited team members to fight the COVID crisis at site. It was initially a challenge to pacify and convince the workmen not to venture out of their labour camps unless it was absolutely unavoidable and thus far, we have managed the situation well," he smiles.

Sudhakar started his journey with L&T as a Graduate Commercial Trainee in 2004 at the WIPRO Chennai project. "It was only a short stint of about 5 months before I was posted at the DDA (Delhi Development Authority) site in August 2004. Again, a short tenure, after which I moved to DMRC for about 2 years." Thereafter, there were assignments at JIPMER, Puducherry, Employee State Insurance Corporation, Coimbatore and a 4-year stint at the Kannur International Airport site before moving to his present posting.

Sudhakar and team have taken care of all the necessities at site. One challenge for them has been "to identify and treat workers with fever and isolate them in quarantine wards as a precautionary measure," he mentions. "We have also availed off free rations for our workmen from the Tamil Nadu Civil Supplies through the Labour Department." Since it is uncomfortable for them to remain constantly cooped up in their quarters, the team has built shamianas in the common areas of the workmen's camp for their comfort to wander outside their rooms during the hot summer days. "I am extremely thankful to our Project Head, Anup Chulliyil, Project Accountant, G. Senthil Kumar and the entire senior staff members for visiting the site and the Labour Camps every day during the lockdown period as per the roster scheduled by the Corona Response Team," he shares.

Sudhakar is a Chennaiite. "I'm blessed to have a supportive wife, Angeline Sarah, a homemaker, and two daughters, Magdalene Sneha and Evangeline Jessica. With their love, care and sacrifice nothing is impossible for me!" he says matter-of-factly. "I have a lot of moments that I cherish," he laughs, "the cricket I played during my school days, my appointment at L&T, my marriage, the smiles of my daughters, and of course, our annual family vacation."



"Truly by the Grace of God, we had Zero positive cases and on 05.05.2020 we received permission from the District Collector to resume construction activity at site," he signs off triumphantly.



QUICK OFF THE BLOCKS!

My family understands my responsibilities towards my organization and the workmen who depend on me and my seniors trust me to give my 100 percent. I carry their expectations on my shoulders and till date, I have ensured that I have met them.

Sashi Bhaskar Kondu, Assistant Manager, Industrial Relations (B&F IC)

Being an entirely new virus, COVID-19 has caught human beings napping with a vaccine still in the process of being developed. When the pandemic broke out in India, several project sites across L&T Construction started planning and acting quickly to take remedial measures. One of the sites that was quicker off the blocks, than most was the IIT project site at Hyderabad, shares Assistant Manager, Industrial Relations, Sashi Bhaskar Kondu. "Within 24 hours of the announcement of the lockdown we had procured and distributed all the PPEs for our 1,631 workmen," he says with a snap of his fingers. "Thereafter, we started on the more tedious process of making them understand the importance of social distancing and strictly following all the mandated precautionary measures."

Handling such a big workforce was challenging for the project team but Sashi acknowledges the role stood by the site leadership in their fight. "Whatever was the challenge, our Project Director, HSP Shukla and Project Accountant, N Krishna Kumar stood with us like strong pillars guiding and working tirelessly with us as a team."

Sashi's association with L&T began with the Vizag Steel Plant project followed by a host of others - NTPC Simhadri at Vizag-AP, VISA Power, DB Power at Raigarh-CG, GMR Power at Raipur-CG, APTIDCO-Jaggayyapeta-AP "and this is my seventh project," he states proudly. "We are an agile team and one of our unique initiatives was to organise shamianas or Indian marquees to ensure that the workmen were sheltered from the blazing sun and follow social distancing too. This initiative was well appreciated by

the Government officials who inspected our camp and has been since followed by other projects as well," his sense of achievement evident.

Hailing from Nandyal in the Kurnool district of Andhra Pradesh, Sashi is blessed with a very supportive wife, Vinitha Durga, a teacher at the Pioneers International School and they are blessed with two children - Charan Sai and Deekshitha. Citing his memorable moments as his marriage and the birth of his children, he is a true family man who spends his spare time with them watching movies on the first day of release. Else, he is continuously learning on the internet.

"My family understands my responsibilities towards my organization and the workmen who depend on me," he says sincerely, "and my seniors trust me to give my 100 percent. I carry their expectations on my shoulders and till date, I have ensured that I have met them," he signs off with a winning smile.



"WORKMEN ARE HAPPY THAT WE ARE TAKING CARE OF THEM!"

Rajeev Roshan, Assistant Manager - Accounts

The main aim of a Corona Warrior is to ensure that the workmen at his/her site are happy, contented and engaged. For Rajeev Roshan at B&F's CAPFIMS (Central Armed Forces Institute of Medical Sciences) project, the good news is that the nearly 2,000 workmen at his site are acknowledging that L&T is taking care of them during these difficult times. "Workmen are happy seeing us coming forward to take care of their facilities and meet their needs," he says. "Engaging and keeping them (the workmen) occupied were big tasks so we have arranged movies, dance programmes and Yoga sessions for them. In fact, during this lockdown period, we engaged them with the help of the Delhi police by organising a Musical night. All our workmen participated whole-heartedly and enjoyed a lot," he smiles.



Engaging and keeping them (the workmen) occupied were big tasks so we have arranged movies, dance programmes and Yoga sessions for them. In fact, during this lockdown period, we engaged them with the help of the Delhi police by organising a Musical night. All our workmen participated whole-heartedly and enjoyed a lot.

took control of the nearly completed building and converted it into a labour residing area." Apart from the normal precautionary steps, Rajeev and his team coordinate daily with the camp bosses, Ramakant Thakur, Dinesh Kumar and Vinay Kumar Thakur and the housekeeping teams at the habitats to ensure adequate water for the workers and other welfare measures. Siting a specific issue, Rajeev says that "as the government was not issuing passes in the initial stages, we identified some essential workers like sweepers, electricians, sewage cleaners and arranged for their accommodation with food at our camp itself. All the decisions are taken with the help of our seniors and we were in regular touch on team/phone calls to take their guidance," he adds.

Hailing from Darbhanga in Bihar, Rajeev's better half is Priya Kumari, a homemaker, and they are blessed with two children, daughter, Shubhangi ("her birth was the most memorable moment of my life," gushes Rajeev) and son, Ruchir. "I like watching cricket and travelling, yes, whenever I get the time," he smiles.

Having joined L&T in 2007, Rajeev is on his 6th project at CAPFIMS, "and my 4th as a project accountant," he reminds. He started off at Maruti's KB Casting plant at Gurgaon, then to a mall, hotel & office complex project at Chandigarh, a short stint at ITC-Manpura (HP) and then back to the Chandigarh project followed by three years at MUD Chandigarh and a couple of years at ITBA Chandigarh. "From 2017, I have been at CAPFIMS."

"When the virus started to spread and the lockdown was announced, our first and major challenge was to educate the workmen that they have to remain in their respective rooms for their safety," says Rajeev. "Due to the design and construction of the labour camp, social distancing was a big challenge, so we



BIGGER THE WORKFORCE, GREATER THE RESPONSIBILITY

Manjit Singh,
Assistant Manager - Industrial Relations (B&F IC)

Manjit Singh's forte of his own admission is his ability to effectively manage large workforces. "I have worked at projects of scale having sizeable workforces," he states. "Earlier, I worked at the Delhi One Project in Noida where I was handling 4000 workmen. Before that I was at the Statue of Unity project site in Khivadia Gujarat where we had 3500 workmen. In fact, during those last days just before the PM's inauguration, our numbers went way past 4,000," he says recalling his action-packed days, to build the world's largest statue. Prior to SoU, he was at the Bamboo Hotel Aerocity – Asset 13 project where with a workforce of only 450, he must have felt lonely!

Even with such a rich experience of handling workforces of considerable size, Manjit found managing the workforce of about 2200 workmen at his present site, the IICC project at Dwarka, extremely challenging more because of the unfamiliar circumstances created by COVID-19. "Ensuring their health and safety was no easy task," Manjit shakes his head at his huge responsibility, "especially making them understand the importance of social distancing and following precautionary measures."

I am happy to be with an organization like L&T that cares, contributes to the Nation in this fight against COVID-19 and values every employee.

Apart from all the mandatory precautionary steps, Manjit coordinated with the team to arrange for a Mobile ATM at site so that the workmen did not have to venture out of the site. He is all praise for his colleagues especially the Account Head and the site management who stood by him in this fight and he points out that during these tough days, his father has been his big inspiration. "At a time when the safest thing was to stay at home, I was going to office and obviously my family was worried but every time I hesitated, my father used to remind me that although the family needs me, my site needs me more. That gave me the strength and courage to return to site everyday and give my 100% to keep our workmen and staff safe."



Hailing from Amritsar, Manjit is married to Jeetkamal Kaur, a home maker, and they have a son, Gursimranjot Singh. A self-professed movie buff and a family man, Manjit likes to spend his spare time bonding with his family members. Quite unsurprisingly, one might add.

Signing off, he says "I am happy to be with an organization like L&T that cares, contributes to the Nation in this fight against COVID-19 and values every employee."



A CALM MORALE BOOSTER!



As I interacted with them, I realised that most of them needed moral support. Our workmen are a close-knit family used to closely interacting with each other, so it was important to keep them together emotionally.

Saroj Kumar Swain,
Senior Engineer (EHS) - B&F IC

One of Saroj Kumar Swain's biggest strengths is his ability to stay calm under pressure, a strength that has come in very handy when dealing with the 670-odd workmen at B&F's Wipro IT SEZ project site. "As the news of the pandemic spread, quite naturally, the workmen started to panic. I had to step in immediately as part of the COVID response team to calm them down, make them aware of the reality of the situation, what this virus was all about and the preventive measures that they had to take to keep themselves and all of us at the site safe and sound," he shares. "As I interacted with them, I realised that most of them needed moral support. Our workmen are a close-knit family used to closely interacting with each other, so while it was important to keep them together emotionally, it was equally important for us to impress upon them the norms and advantages of social distancing."

Having worked earlier at L&T's IIT Project Ph-1, Hyderabad handling the requirements of over 1600 workmen, Saroj has a good grip of managing a sizeable workforce. Revealing a bit of his personal side, Saroj says emotionally, "Perhaps, the most memorable moment in my life was my son's birth and to be honest, in that moment, I found new meaning in life and therefore when I see our workmen, I picture their families, their children and I ensure that I give my 100 percent to safeguard their health and safety."

He spearheaded the various COVID-19 precautionary measures adopted at site and mentions with a certain sense of achievement that everyone has seen through the worst of the crisis and are safe. "Of course, we worked very hard to make it happen, but I have to thank my seniors and my team members for their wonderful support in our fight against this pandemic."

Hailing from Cuttack in Odisha, Saroj's personal world is his wife, Monalisha Malik, a homemaker, and son, Soumyaranjan Swain. "They are my biggest strengths," he says. "I love listening to music, surfing the internet and reading novels and yes," he nods, "I followed these regularly," with a laugh.

"Today, as I play a small part to ensure the safety of our workmen, I am proud to work for an organization like L&T where every workman and employee is valued," he concludes with a sense of pride and gratitude.



AN ALTRUISTIC WARRIOR

Padala Satyanarayana Reddy,
Senior EHS Engineer (B&F IC)

For Padala Satyanarayana Reddy, Senior EHS Engineer at the AIIMS Hospital Project now in the frontline as a Corona Warrior, the day begins with a purpose – to ensure that all his 1600 workmen are safe and healthy. “Managing such a massive workforce and ensuring their basic needs and monitoring their daily health was a herculean task,” he says with a sigh, “But we have been successful to keep diseases at bay because of our dedicated efforts.”

Satyanarayana is altruistic at heart and hence it came as no surprise to his colleagues when he donated INR 25,000 in his individual capacity to fight COVID-19 and arranged for 3000 masks and 100 hand sanitizers at the site during the lockdown period.

He joined L&T in 2012 as a DET at the Godrej Simoco Project, Kolkata that had a capacity of 1300 workmen. He then moved as Cluster EHS Coordinator in the Kolkata Cluster for the next four years and then as the EHS In-Charge for High Rise Multi-storeyed Office Building, Bhubaneswar. Currently he is Senior EHS Engineer at the AIIMS project, where L&T has been mandated to construct a hospital and academic campus over a built up area of approximately 17 lakh square feet.

With the outbreak of the virus, Satyanarayana was quick to develop and implement COVID 19 Induction Modules for the staff and workmen to build awareness. Elaborating on keeping physical contact minimal, he says, “Apart from following the highest standards of sanitation and hygiene, we used various digital platforms like Microsoft Teams, Arogya Setu App and social media for information sharing and spreading awareness.”



Managing such a massive workforce and ensuring their basic needs and monitoring their daily health was a herculean task, but we have been successful to keep diseases at bay because of our dedicated efforts.

Hailing from Konkuduru (Andhra Pradesh), Satyanarayana is married to Padala Sudha Rani, a homemaker, who has been a strong pillar of support throughout. They are blessed with a daughter, Jayasri Sanvika, whose birth was his most memorable moment. Satyanarayana volunteers for community service during his free time, loves to participate in sporting activities and is fiercely competitive. Apart from this, he also introspects during solo journeys and cites his first to Darjeeling as a memorable one.

“My efforts would have been in vain without the strong backing of Project Director, Anand Thiagarajan, Cluster EHS Manager, G Madhava Kumar and Department In-charge, Suresh Thomas,” he says with gratitude. “Not only have they encouraged me but have given me complete freedom to implement all initiatives. At L&T, we are one big family and our seniors walk the way with us,” he states, with a gleam in his eye.



“PROUD TO BE WORKING IN L&T!”



I can proudly say that I am working in L&T. A company that takes care of their employees and workmen. Even during this lockdown, the company has provided all the facilities to the workmen, paid their wages and even paid our salaries without any reduction!

Jangala Nagesh
Executive (Accounts), B&F IC

B&F IC’s Jangala Nagesh handles IR at the Raheja Hyderabad project site and for a 9-year-old at L&T, he is all praise for the company he keeps, and the reasons are obvious. “I can proudly say that I am working in L&T,” he declares. “A company that takes care of their employees and workmen. Even during this lockdown, the company has provided all the facilities to the workmen, paid their wages and even paid our salaries without any reduction!”

Nagesh joined L&T in 2011 and was immediately posted at the Vicatsagar Cement Plant site as Supervisor (Accounts) in the accounts department. “In 2014, I was transferred to the Hyderabad Metro Rail Project as Project Accountant to oversee the Stage 4 site. I was there till May 2019. In fact,” he says, “one of my most memorable moments in my life was when I saw the train start operating at Hyderabad Metro.” After a short stint at the IIT Hyderabad Phase II site, he has moved to the Raheja site to work in the IR department and right into the heat of action because as the lockdown began, the biggest challenge facing the IR team and the entire site management was how to manage and keep the workmen engaged and, at the same time, safeguard their health and safety.

“Most importantly,” says Nagesh, “we gave confidence to all our workmen that we were all with them, and weekly twice, along with our Project Accountant, Project Planning In Charge we used to interact with them to meet their requirements and sort out all issues that they were facing.” Apart from taking all the necessary precautionary measures, Nagesh is happy that the workmen

have reciprocated to his and the company’s good gestures of looking after them during these unprecedented times. He is quick to acknowledge the way his seniors have supported him in this exercise. “They have put in 100% efforts,” he says with feeling. “Every morning at 9 o’clock, we have a con call with our PM, Safety In charge, Project Accountant, Planning In charge and Colony Camp Boss to take stock. We have taken utmost care of our workmen and their health,” he stresses.



Hailing from Warangal in Telangana, Nagesh happily admits that he gets 100% support from his wife, Vineela, a homemaker, his two children, Srinidhi and Kartheek Ganesh and his parents. When he finds the time, he pursues his hobbies, “I like reading books, meditation and learning new languages.” It is however great that he has learnt the language of taking care of his workmen that has earned him the title of being a true ‘Corona Warrior’.

"I MISS MY FAMILY, BUT MY SITE NEEDS ME MORE!"



task," he shakes his head. And sure enough, crisis came visiting the team when one of the workmen, Kameshwar Gupta, fell seriously ill with high fever and a fast-declining platelet count. "For two days, we struggled to find a donor but during this critical period, we managed the situation well, got him admitted and soon things worked out well and he is fine now," smiles Balamurugan with relief.

Having joined L&T in 2015 as a PGT, Balamurugan has had several short stints at Hyderabad Metro project, APCRDA housing project and Raheja, Chennai before moving to the Chennai Airport MLCP site. Once the lockdown was announced, he has thrown himself whole-heartedly

into looking after the wellbeing of the workmen and shares with great satisfaction, "The local inspector visited our site and then an Intelligence Inspector also came and both of them were very appreciative of our preventive measures."

Obviously, such a huge task cannot be achieved by an individual and he is quick to acknowledge the support that he has received from his seniors like Project Manager, Swaminathan Ganesan. "He never fails to ask me about my family members whenever he calls me," shares an emotional Balamurugan, "because he is aware that I am away from my wife, Mahalakshmi, who is a homemaker and my little Champ," he shares, his face lighting up at the mention of his son. "I love to see movies and have late night hang outs but after I have started working, I rarely get the chance," he smiles ruefully.



K Balamurugan, Assistant Officer (IR), B&F IC

His son, Sai Vidhyuth, whom he calls "My little Champ" is only 4 months old and is someone young K Balamurugan is missing very badly. "Initially my family was afraid about me working at site during their uncertain times of the virus but later they understood my job profile and were supportive," he shares. "They have understood what I am doing at site and that we are all in this together. I miss my family very much especially my son, yet the site needs me more and my family is proud of what I am doing. Thanks to L&T for the opportunity!" Spoken like a true Corona Warrior!

I miss my family very much especially my son, yet the site needs me more and my family is proud of what I am doing. Thanks to L&T for the opportunity!

Posted at the Chennai International Airport - MLCP site, the biggest challenge for Balamurugan and the site management team was to ensure the safety and health of the workmen staying so close to a functioning airport. "We have about 650 workmen and 45 staff at site," he informs, "and keeping such a big group of people at the camp and practice social distancing was a huge



ON HINDI MUSIC ... "to revitalize energy levels; rejuvenate productivity!"

Dear L&Tites,

Multiple researches have pointed out that music helps to revitalize energy levels apart from other benefits such as rejuvenating productivity. Hence, yet another relaxation activity one turns to, during spare time for recharging oneself, is music.

Tuning into some of the classics I have shared below always revives me while some have even left me with some profound thoughts.

If you have the taste please listen to some of these classics.

Some songs truly revolutionized Indian music industry, and **Mera Joota Hai Janani** (by Mukesh) from the movie Shree 420 (1955) is one such ever-lasting example. Songs of the legendary Kishore Kumar always fascinate a listener's soul. One such compelling tune is **Ek Ladki Bhigi Bhagi Si** from the movie **Chalti Ka Naam Gaadi (1958)**. Also, songs like **Mere Samne Wali Khidki Mein** from the movie **Padosan (1968)** can linger with you for long.

Retro Bollywood songs of the bygone era are musical treats that can still tug at your heartstrings. The song **Mere Sapno Ki Rani** from the movie Aradhana (1969) is heart-warming to listen to. More songs like, **Roop Tera Mastana** from the same movie will strap your good old memories. Songs like **Pyaar Deewana Hota Hain** from the film Kati Patang (1970) is fascinating to listen to. One may also consider lending one's ears to the song, **Ye Shaam Mastani** again from Kati Patang.

The melody of **Chal Chal Mere Haathi** from the movie Haathi Mere Saathi (1971) can be recalled to its magnificent lyrics. **Dum Maro Dum** (by Asha Bhosle) from the movie Hare Rama Hare Krishna (1971) can also dazzle your day. **O Mere Dil Ke Chain** from the movie Mere Jeevan Saathi (1972) can leave anyone magnetized by its lyrics. Another song **Chura Liya Hai** (by Asha Bhosle, Mohammed Rafi) from the movie Yaadon Ki Barat (1973) prove the singers' great control over high notes. Also, **Ek Ajnabee Haseena Se** from the movie Ajnabee (1974) is a classic by Kishore Kumar.

There have been several iconic duets the leading ladies of Bollywood music, Lata Mangeshkar and Asha Bhosle, have sung along with Kishore Kumar. One such song is **Bheegi Bheegi Raaton Mein** (Kishore Kumar and Lata Mangeshkar) from the movie Ajanabee (1974). **Hum Dono Do Premi** (by Lata Mangeshkar) from the movie Ajnabee (1974) is yet another timeless classic. **Ek Main Aur Ek Tu** (by Kishore Kumar & Asha Bhosle) from the movie Khel Khel Mein (1975) is also wonderful to listen to. **Kya Khoob Lagti Ho** (by Mukesh and Kanchan) from the movie Dharmatma (1975) is a beautiful melody one might consider listening to.

Songs like **Pardesia** (by Kishore Kumar & Lata Mangeshkar) from the movie Mr. Natwarlal (1979) are amongst many that left their remarkable imprints on the world of music. **Dekha Ek Khwaab To Yeh Silsile** (by Kishore Kumar & Lata Mangeshkar) from the movie Silsila (1981) is good. Spellbinding songs like **Jane Kaise Kab Kahan Iqrar Ho Gaya** (by Kishore Kumar & Lata Mangeshkar) from the movie Shakti (1982) is not only heart-warming to listen to but can leave you humming their tunes long after.

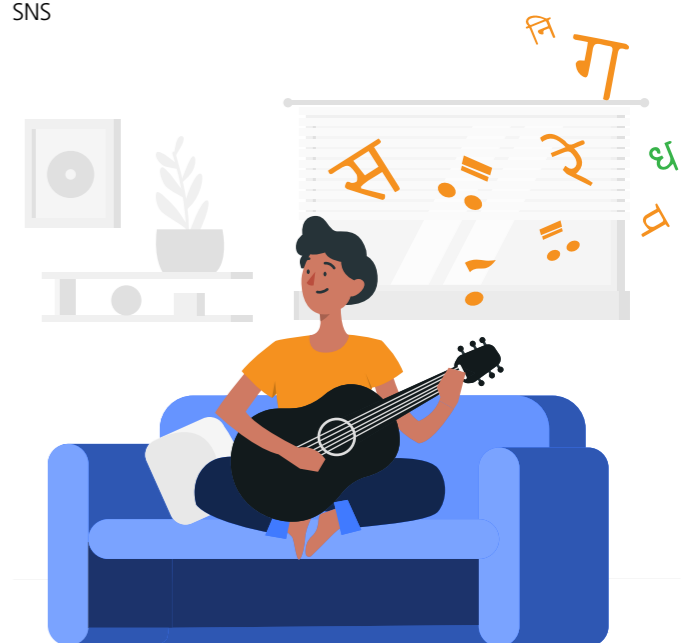
One may want to have a distinguished playlist comprising of songs like **Jawani Janeman Haseen Dilruba** (by Asha Bhosle) from the movie Namak Halaal (1982). **Neele Neele Ambar Par** (by Kishore Kumar) from the movie Kalaakaar (1983) is yet another song one might want to consider adding to one's playlist. **Pyar Mein Dil Pe Maar De Goli** (by Kishore Kumar & Asha Bhosle) from the movie Mahaan (1983) is a song reminiscent of Bollywood in the 1980s. Song like **Shayad Meri Shaadi Ka Khayal** (by Kishore Kumar & Lata Mangeshkar) from the movie Souten (1983) is a song which can keep your thoughts caravan moving.

Music is a complete package that can provide one with exceptional experiences capable of revitalizing both the mind and soul.

I do hope listening to these songs during your spare time charges you up during these times while maintaining unwavering focus on your work commitments.

Best Regards,

SNS





Together stronger

HEAVY CIVIL INFRASTRUCTURE IC



"L&T WILL EMERGE SAFER, STRONGER AND MORE SUCCESSFUL!"

Rajesh Kumar Singh,
Senior Manager, Industrial Relations

The Heavy Civil IC's project team involved in the building of the Kachhi Dargha or New Ganga Bridge has been facing huge challenges in the normal course of things and the outbreak of COVID-19 has made it even tougher for people like Rajesh Kumar Singh as they organize themselves and their resources to keep the staff and workmen safe at site. "As soon as we started hearing news of the virus spreading and the government announced the lockdown, we, at site, adopted a series of immediate measures to counteract and limit the spread of the virus," explains Rajesh.

"We put up awareness posters about the virus and how to clean hands, we strengthened cleaning protocols, stressed on avoiding all kind of physical contact, encouraged the staff to bring food from home and avoid eating outside, arranged for isolations rooms, insisted on social distancing and encouraged the staff to Work From Home." Rajesh is all praise for his Project Director, M Srinath. "He takes feedback from us every day, constantly supports and motivates us, always pushing us to the limit for the good of the organization." Rajesh also mentions the effort and dedication of Dilip Kumar Behera from Admin and Bibin K Arakkal from EHS.

"No, this is not my first project," Rajesh shakes his head, "in fact, it is my 10th!" A veteran, Rajesh has been a part of several projects, some mega and iconic. "Before coming here to Kachhi Dargha, I was at the WDFC- CTP-1 & 2 where I was Accounts & Admin In charge for CTP-2 and before that I was at the Singoli Bhatwari HEP as Project Accountant. I was Project Accountant at the Krishnanagar- Barhampur TL project and Site Accountant at MSF, Ichhapur," but Rajesh would agree that the challenges posed by the pandemic is something he has never encountered before.

Rajesh's native place is the holy city of Prayagraj in Uttar Pradesh. His wife, Sandhya Singh is a homemaker and they are blessed with two children, daughter Astha Singh and son, Mohit Singh. "The most important thing in the world is family and love and there is no doubt that family plays an important role in our lives. They are our strong pillars of support. Therefore, my family-related memories are my life's most memorable moments," leaving no doubt about the love for his family. "Playing chess and badminton is more than a sport for me, it is actually a daily workout regime," he shares, adding, "I generally play for half an hour before dinner."



In conclusion, Rajesh declares, "By the end of all this issue of COVID-19, I am certain that L&T will emerge safer, stronger and more successful!"

The most important thing in the world is family and love and there is no doubt that family plays an important role in our lives. They are our strong pillars of support. Therefore, my family-related memories are my life's most memorable moments.



“FOR 23 YEARS, I HAVE ALWAYS SEEN L&T RISE TO EVERY SITUATION!”



K Hari Narayan,
Senior Manager - Accounts & Administration
(Heavy Civil IC)

Having been with the organization for 23 years, I have seen on various earlier occasions too that L&T always rises to such unprecedented situations and that makes me proud to be part of such a big organization. L&T always contributes during any calamity and it was no different during this pandemic situation. Everybody contributes without any hesitation to help the needy public.

K Hari Narayan fondly recalls joining L&T as a Graduate Commercial Trainee in 1996 and having been with the company for more than two decades, he is not surprised the way L&T has reacted to the COVID-19 situation. “Having been with the organization for 23 years, I have seen on various earlier occasions too that L&T always rises to such unprecedented situations and that makes me proud to be part of such a big organization. L&T always contributes during any calamity and it was no different during this pandemic situation. Everybody contributes without any hesitation to help the needy public,” he remarks.

Hari is presently on deputation to Heavy Civil's Mumbai Coastal Road Project (MCRP) for the past year and half although he had moved to Mumbai to work on the Shivaji Statue project, work on which is presently on hold but prior to coming to Mumbai, he has been involved with a host of other projects starting with the MPF Hospital as a GCT. A stint at the Kolkata Regional Office was followed by tenures at HPL, Haldia – as GCT & Accounts Supervisor after completing his training period, then Balco, Sterlite Group – Korba, Hindalco, Hirakud, NHPC, Subansiri, Hyderabad Metro Rail, Kochi Metro Rail and CSMM, Mumbai all as Project Accountant. “At MCRP Package 1, I head a team of 6 in accounts and coordinate the activities of the time office and store, reporting to the Project Accountant,” he says.

While, as at other sites, the objective of the site team was to keep the workmen engaged at the camp when the virus broke out by ensuring hygiene, supply of food and PPE materials, Hari and team had one more responsibility to keep the site running even during the lockdown. “Remobilisation after the first few days of lockdown was difficult as lots of administrative issues come in and the day to day affairs were more difficult to manage due to lack of manpower during the initial stages,” he shares his trails. “Moreover since Mumbai was a red zone during Apr’20 and continue to be so even now, we had to be doubly careful with our safety norms so that the residents in the vicinity did not create issues.” Hari makes special mention of Project Accountant, Muthuraman and IR In charge, D Chezhan for their support.



Hailing from Kerala, Hari's better half is T V Suma and they are blessed with one child, Anirudh. “As my wife has been with me for the last 16 years and to different locations and sites, she understands the nature of my job and its responsibilities. She did not hesitate at any point of time about me getting involved in the initiatives against COVID-19 and has been very supportive,” he smiles.

THE BEST MAN TO HAVE ON YOUR SIDE IN A CRISIS!

Major Venkatesh Bhaskar (Retd.),
Head - Security, Heavy Civil IC

With 27 years of experience with the Indian Army and Corporates, Major Venkatesh Bhaskar is just about the perfect ally to have when facing a crisis like COVID-19. “I am working for Special Project 1 of Heavy Civil IC, the details of which are classified,” he says almost like a soldier giving only his rank and regiment details. “I am the Chief Security Officer of this project, looking after Physical & Cyber Security and my first project at L&T. I reported to this location on 11th May 2017 and have been with the project since the start of mobilisation.”

About the specific challenges he is facing at site in the current situation, he flags off indiscipline and chaos, like a true Army Officer! “Uncertainty of the future normally leads to panic. We have 1386 workmen and 186 staff at site and disciplining them required constant reassuring,” he remarks. “Being a Defence location, we are in a large, enclosed, guarded premise with no access to internet or smartphones, that compounds the worries when an individual cannot make a video call to check on his family members.” The entire site has been linked with CCTVs and RFID access controls.

“It was a unique way the situation presented itself: 1562 of us working in a large enclosed space, with no means to leave that calls for Crisis Management and thinking on your feet which is my home ground,” he says with the vigour of marching to battle.

Major Venkatesh is all praise for his colleagues for their unstinted and dedicated work in the face of a huge crisis. “A number of us have been working day and night, shoulder to shoulder with a sense of purpose to maintain order amongst the workmen.”

“My role in this project is only security but of my own free will I stepped up to take on additional responsibilities like administration, enabling execution by coordinating with the client and such like,” he shares with a sense of achievement, “No one told me to do and this has given me immense personal satisfaction to assume larger roles in this project, giving me a seat at the table to voice my opinion.”

Now single, Major Venkatesh's son, 21-year-old Thejas has completed his B Com with distinction and is presently pursuing CMA. “My hobbies are adventure sports when I get the time to pursue them,” he laughs. “I like gliding and have a personal para glider though the winds and altitude do not favour it and I also fly a double handle 6 feet stunt kite but the job I do is my biggest hobby! When you do a job that you love, you are not working and therefore never tired. I consider myself blessed!” One can almost sense him throwing a salute.



It was a unique way the situation presented itself: 1562 of us working in a large enclosed space, with no means to leave that calls for Crisis Management and thinking on your feet which is my home ground.



COASTING THE ROAD AS A COVID WARRIOR!

Yaduvir Singh,
Manager - P&M (Heavy Civil IC)

“Earlier, my family was worried when they came to know that I was at the forefront at the site fighting COVID-19,” states Yaduvir Singh, working at Heavy Civil IC’s Mumbai Coastal Road Project Package 1, the first of its kind in India involving sea front development. “But today they are proud that I am doing my bit for the organization and for the nation,” he adds purposefully.

Yaduvir joined L&T’s Kakrapar Atomic Power Project as an Assistant Manager P&M in 2012 and since then has moved to Mumbai Coastal Road Project Package 1. “When the news of the outbreak spread, the workmen were a panicked lot showing signs of resistance which I realised was borne out of fear of the disease.” he states. “The main challenge was to mentor them and make them follow the precautionary measures and maintain good hygiene. We also worked tirelessly to ensure that they were all safe as the project was in continuous operation even during the lockdown period. Although, work had stopped briefly for a few days in the last week of March, site operations resumed from 1st of April.”

To minimise their exposure of travelling to and from the site, accommodation was arranged for them by converting the office space, with all facilities. “Every tiny detail was thought of carefully, Yaduvir explains animatedly, “and the site management team was

When the whole world is paralysed with fear and uncertainty, somehow I feel a sense of calm because I know that I am not alone and that my organisation is behind me.

with us every step of the way and I would like to thank our P&M Head, V R Mishra, Suhas Deshpande, our Project Manager, Raj Kumar & KS Bhat and Rakesh Singh Sisodia, Project Director for leading the way.”

Appreciating the use of latest digital technologies utilised at the site like CCTV cameras to monitor workmen activities as per the medical guidelines, he says “we can ensure the wellbeing of the workmen through CCTVs which are accessed through mobiles to help us stay connected throughout.”



Hailing from Agra, the land of Taj Mahal, Yaduvir is married to Riya Singh, a teacher who took a break from work to look after their children, Harshit Singh and Priyanshi Singh. An avid reader, he believes that reading moulds a person and you will always find him with some book or the other during his commute to and from work

“When the whole world is paralysed with fear and uncertainty, somehow I feel a sense of calm because I know that I am not alone and that my organisation is behind me,” he concludes with great pride.



PUTTING UP A BRAVE FRONT IN A CRISIS!

This organization has given me lots of opportunities to showcase my thoughts and has always supported me to implement my ideas.

R Dilip,
Manager - IR & Admin (Heavy Civil IC)

The outbreak of COVID-19 has disrupted lives across the world in many ways. R Dilip at Heavy Civil IC’s KKNPP Phase 2 - HTS Package, Kudankulam Nuclear Power Project 3&4 was faced with a serious personal problem. “My wife was very concerned about me working at site during the time of the virus especially because we had a two and half year old child at home and we did not want her to be exposed to any infections,” he shares with concern writ large on his face. “My wife was very careful and kept reminding me to take all the necessary precautions after I returned from the workmen colony. Right through, however, she supported me waking up early and sleeping very late because of my unscheduled working hours. There were also continuous calls from my family members about the situation. I am very happy that not only us but all our 2,100+ workmen and staff at site are safe with no reported positive cases,” he says with huge relief.

Dilip is on his 3rd project with L&T and all three have been projects for the Nuclear Power Corporation of India Limited – the Kudankulam Nuclear Power Project 1&2 where he was in a Supervisory cadre and then for the construction of the Project Office Complex 3-6 again at Kudankulam in an Assistant Manager cadre. As the virus broke out, Dilip’s efforts were to safeguard the 2,100+ workmen residing in their colony. “We ensured that all their basic needs such as water, electricity, conveyance, first aid facilities and even rations were provided promptly,” he says. “We visited the labour camp daily and interacted with the workmen to ensure that all precautionary measures were being carried out not only at site but also at the staff and workmen colonies. We also ensured that the workmen were paid their wages during the lockdown.”

Dilip is extremely grateful for the support and guidance he has received from his Project Manager, Jayaprakash Tentu, Project Accountant, Saravanan, Admin In charge, Vasireddy Venkateswara

Rao and his entire team and adds, “Radhakrishnan (Asst Manager, IR), Anton Charlie (Asst Manager, Accounts), Saranathan (Asst Manager, Accounts), Bharani (Executive Accounts), Santhanakumar (GCT), G Vignesh (Supervisory, Accounts) and all my supporting staffs from the IR and Safety departments and first aiders.”

Dilip is also extremely proud for being a part of L&T because as he says, “this organization has given me lots of opportunities to showcase my thoughts and has always supported me to implement my ideas.”

Dilip’s family is his wife, Ashwini who is a homemaker and their little Maya Dilip.



PROVIDING A HEALING TOUCH DURING TROUBLED TIMES

Dr Mani Mohan Bala,
P 1 Project, Heavy Civil IC

The COVID-19 crisis has certainly driven home the vital role that the medical fraternity plays in our lives and Dr Mani Mohan Bala at the Heavy Civil IC's P 1 Project has his hands full during these times of COVID-19. "I have been dealing with regular sick cases at the project where about 1500 workmen are idle and they come with frequent complaints of minor health issues," he shares about his workload. "I have treated typhoid patients, handled two psychiatric cases and a TB patient giving the required treatment and ensuring isolation. In between, I keep a watch on the normal fever and other suspicious cases of COVID-19 and send them to the Govt. hospital for necessary advice." He adds with a certain amount of pride and relief, "We've ensured that there have been no COVID-19 inflections among the persons who are staying in the workmen and staff accommodations."

After stints at the GIDC water canal and the Torrent Pharma projects both in Dahej and the 3rd Narmada Bridge project in Bharuch, Dr Bala has ventured out of Gujarat to be part of the P1 project, his fourth. "During these days of COVID-19, it is my responsibility to create awareness and educate everybody about the virus and advise them to take all the necessary precautions, maintain hygiene, regularly sanitize their hands and maintain social distancing." All new and existing employees, especially those returning to the project are checked at the medical centre for any sickness before their re-entry into the project premises. Quarantine rooms and testing kits have also been arranged. Dr Bala acknowledges the support he has been receiving from his colleagues at site. "My project team members have extended every kind of support especially the Project EHS Head and the Security department during the lockdown."



During these days of COVID-19, it is my responsibility to create awareness and educate everybody about the virus and advise them to take all the necessary precautions, maintain hygiene, regularly sanitize their hands and maintain social distancing.

Dr Bala's native is Ranaghat in West Bengal and his better half is Jhuma Bala, a homemaker and the couple are blessed with two children, Dhruva Bala and Niladri Bala. "They have been very co-operative and feel happy when I share my work experiences with them," he says with a winning smile. When he finds the time, Dr Bala would love a game a badminton. "Of course, a moment that I cherish is when I passed my Medicine degree and got the opportunity to serve persons in need," he shares with feeling, "and I am also very happy when patients are cured by my treatment."

To conclude, he points out the merit of enhancing the company's centralized database of workmen to monitor their movements, visits and leavings better.

"NO LOCKDOWN FOR US DURING THE LOCKDOWN!"

Jai Kumar Sharma,
Assistant Manager - IR & Administration
(Heavy Civil IC)

While work ground to a halt at most projects across the country during the lockdown, there were some where work continued at the behest of the client like at the Mumbai Coastal Road project Package 4. Jai Sharma, handling IR & Admin, and team therefore had no respite having to keep things moving. "For the finance, IR and Admin departments there was no lockdown," Jai informs. "Our client informed us to proceed with the monsoon protection work so we had to quickly make available the required number of workmen, arrange for their food, provide adequate PPEs, support staff movement from residence to site and provide for all the necessary facilities to perform work at site and with so many restrictions, so many precautions to be taken and without adequate support it was a very difficult situation." Jai's expression says it all.



The positive mind-set and the 'nothing is impossible' attitude of our seniors has given me the confidence to work like a Corona Warrior. Every day, we face new challenges and they guide us. It is a great working environment that I have not experienced before. We are empowered to take critical decisions according to the situation and they back us at all times. They have never allowed me to feel alone.

dedicated camp attendants deployed to oversee the requirements of the workmen including arranging for provisions, first aid, PPEs, ensuring periodical cleaning and fumigation works. We immediately tied up with a bulk supplier for provisions, a doctor on call was lined up including fixing nearby hospitals for check-up of workmen in case of any health issue." He adds, "Each activity was well planned and we had daily reviews so that there was no shortfall on compliances with respect to safety."

Jai is all praise for the support he has been receiving from his seniors. "The positive mind-set and the 'nothing is impossible' attitude of our seniors has given me the confidence to work like a Corona Warrior," he smiles. "Every day, we face new challenges and they guide us. It is a great working environment that I have not experienced before. We are empowered to take critical decisions according to the situation and they back us at all times. They have never allowed me to feel alone."

Hailing from Surajgarh in Rajasthan, Jai's better half is Vandana, a homemaker, and they are blessed with two sons, Keshav and Diyan. When not fighting COVID-19, Jai loves to drive and watch movies.



With an entire ecosystem living in fear of the virus, trying to stay safe at site was not enough as Jai explains. "First, we had to convince our family members because they were scared too as we were working in a red zone. Then we had to convince our society members and then en route to site and back, we have multiple check posts to cross where we have to give several explanations every time!"

Despite these challenges, Jai and his team were immediately at work on a war footing as soon as the lockdown was announced forming a task force team to handle the situation. "We had two

“L&T HAS STRENGTHENED ME IN MY FIGHT AGAINST THE VIRUS!”



“We were always connected to them and responded quickly and promptly to address their issues. Primarily due to this effective communication we do not have a single suspected case across our entire project stretch that has been appreciated by the local authorities also.” His pride of achievement is obvious.

“We conducted meetings, awareness programs, and illustrative demonstration regarding tactile effects of COVID-19 every day to make our workmen self-safe and ensured social distancing,” he says. “Our admin In charge, I Malai Megu & OPS, Jayakumar (Safety) have been my arms to get the necessary approvals and suggestions to help create a safe and healthy environment for our workmen, following the theme, ‘Solve at the First Step’ which was set at our first meeting before the lockdown was declared by Government.”

Hailing from Rayagada in Odisha, Satya’s life partner is Subhadarshinee Choudhury, who is a homemaker, teacher and social worker all rolled in one. “With fear in her heart, she stands at our doorstep every day feeling proud, and with a big smile tells me, “Praying for you to reach back safely and her smile has boosted me with more enthusiasm to protect my workmen, society and my family against this pandemic,” he declares forcefully.



Satya loves playing badminton and any energetic games to keep him fit and active and while he has a couple of memorable moments, perhaps top of the list is predictably, his marriage!

Satya Narayana Choudhury, Executive IR

For young, Satya Choudhury at his first project with L&T – the WDFC CTP-3 R, Package 3A – it has been a stern baptism as he is playing an active role in the fight against COVID-19 but feels empowered with the support his Company has given him. “The opportunities that L&T has given me in this fight, I will remember all my life. L&T has supported me in every part of this fight, providing approvals in terms of cost and care. I am proud to be fighting against this pandemic outbreak and ensuring full safety to my family and society. I am proud to be an L&T-ite!” His sense of empowerment is commendable.

The opportunities that L&T has given me in this fight, I will remember all my life. L&T has supported me in every part of this fight, providing approvals in terms of cost and care. I am proud to be fighting against this pandemic outbreak and ensuring full safety to my family and society. I am proud to be an L&T-ite!

“My main challenge,” shares Satya, “was to identify risks and safeguard our workmen residing at their camps. There was also the threat from the nearby villages as people from there had come from other countries and states during the lockdown. A CRS (COVID Response Section) was formed, merging the communication to the workmen and to the villages where they were residing.



“I’m a lone safety engineer in this package, But my managers in TFL and seniors from other packages have gone out of their way to help me on several occasions that has encouraged and motivated me and made me feel that I am not working alone in my department.



A LONE SAFETY WARRIOR DOING A SPLENDID JOB!



R Udaiyappan, Senior Engineer - EHS, Heavy Civil IC

“I’m a lone safety engineer in this package,” states R Udaiyappan, working at Heavy Civil IC’s CTP 3R Project – Package F at Vadodara, Gujarat. “But my managers in TFL and seniors from other packages have gone out of their way to help me on several occasions that has encouraged and motivated me and made me feel that I am not working alone in my department,” he shares with feeling. “During this COVID-19 crisis, we have formed an Emergency Response Team and all the members have shared their responsibilities equally,” he adds with satisfaction.

Udaiyappan is on his first project with L&T and has been with the company for three years. “Previously, I was with the Chennai Metro Rail Limited in charge of tunnel track work construction, monitoring the safety of more than 200 workmen at site,” he informs. “Here, during this crisis, one of main challenges has been to advise the workmen about the situation and convince them of the importance of not leaving the safety of the camp. Since this is a linear project, workmen are located at various sites a certain distance apart and therefore I must regularly visit all these sites to check about their health and other needs. Also, as the RSW staff are staying on their own, we have created a COVID-19 WhatsApp group to monitor their health, requirements and share updates of the virus.”

He mentions with a certain amount of fear about the instances when he has had to venture into hotspot zones to take a workman for a health check-up.

He shares that all the mandatory precautionary measures have been taken at site be it providing awareness training on health and hygiene to remain safe or putting up awareness posters or even conducting thermal temperature checks of the workmen and staff. “I have diligently followed all the SOPs,” he declares, “and I have also prepared a flow chart on ‘Steps to re-start operations after the lockdown.’”

Still single, Udaiyappan hails from a small village in the Sivagangai district of Tamil Nadu, named ‘Vetriyur’ that means ‘Victory land’, he stresses meaningfully. “Like all loving parents, mine too advice and sometimes even scold me not to go outside but I convince them by defining my job role and responsibilities and the measures I take. I even send them a photo of myself wearing PPE!” he laughs. “Now, even they tell me to advise my workmen to follow the rules so that no one gets affected by COVID-19.”

Apart from regular hobbies, Udaiyappan has a peculiar one of finding out ‘unknown facts’ and though he has many memorable moments, what takes the cake is when he joined L&T.

“I AM LOOKING TO GROW AS A PERSON WITH L&T!”



○ We worked very well as a team to fight this virus always supported by our seniors. We were able to face the challenges to get the required approvals to provide the rations, materials, disinfection spraying materials, PPEs, medicines and such like quickly and promptly.

Jadav Madhav Ashvinkumar, Executive - Industrial Relations (Heavy Civil)

Having joined L&T on 26th September 2016, Jadav Ashvinkumar is still relatively new and on his first project with the company at the Mumbai Metro Line 03 – UGC Package – 1. “L&T is a great brand and everyone’s dream to work for,” he shares excitedly, “and I am looking to grow as a person with L&T!” At site, during these days of COVID-19, Jadav’s areas of focus as an IR professional, have been to manage the workmen, their health, meet their requirements including food, essentials, medicines all towards keeping them engaged and committed to be ready to return to work when the lockdown is relaxed. “We have been one of the first sites to resume operations in May when we received the green signal from the client and the authorities,” he shares with satisfaction.

“We worked very well as a team to fight this virus always supported by our seniors,” says Jadav, extolling the merits of good teamwork. “We were able to face the challenges to get the required approvals to provide the rations, materials, disinfection spraying materials, PPEs, medicines and such like quickly and promptly.” The team distributed Vitamin-C capsules to workmen and Homoeopathic Medicine - Arsenicum Album-30 among the staff and workmen recommended by the Government of India (Ayush Ministry) to help the people build their immunity levels. “We introduced a helpline through an online consultant that was open 24x7 for all our people,” he adds. “They were connected through WhatsApp, video and audio calls that really helped.”

Other areas that required Jadav’s attention were maintaining good housekeeping at the labour colony, sanitizing the buses transporting the workmen safe, ensuring screening of all workmen and maintaining discipline at their office. “Opening a grocery shop inside the camp was a good move to prevent workmen from going outside,” he says. “We stopped the entry of all outsiders into the camp and we had a fulltime doctor and nurse to do check-ups and monitor their overall health,” he says ticking off other aspects he was coordinating at site. “We were also monitoring the health of the staff and workmen through our L&T Safety App.”

Hailing from Surat in Gujarat, Jadav is married to Hinal, who has the responsibility to look after their home. “I like playing football and cooking,” he smiles and adds, “my most memorable moment was purchasing gold for my mom with my first salary!”



“WE BUILT A SOUND ECOSYSTEM OF THE STAFF AND WORKMEN!”



○ We built a sound ecosystem of the staff and workmen who were active during this pandemic situation and connected them through phones and WhatsApp to understand their needs and keep their morale high.

H S Pruthviraj, Assistant Officer – Accounts (Heavy Civil IC)

Working at Heavy Civil IC’s Mumbai Trans Harbour Link (MTHL) project has its own share of challenges as Mumbai is a ‘hot zone’ and people have to be doubly careful not to catch the infection. With additional responsibilities on their shoulders, H S Pruthviraj and team got down to the business of keeping the staff and workmen safe at their site. “First, we made the workmen aware of what was the threat posed by COVID-19, what they should do and not do to remain safe,” he explains. “We stopped all movement of labour outside the camp and provided all the necessary materials at their doorstep even though there was a scarcity of materials in the market.” A big issue that the team was facing was to procure supplies of PPEs and food from vendors during the lockdown.

Having done the basics right, they started to build on them. “We built a sound ecosystem of the staff and workmen who were active during this pandemic situation and connected them through phones and WhatsApp to understand their needs and keep their morale high.” Through static communication like posters and pep talks, the team stressed on the benefit of social distancing and maintaining hygiene. “We were all in it together,” says Pruthviraj, lacing his fingers together, “and that is why we have been successful in our effort. As always, my site management, Admin and FAA Heads instructed and guided us properly,” he shares. “By collaborating with my IR team colleagues Umesh Tiwari, Siddartha Mukerjee and Pabitra Parida, and following my immediate superior, A M Patrawala’s instructions, we as a team, were able to handle the situation successfully.” Pruthviraj acknowledges the merit of teamwork.

Hailing from Balehonnur, a small town in Karnataka’s Chickamagalur district, Pruthviraj’s family is his father, Srinivas H K,

an agriculturist, his mother, Sudha N C, a homemaker, and younger sister, Pruthvika. “After the virus broke out, initially I did not even inform them because I am staying away from them and if I shared about my job, they would get scared. Gradually I convinced them about the nature of my work and the duties assigned to me at site during the lockdown of making arrangements for the staff and workmen.”

“I play table tennis and badminton,” he shares about his hobbies, “In fact, in office we have a TT table and good partners to play with. Every day we play for half an hour after lunch and badminton on weekends by booking an indoor court.”

Finally, about the company, he says, “I am proud to be a part of this esteemed organization and wish that L&T will be my first and last organization!”



“L&T IS A COMPANY THAT CARES!”

Himanshu Shekhar
Engineer, EHS (Heavy Civil IC)

I am also moved by the care and concern shown by my seniors who regularly follow up with me about my wellbeing and whether I need any assistance. It is very touching.



Mumbai has been in the eye of the COVID-19 storm and therefore all projects in the Maximum City have had to be doubly cautious in their fight against the pandemic. EHS Engineer, Himanshu Shekhar is working at the Mumbai Metro project – UGC Package 7 near Paleswar Temple in Andheri (East). On his first project with L&T, it has been tough going for Himanshu and his team, but he is delighted that he has joined a company that cares. “During the lockdown, L&T sheltered 800 workmen and have ensured their basic necessities at the labour colony that shows the affection of the Organisation for human beings that has made me feel proud to work here,” he declares squaring his shoulders. “I am also moved by the care and concern shown by my seniors who regularly follow up with me about my wellbeing and whether I need any assistance. It is very touching,” he shares emotionally.

One of the major problems facing the entire nation in the fight against COVID-19 has been the spread of false and fake information that can have a disastrous effect especially on the workmen who are already on edge. “Due to the sudden outbreak of the virus, rumours were badly influencing the workmen and a few staff at site, some of whom were compelled to leave the site due to family sentiments. It was a challenge to convince and train the workmen to avoid getting infected. We formed the emergency team that is responsible for essential works at site as well as the Labour Colony.” The pressure on Himanshu and team is increasing as during the lockdown some essential services had to be kept running and now with the relaxations, operations have resumed. “We need to be even more careful and work strictly following all the SOPs taking all the necessary safety precautions,” he says, like a true EHS man.

Apart from the usual measures, “we created a COVID-19 awareness booth at site near the entry gate with posters about

the precautions to be taken, dos and don’ts, contact details of COVID-19 Emergency rescue team and details of activity wise designated COVID Marshalls for the staffs and workmen,” he informs.

Himanshu hails from Patna, Bihar and his small family is presently just him and his wife, Divya Rai who is a homemaker. “My family understands my commitment and encourages me for my noble work.” About how he spends his free time, “my hobby is reading spiritual books,” he smiles.



MAKING A MARK IN A ‘HOT SPOT’!



M Vignesh Kumar,
Assistant Officer - Accounts, Heavy Civil IC

With COVID-19 creating havoc across the world, the people in the ‘hot spots’ are most at peril. M Vignesh Kumar, presently working at the Kudankulam Nuclear Power Project 3&4 Main Plant Civil Work Package is bang in the middle of one as the Tirunelveli district has been declared a ‘hot spot’ but that has not deterred this youngster to give his best to safeguard the health of 190 employees, 2,100 workmen and 300 of their family members at the site. “With over 2,500 people at site, our precautionary measures have to be very stringent to ensure that none get infected,” warns Vignesh. “We have put in place SOPs and are driving them with full vigour.”

Having joined L&T in 2013 as a Graduate Commercial Trainee, Vignesh spent the first four years of his tenure at the Cochin Metro Rail Project handling Industrial Relations and Administration. Ever since, he has been at the Kudankulam project. “One unique thing that we have done here in our fight against the pandemic is to create a group of volunteers through whom we are able to implement our SOPs more effectively,” he shares. “While all the essential materials are being regularly supplied, an important point at this time is for our workmen to be aware of the correct situation. It is very easy for them to be swayed by wrong reports and fake news. We have thus been spreading awareness and educating our workmen on the do’s and don’ts through posters in regional and national languages.”

Vignesh is full of praise for the internal support he has been receiving to succeed in his endeavours. “I would like to thank my

I would like to thank my seniors and the top management for this opportunity. Whenever I put up a request or any sort of ideas, my senior management and team members have always motivated me and appreciated my efforts.

seniors and the top management for this opportunity,” he says earnestly. “Whenever I put up a request or any sort of ideas, my senior management and team members have always motivated me and appreciated my efforts. Our Project and F&A heads guide me at every step. Personally, I would like to share that it is my team members who have acted on my thoughts and views. The round-the-clock duty allocated to them is the real reason for our success.”

On the home front, though still unmarried, Vignesh is extremely close to his parents and his younger brother. “My mother is my inspiration and motivation,” he shares emotionally. “My father is a driver and my most memorable moment was when my father gifted me a car on my 27th birthday! I celebrated that day with orphans of an old age home which was a very moving experience for me.” His likes a game of volleyball when he can find the time for it and loves long car drives.



ON WESTERN MUSIC - "that lifts us when down; calms us when agitated!"

Dear L&Tites,

While sharing several of my favourite Hindi songs in my last message, would also like to add some memorable English songs that have remained with me for long. One may want to consider recharging themselves during their spare time by lending ears to these.

One may want to try listening to some of these western tunes.

During this lockdown, the only sounds one can normally hear from one's windows are those of birds chirping and dogs barking. More like **The Sounds of Silence**, the iconic song that made the Simon & Garfunkel duo so famous and a favourite across generations.

The '60s is widely held as the decade of rock bands setting the world alight with their music. Perhaps the most famous among them were The Beatles, who came together in Liverpool, England in 1960. The group comprising John Lennon, Paul McCartney, George Harrison and Ringo Starr gave rock music a new dimension. Though personally a fan of many of their songs, **I saw her standing there** truly captures their collective genius best. Another song from The Beatles, **Ob-La-Di, Ob-La-Da**, is famous for anchoring a popular tag line of life. Yet another rock song that rocked the '60s was Pink Floyd's **Another brick in the Wall**.

The mid-60's saw the birth of a band led by Carlos Santana, a Mexican-American guitarist and songwriter, and their song **Black Magic Woman** still resonates with us. Johnny & Hurricanes was yet another famous rock band of the early '60s still known for their evergreen **Red Rock River**. One may also want to add a song **Yellow River** in their playlist from the popular British band Christie.

The '70s saw another hugely successful band with a huge fan following, The Eagles, who will always be known for the superb song, **Hotel California**. The Swedish band of ABBA caught the

world's imagination for their feet-stomping beats of '**Gimme gimme gimme**'. Another famous song is **Jambalaya**, by the Carpenters.

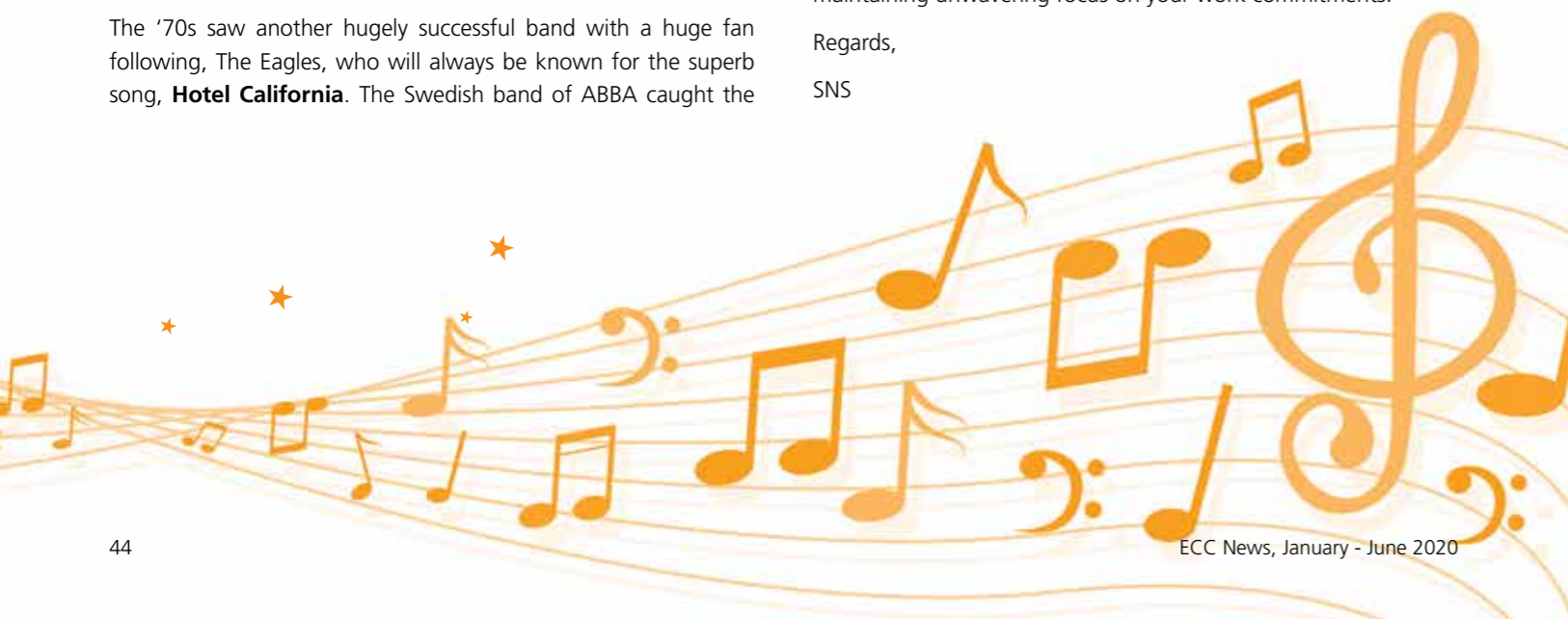
When one talks about singles, one cannot forget the energy of a singer like Bruce Springsteen and his famous **Dancing in the Dark**. **Una Paloma Blanca** by George Baker is another song along similar lines. One might also want to consider listening to Elton John's **Candle in the Wind** or high octane songs like **Cocaine** by Eric Clapton that will boost your energy levels to make you spend your day well.

Towards the end of the last millennium, songs like **Deep Purple** by Ventures in 1999 imprinted their lasting impression on rock music. Also, the pop rock song **Beautiful Sunday** by Daniel Boone gave a distinguished taste to its listeners. The root rock bands playing **Have You Ever Seen the Rain?** by Creedence Clearwater Revival became a prominent choice in the country rock genre in 70's era.

A motion picture track that is an all-time favourite is the fast, foot tapping number **Stayin' Alive** from the film Saturday Night Fever. Another song that is a blast from the past is Stephen Foster's **Oh! Susanna**. Country songs are also popular for their beautiful lyrics. One such song is **Oh, my darling Clementine** rendered by the Austrian singer, Freddy Quinn in the 1930s. Yet another old-time classic is **Rivers of Babylon**, made famous by the rendition of Boney M. One of the all-time great country songs is **The Gambler** sung by the legendary Kenny Rogers.

Music can do strange things to us. It can lift us when we feel down; it can calm us when agitated. Hope that listening to these songs during your spare time charges you up during these times while maintaining unwavering focus on your work commitments.

Regards,
SNS



L&T Construction hosts Australia India Business Exchange 2020 delegates

L&T Construction hosted delegates of the 'Infrastructure and Built Environment Program' organized by Austrade as part of Australia-India Business Exchange 2020 on 28th February 2020. The program, attended by 30 Australian delegates, included senior Australian Government representatives across various businesses: Dr Stephanie Fahey (Chief Executive Officer, Austrade), Ms. Catherine Gallagher (Minister Commercial and Senior Trade and Investment Commissioner, South Asia, Austrade), Mr. Munish Sharma (Trade Commissioner & Commercial Consultant, South Asia, Austrade) and Mr. Kamran Khan (Director, Infrastructure and Cities, South Asia, Austrade).

The delegates were taken on a tour of the HHL Centre where they were impressed with the scale of L&T's diverse projects. following which Dr Stephanie Fahey and other lady delegates had a brief interaction with future women leaders of L&T lead by Ms. K. Bhavani, Segment Head-Metros.

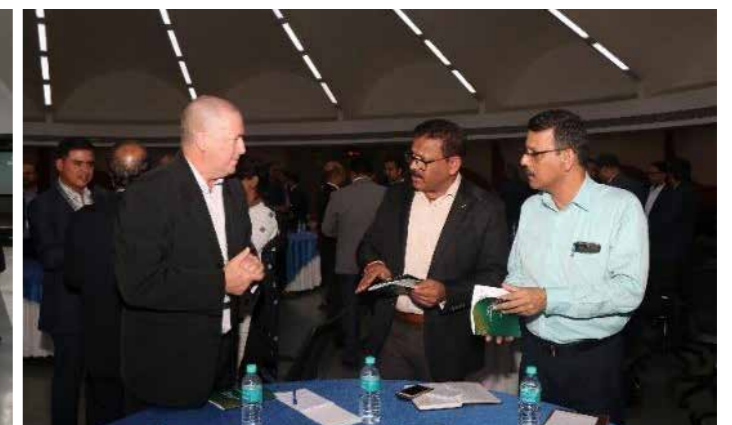
Later, the Australian delegates had a business pitching session with senior executives - N. Ramasethu (VP & Head, Water International, WET), Balasubramanian Gnanasekaran (Head - Construction Methods & Technical Support, WET), R. Shankar Narayanan (Head - Corporate Centre, B&F), S. Subramanian (Head - Contracts (CB&A),



B&F), V. Ramanathan (Head - EHS & Risk Management, PT&D), Mohammed Ghouse Mohideen F (Enterprise Architect & Head, Technology Innovation Centre, SWC), Sridhar Jayaraman (Sr. Manager, SWC), Chockalingam CT (Sr. Construction Manager, MMH), S. Jayachandran (Head - Corporate Centre, HCI) and Narayan Manjunath Vernekar (Manager, Business Development, HCI). The program was fruitful and provided a good platform

for networking among the Australian delegates and L&T executives fostering a vibrant relationship in the future.

Australian Trade and Investment Commission (Austrade) is responsible for promoting trade, investment, international education, tourism policy, programs, and research. The objective of the program was to connect Australian delegates with key executives across ICs, to explore mutually beneficial business opportunities.





**COVID-19
HEROES**
BACK TO WORK!

— Together stronger —

POWER TRANSMISSION & DISTRIBUTION IC

A FORMER SOCCER PLAYER, PLAYING A WHOLE NEW BALL GAME!



Q L&T is a school of excellence and pro-actively supports and motivates career development. I feel honoured and proud to be part of this global conglomerate and my confidence was further bolstered when L&T formally presented me with an appreciation at my work anniversary. L&T to me is family away from family!

initiatives and awareness training in the local language. I couldn't have done this without such a supportive team, they really stepped up to make this happen." Apart from all the advisories, informative posters, tool box talks, social distancing and sanitization that they followed rigorously, Edson mentions a reward and recognition scheme that they introduced as well as a penalty system for critical lapses in Health & Safety that worked well.

Edson Thangwana, Manager - EHS (PT&D IC)

"I am a former football player and now an ardent soccer fan," shares Edson Thangwana with a happy smile that soon fades as he adds, "but these days I hardly get the time for it due to my hectic schedule at site and obviously the present COVID situation." Edson manages the EHS requirements of two PT&D sites in Tanzania: the 220 kV transmission line for Standard Guage Railway, stretching 159 km from Dar es Salaam to Morogoro and the construction of 2x220 kV Substations at Geita & Nyakanazi. The outbreak of COVID-19 has multiplied his responsibilities. "Oh, I have had to face huge challenges," he shakes his head. "There was a serious shortage and non-readiness of Health Institutions to respond and test the virus in Tanzania, insufficient number of test kits, unavailability of PPEs locally due to constraints in the supply systems, bottlenecks and delays in communication." He faced barriers in educating the workmen on the importance of handwashing and making them understand the broader perspective of breaking the chain and resistance to use PPEs. "But our biggest challenges were language and cultural diversity."

With speed the need of the hour, the seniors stepped forward and with Edson and team established an ERT to start evacuating suspected members. "I was put in charge to report daily on the progress of the isolated staff liaising with health facilities," shares Edson. "The EHS team of Gloria Raphael Baha, Meshack Matungwa and Health & Safety stewards assisted to ensure various safety precautions by implementing the highest standards of sanitation

"My native place is Mukondeni village in the Limpopo province of the Republic of South Africa," he shares. Edson's life partner is Mokgadi Constance and they are blessed with two boys, Boitshepo Thangwana who is 17 and 11-year-old Kamogelo Thangwana. "One of my most memorable moments was when I won the RoSPA Gold Award at the first site for the Africa BU at Malawi and another when we handed over the first of Malawi's two major National 400 kV Substations under Millennium Challenge Compact at Nkhoma & Phombeya which was also my first project with L&T!"



"L&T is a school of excellence and pro-actively supports and motivates career development," he declares. "I feel honoured and proud to be part of this global conglomerate and my confidence was further bolstered when L&T formally presented me with an appreciation at my work anniversary. L&T to me is family away from family!"

“WE HAVE BEEN ALL IN IT TOGETHER!”

Theerawat Hareeme,
Supervisor - EHS (PT&D IC)

Thailand, unlike India, did not go in for a complete lockdown that obviously put extra pressure on the citizens to safeguard their health and safety against COVID-19. It also put extra pressure on the site leadership and EHS personnel like Theerawat Hareeme to ensure that the workmen and employees remained safe at the two PT&D projects that he is responsible for - the 500 kV Chom Bung – Bangsaphan 2 Transmission Line and the 500kV Bangsaphan 2 – Surat Thani 2 Transmission Line. It was, however, relatively easier for Theerawat, “because we were all in it together as a team. The seniors in the organization and the team members were very supportive and we had effective participation from the sub-contractor side as well that helped us to achieve a 100% COVID-19-free construction site.” Another sterling example of teamwork!

With the number of positive cases in Thailand rising alarmingly, it was not all hunky dory. “It was imperative therefore to take the utmost precautions to arrest the spread of the virus,” he observes. “We ensured that proper hygiene was maintained both at the site and at their places of stay, social distancing was maintained wherever possible, put restrictions on the addition of new workmen and spread awareness among the workmen.” Theerawat and team gave pep talks, urged everyone to extensively use face masks

We were all in it together as a team. The seniors in the organization and the team members were very supportive and we had effective participation from the sub-contractor side as well that helped us to achieve a 100% COVID-19-free construction site.

and sanitizers, regularly inspected the workmen’s camp and site to ensure hygiene and checked temperature to identify symptomatic individuals. “I remember an incident when one of our workmen reported high temperature. My team responded immediately to take him to the nearby hospital, conduct the necessary checks to confirm that he was not COVID positive,” he shares and adds, “such immediate response and situation readiness measures make me really proud to be a part of this organization!”

Theerawat mentions the COVID tracker app to identify the most affected areas in Thailand. “New workers before resuming site work had to go through a mandatory pre-screening to understand their work movements and check for symptoms,” he says. “Some were sent back and sometimes considered after a mandatory 14-day quarantine procedure.”



“My native place is Phihit province in the north of Thailand,” he reveals a little about himself having been associated with L&T since 2016. “My first project with L&T was at the 500kV Tha Li – Khon Kaen 4 Transmission Line as Safety Engineer. My wife, Linjee, is a farmer and I have two children, Aphiwat and Sarawut, my younger one,” he says with a smile. “I jog early in the morning and read before going to sleep and I cherish that moment when I was nominated for the safety award for the Tha Li – Khon Kaen 4 project,” signing off with a laugh.



AN ENABLER WHO TROUBLESHOOTS TO KEEP BUSINESS TICKING OVER



Despite all these challenges, I ensured that desktops and laptops were available so that business was never impacted due to the non-availability of a system.

M Shanmugam,
Engineer - Systems (PT&D IC)

That he is a fitness freak who regularly hits the gym and has already participated in more than seven marathons has held M Shanmugam in very good stead as he has played a key role to ensure that it has been business as usual at PT&D IC during the lockdown. With the demand rapidly rising for systems to be shifted to various homes, Shanmugam became a ‘go to’ man or rather a ‘come home’ man as he explains, “I had to personally travel to the houses of several of our employees to install the system and provide instructions for usage. It was a safety risk, but I followed all the precautionary measures issued by the company and the government and encouraged our people to do the same,” he says. Working with PT&D IC’s ISD Department at the Chennai HQ, Shanmugam is primarily responsible for resolving user sign-in issues in ZScaler (Autodesk Product/File Server). “I do software licence updates, software installations and troubleshooting (Skype/Outlook/Teams, etc.),” he explains outlining his responsibilities.

“My biggest challenge was to provide IT assets (more than 160) and services to those who did not have laptops to Work From Home,” he shares. “I also faced challenges to connect user systems through remote access because of low network bandwidth and public connection. Troubleshooting becomes very difficult without such access,” he says with a long face but brightens up immediately. “Despite all these challenges, I ensured that desktops and laptops were available so that business was never impacted due to the non-availability of a system.” Growing in confidence, he adds, “I was in office ever since the lockdown

began arranging for IT assets, maintaining records/logs for tracking them and often working late into the nights but I must say that I received full support from my seniors and team members and even the admin team came forward to arrange transport for me during those tough days.”

Apart from being a fitness freak, Shanmugam enjoys swimming, playing cricket and quips, “Rajnikant movies make my day!” He nods, “yes, I do get time for my hobbies but this lockdown has played spoilsport.” Hailing from Dindigul, (he is quick to point out that it is famous for its special biryani), Shanmugam’s better half is Banumathi B, a homemaker, and shares that he had to troubleshoot at home too. “They were very apprehensive of my going out risking my life, but I explained the need and the criticality of my profile and they were appeased, at least to a certain extent,” he smiles.



“The organisation stands strong amid such a crisis which is a big relief for us enablers,” he signs off, very much in awe of the company he is a part of.

ENGINEERING A 'FEEL SAFE' FACTOR

Moni Rajan N,
Assistant Construction Manager, Electrical,
PT&D IC

The transition from a 'Dessert Warrior' to a 'Corona Warrior' is an unexpected shift for Moni Rajan N, Assistant Construction Manager (Electrical) at the 50MW/70MWp CSE Solar Power Plant Tirunelveli, Tamil Nadu, but then he has taken the tough times on course, helped people to stay positive and fight the battle together as a team.

As a solar project professional, Moni Rajan, has had enterprising stints across some of the most challenging terrains in India. "We end up in vast stretches of barren land often in desert like conditions and then put together a defining solar infrastructure that transforms people's lives in remote regions. And every time we do this, the feeling is great," shares Moni Rajan.

However, the current role is a little different, he highlights. "As the pandemic evolved, the fear factor was big; with the workmen it was more of panic. Bringing the workmen back to a normal state of mind was perhaps the biggest challenge. A lot of pep talks especially during the early days helped but then it was not only plain talking, we had to walk the talk and that called for lining up a series of initiatives."

We end up in vast stretches of barren land often in desert like conditions and then put together a defining solar infrastructure that transforms people's lives in remote regions. And every time we do this, the feeling is great.

Moni Rajan was quick to establish a comfort zone for the workmen in the camp which had all essentials, "And this initiative brought about a change in the attitude of workmen," A step further in the right direction convinced them of our good intentions, he mentions. "We coordinated with the Village Administrative Officer, Thashildar and the local police station to ensure that the precautions taken at site were in line with the MHA and State Government guidelines."

Implementing the SOPs showed how meticulously L&T goes about ensuring the wellbeing of workmen, shares Moni Rajan. "A daily attendance register was maintained at the camp to avoid any infiltration of workmen, while social distancing was practised with timely demonstrations along with awareness sessions on do's and don'ts." Moni Rajan acknowledges that the seniors at site steered the course while sharing insights on how to fight this battle as team.



For Moni Rajan, home front is a short travel from site with his family based at Nagercoil. However, taking up the larger cause of ensuring the wellbeing of workmen was important, he cites, "Initially, when my wife, Rajalekshmi and my daughter, Sai Lekshmitha came to know about my role at site, they were afraid and requested me not to take up the responsibility. But when I explained the cause of helping the site workmen as they too have their families, they agreed and urged me to lead the initiative with courage." Today, the trust we have gained among workmen says a lot, he sums up.



FIGHTING THE VIRUS AT AN ALTITUDE OF 1,650 METERS



Harish Kumar Singh,
Assistant Manager - IR (PT&D)

We registered 81 new workmen under the BOCW during these days of COVID-19 without their 90 days service period completion, for them to receive all the reimbursements introduced by the local authorities. In fact, 140 workmen received INR 1,000 per month under BOCW, HP while another 45 migrant workmen received INR 2,000 which made them very happy.

Posted at the 400/220/33kv GIS Substation project for HPPTCL at the town of Lahal in Himachal Pradesh, Harish Singh's challenge is that his worksite is remote, perched some 1,650 m above sea level and difficult to access even at the best of times. "There are two routes to reach our site," explains Harish, "one via Kangra Airport Gaggal and the other via Pathankot but both are very challenging for movement and the narrow roads make arranging logistics very difficult. These days it is even more difficult with the lockdown." In addition to logistics planning, Harish and his team have also a whole set of new responsibilities to keep their workmen motivated and at site, to regularly arrange for their rations, provisions and medicines and following all the SOPs.

Harish has been with L&T since 2009, having joined as IR – Admin Supervisor and has been previously associated with three projects prior to his present posting at Lahal starting with the DTL underground cable laying in New Delhi, the TSPL Project in Bhatinda, Punjab and the DMRC Phase –III, Project, New Delhi.

Being remotely located, arranging for curfew passes for the site vehicle was critical for the movement of both people and provisions that the team managed to arrange for them. Flagging off a major triumph, Harish shares, "We registered 81 new workmen under the BOCW during these days of COVID-19 without their 90 days service period completion, for them to receive all the reimbursements introduced by the local authorities. In fact, 140 workmen received INR 1,000 per month under BOCW, HP while

another 45 migrant workmen received INR 2,000 from the block development office at Bharmour, Chamba, HP which made them very happy," he says with a mix of satisfaction and relief.

"All our seniors were continuously in touch with the site and several Zoom and MS Team calls were organized by HR & the Clusters," he says. "The BU Head, Segment Head, Cluster Head, Segment Accounts Head and HR connected with us almost every day and various nice measures were taken by HR & Accts Admin to support our work to boost the morale of the staff working in a tribal location, far away from their families. We are all connected through two WhatsApp groups for immediate information transfers. The Webinar and learning sessions arranged were also very motivating."

Hailing from Pithoragarh in Uttarakhand, Harish's life partner is Meenakshi, a homemaker and they are blessed with a son, Nimesh. "His birth was my life's best moment," he gushes, adding that his hobbies are to know more about new places, "though in these difficult times, I find online platforms like YouTube the best to learn and explore," he smiles.



A BLISSFULLY REASSURING TRYST

Prakash Choudhary,
Senior Engineer (PT&D IC)

A tryst with nature is how Prakash Choudhary, Senior Engineer, at Kushma-New Butwal transmission line project in Nepal defines his first project in L&T. "I came here as a GET in 2018 and over the last two years it has been a blissful debut as our 90 Km alignment runs through some of the most picturesque surroundings and for a youngster like me scaling heights is inspiring."

Of course, there is also a flipside to all situations and here it is the remoteness of the work fronts, "We have to travel at least 50 Km from our work fronts for even minor procurements. This has made us doubly careful to go through a lot of detailing before taking up work fronts ensuring that all essentials are lined up."



An interesting point that Prakash highlights is about making workmen understand social distancing. "We had to illustrate on how the gap had to be maintained, which initially was a little odd to them but with our regular do's and don'ts and awareness training on how to stay safe and prevent the spread of the virus, the norms are becoming a regular at the camps."

On the home front, Prakash has much to share with his family members based in Rajasthan on his role at site, L&T's caring initiatives for the workmen and in return they are also assured, "I'm in safe hands and they urge me to continue the good work of ensuring the safety of workmen at site."



There were lots of learnings especially from the senior members of the team. The essence of meaningful communication, on how to boost the morale of the workmen, ensure a sense of calmness with focus while adhering to the safety measures through a collective approach are invaluable insights.

With the pandemic crisis evolving, Prakash Choudhary's bliss moments become larger as he has started donning the mantle of a caretaker for the workmen. "For some of us who mostly interacted from the work point of view, this was an entirely different situation as we went about reinforcing the workmen that they were in safe hands and need not panic." He acknowledges, "there were lots of learnings especially from the senior members of the team. The essence of meaningful communication, on how to boost the morale of the workmen, ensure a sense of calmness with focus while adhering to the safety measures through a collective approach are invaluable insights."



IN THE HEAT OF BATTLE, KEEPING THE FURNACE GOING!

V Vignesh Kumar,
Furnace Operator (PT&D IC)

Therefore, my responsibility was to continuously monitor the furnace, ensure its uninterrupted operation, ensure uninterrupted power supply to the furnace and switching over to DG in case of a power cut and safeguard company property during the lockdown.

Even as the world battles COVID-19, V Vigneshkumar at PT&D IC's TLT Factory at Kanchipuram, near Chennai, has his focus trained on his personal battle to keep the furnace operating without interruption during the lockdown. Being his first assignment with L&T is also pushing him to give off his best. "Our operations at TLT involves the galvanizing of zinc parts for which the LPG furnace has to run 24x7," explains Vignesh. "We keep melted Zinc in a molten state to minimize the loss due to solidification and our endeavour is to minimise the consumption of LPG to keep the Zinc in molten state. If we were to shut off the furnace, the Zinc would have to be taken out and re-melted on resumption that will entail loss of time and use up a lot of LPG fuel. Therefore, my responsibility was to continuously monitor the furnace, ensure its uninterrupted operation, ensure uninterrupted power supply to the furnace and switching over to DG in case of a power cut and safeguard company property during the lockdown."

All his efforts were towards achieving these objectives. "We made the security and maintenance staff aware of the importance

of social distancing and use of PPEs not only in the galvanizing section but everywhere else as well," he informs, "and helped the maintenance and Admin teams to sanitize the work place." Back to his favourite topic, Vignesh says, "we conducted preventive maintenance of the furnace during the lockdown, kept the LPG consumption to a bare minimum and prepared SOPs to arrest any LPG leak or fire." Clearly, Vignesh is married to his job as he is yet single and says that his best moment till date has been joining L&T as a Furnace Engineer. "During my free time, I like to do the gym, play cricket and listen to music," he shares. "Yes, my family was initially concerned about my health and safety but later they realized my contribution and have supported me mentally."



"All my seniors have also given me great mental support to stay at the factory for 45 days day and night to ensure continuous furnace operation," Vignesh acknowledges. "L&T is making India proud and taking the country to new heights. I am proud to be a part of this organization and happy to contribute to India's growth through L&T," he signs off in some style.

WORKING TO KEEP 3M SAFE DURING THE LOCKDOWN



Mohammad Kamar Khan, Assistant Officer – Stores (PT&D IC)

For Mohammad Kamar Khan, the lockdown brought new responsibilities to keep his Stores safe at the UPD – Saubhagya RE Works project at Gorakhpur in Uttar Pradesh. "I had to ensure that the 3M – Men, Material and Machinery – were safe during the lockdown," he declares. "My first consideration was the safety of our people, then security of materials at site and those with the subcontractor and finally to bring all the machinery into my custody for safekeeping. For this, all the subcontractors were individually contacted, and their stock of material noted and cross verified. The materials at the store yard was already in my control and along with the accounts & admin departments & security were regularly monitored by Video cam in the mobile and at office thrice a day."

My first consideration was the safety of our people, then security of materials at site and those with the subcontractor and finally to bring all the machinery into my custody for safekeeping.

Another important consideration for the project team was to be prepared to resume operations the moment the lockdown was relaxed. "For this, we continuously motivated and boosted the morale of all our stakeholders to remove the fear of the virus and keep the staff and workmen in a frame of mind that it was safe to return to work," explains Kamar and adds that "thanks to a number of strong steps taken by our project team, it was thrilling to restart

work on 20th April." At the same time, the team coordinated closely with the Client to obtain the necessary permission to restart work and procure passes for the authorized movement of staff and workmen.

"Digitalization was a part and parcel of our fight against COVID-19," says Kamar. "Right from group discussions, to sharing of information, learning, and acquiring knowledge about the pandemic to monitoring all kinds of activities, digital solutions helped a lot. At the end of the day, it was great teamwork," Kamar says emphatically. "There was perfect coordination between the seniors and the team members; responses to our requests were very quick whatever be the issue and the guidelines that we laid down and followed helped a lot."

Kamar is from the small village of Mohammadi in Uttar Pradesh's Lakhimpur Kheri district. His life partner, Nazma Khan, is a homemaker and they are blessed with two baby boys, Arham and Arkam. "The birth of my first born has been my most memorable moment. It also made me more responsible," he smiles. "My family are proud of what I am doing," Kamar shares with feeling, "they always encourage me to do more for the betterment of my staff and workmen. They have always stood by me and take the utmost care of me." Kamar likes to play cricket, watch news and sports channels.



Sandeep Pahal, Engineer, Electrical, (PT&D IC)

For Sandeep Pahal, Engineer (Electrical) at UPD BU's Saubhagya RE Works across Gorakhpur and Deori, family is always his first connect and when he was given the onus of ensuring the well-being of workmen, the first thing he did was to share it with his family, "They were worried but my discussion gave them a lot of clarity on how I was going to carry out this initiative as safely as possible." Another interesting facet that came up during the interaction was how people react to a crisis. "I understood their feelings and was able to see things from their point of view later during my pep talks with workmen at site."

In a way, my agrarian background helped to motivate the workmen, mentions Sandeep, "It's a simple approach of hope combined with good effort without much speculation on the

CONNECTING WITH A HUMANE APPROACH

It's a simple approach of hope combined with good effort without much speculation on the future which is basically the approach of most of our farming community. The goodness is innate and when you speak to the workmen in such a tone, they begin to see you as an 'Apna Admi' which worked well for me in this crisis.

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Having come up the hard way, I'm the one, who always sees a silver streak in a cloud, remarks Sandeep, "As the workmen got to know the do's and don'ts, the overall care from L&T, I also advised them to learn something, even pick up a book and read. Well, some of them did, there was this guy who showed interest, borrowed some books, and has continued to read. His enthusiasm rubbed on to others and we had many among the workmen group who started showing interest to know more about the pandemic, global updates, hygiene, etc." When it comes to people management, especially handling workmen, adopting a creative approach always helps and Sandeep acknowledges his seniors at site for giving him the freedom to exercise.



Hailing from Jind in Haryana, Sandeep loves to unwind after a sumptuous dinner listening to folk songs besides his wife Suman, son Karthik and daughter Dewanshi. "We don't get such time nowadays but there is a lovely moment once in a while when we meet up. My family feels an extension of my site," he says fondly. "I'm proud to be a part of this organization where the L&T-ite bond is also like a family with everyone supporting each other," he rounds off clasping his hands together.



WORKING TO OVERCOME THE FEAR OF THE VIRUS

This fear has been our biggest challenge at site because people are unwilling to share workplaces with colleagues who have some cough or fever. Some employees do report and possibly refuse whether justified or not, while others just refuse to work.

Md. Irfan Alam,
Assistant EHS Officer (PT&D IC)

"People are very scared of this pandemic," observes Assistant Officer - EHS, Md Irfan Alam who is presently working to replace electrical equipment at the Southern Area GOSPS (Saudi Aramco) project in the Kingdom of Saudi Arabia, which is his second Saudi Aramco project – the first being to replace power supply systems at Marjan GOSPS. "This fear has been our biggest challenge at site," he elaborates, "because people are unwilling to share workplaces with colleagues who have some cough or fever. Some employees do report and possibly refuse whether justified or not, while others just refuse to work. Apart from this, employees were unwilling to follow and adhere to the required hygiene practices like social distancing, frequent washing of hands, coughing into your elbow and such like without realizing that it is for their safety and all those working with them."

"We took several initiatives both at the site and at the camps to fight COVID-19," shares Irfan. "We conducted monitoring of temperature both at the site and camps, we enforced social distancing in all places, provided the mandatory PPEs to the entire workforce, conducted awareness training and put up posters with Do's and Don'ts at site, in office, at the camps and even in the bus. In our buses, we posted awareness signs on each seat for people to practice distancing," he points out. "We use WhatsApp groups to circulate authentic and



updated information about the cases, symptoms, precautionary measures, advisories from the Ministry of Health, communication from the client and about LTSA requirements."

Still single, Irfan hails from Gopalganj in Bihar and loves playing cricket, reading newspapers, and cooking during his free time. "My family appreciates my effort at home but keep asking me to take all precautions," he says.

Irfan is extremely thankful to his seniors for their support in his efforts. "I have received immense support from all my seniors," he says earnestly, "and thank my Project Manager and the senior management for providing all the PPEs, sanitizers and everything else to ensure a safe working environment." He is also full of praise for his company and shares, "I am really proud of being a part of L&T that is always taking care of its staff and workmen even during these tough days of the pandemic!"

A FILIPINO FIGHTING THE VIRUS AMIDST THE SANDS OF ARABIA!

The words and wishes of support (of the management) are thoughtful and comforting and will continue to drive our plans and actions, remaining an image of real leadership in the eye of the employees during this crisis.



Joseph G Bagalay,
Officer - EHS (PT&D IC)

Though hailing from the Philippines, Joseph G. Bagalay is very much at home amidst the sands of Saudi Arabia, already on to his third PT&D project for Larsen & Toubro Saudi Arabia LLC there. "My first project involved the construction of a 132 kV D/C OHTL between Al-Sulayil S/S 8787 to BSP S/S 9701 Wadi Al Dawasir followed by the construction of a 380 kV D/C OHTL between MHD BSP – TBH PP S/S (WOA) Portion 1. Presently, I am monitoring the safety activities for installing a reactor for Waad Al Shamaal – Arar 380 kV Interconnection again in the Kingdom of Saudi Arabia." Over the past couple of months or so, Joseph is also busy fighting COVID-19.

Just like everyone else perhaps across the globe, Joseph and his colleagues are having to contend with a 'new' norm and reorient themselves to evolving new norms and methods to keep staff and workmen safe at site. "First, the government implemented a strict curfew or lockdown that put our staff and workmen under stress," he explains, "with changes in work timings and difficulties in purchasing food at the stores. The other challenge was to convince the maintenance team for work permits even after maintaining regulatory requirements and obtaining the local government procedure in case of any infected cases."

The team has been practicing strict social distancing, daily monitoring of body temperature of everyone, conducting awareness training, putting up informative posters, arranging isolation rooms, disinfecting, and fumigating all premises. "We have been conducting virtual training for the staff through various devices and gadgets," he remarks and adds with sincerity, "all my team members have eagerly supported and encouraged me in every initiative that I have taken to fight COVID-19."

Joseph's family is his wife, Lowela Caday Bagalay, who apart from looking after his home manages "our small businesses of an internet café and a Sari-Sari store," he shares proudly. Joseph and Lowela are blessed with three children – Josephel Mae, Carl Joseph and Cyrus Jowell. "I have so many memories but the one which stands out most in my mind, heart and soul is the memory of my late mother," he shares with feeling.

In conclusion, Joseph is thankful to the management of L&T for their ready support during this time of crisis. "The words and wishes of support (of the management) are thoughtful and comforting and will continue to drive our plans and actions, remaining an image of real leadership in the eye of the employees during this crisis," he signs off in gratitude.



ON FAMILIAR GROUND WITH A DIFFERENT APPROACH

S. Karthigeyan,
Manager, Accounts, (PT&D IC)

Being on familiar ground is always an advantage and for S. Karthigeyan, Manager, (Accounts), the 10 plus years of handling PT&D projects in the Middle East is his biggest strength. Currently in his present assignment at the 132/11 kV substation and its related 132 kV OHL for Kuwait Oil Company, Karthigeyan, initiated safe proceedings at site early on as the pandemic was emerging. "We had our first meeting sometime in February 2020, which helped us to prepare better in this fight."

The Middle East Region never went for a complete lockdown and the challenge was operating in between, mentions Karthigeyan. "What kept us in good shape was to proactively take decisions based on the timely updates shared by the COVID Response Team at site. As the situation evolved, we scaled up safety initiatives through frequent inspections of workmen and subcontractor camps, sourced adequate quantities of PPEs and hygiene kits and ensured smooth arrangement and distribution of food packets to the workmen."

Wherever possible, we connected remotely to minimise group meetings, indicates Karthigeyan, "WhatsApp was an effective platform through which we had the core group members sharing information, listing of employees daily temperature check details and also workmen details before commencing works. Further, on a weekly basis, we shared larger issues with the management and drew up an action plan for the forthcoming week." This approach worked well for us and the client was supportive towards all our endeavours, adds Karthigeyan.

While seeing through the present phase is Karthigeyan's priority, there are many memorable moments for him in his overseas assignment, "I was part of the team that successfully completed PT&D's first project for Kuwait National Petroleum Company in 2019, a job that was acknowledged by top management as I had the additional onus of disbursing salaries for the Kuwait employees along with the Letter of Credit issuance." Earlier to the KNPC stint, Karthigeyan was associated with Kharamma Substation projects, Qatar, one of the prestigious clients for L&T, where he moved from an executive to manager to shoulder larger responsibilities.



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For Karthigeyan's family comprising his wife Alamelu, daughter Akshaya and son Shyamsundar, based in Trichy, his hometown, connecting with him and getting to know about L&T's safety measures gives a reassuring feeling, "Every time, I talk about how we are taking care of our workmen, fighting the battle collectively, it is a proud moment for them."



FOLLOWING A TRADITION OF HEALING!

Bittu Thomas,
Male Nurse (PT&D IC)

Q One of our main challenges we faced after the outbreak of COVID-19 was to cool off panicked employees. We succeeded to an extent to control the situation by conducting frequent awareness training.



Bittu Thomas, at the Kahramaa Phase 13 Substation projects in Qatar, belongs to a family of healers as his wife, Jean Anna Joe, is also a nurse at the Hamad Medical Corporation. "One of our main challenges we faced after the outbreak of COVID-19 was to cool off panicked employees," he shares, speaking about the situation at site. "We succeeded to an extent to control the situation by conducting frequent awareness training. There was also a sudden shortage of masks, gloves, hand sanitizers in the local market but our admin team worked hard to arrange and make available the necessary items in our sites without any break."

True to his profession, Bittu mentions that a critical first step they took was to identify high risk employees (those above 40 years of age with conditions of diabetes, heart and lung disease, etc.) and adequate precautions were taken with the help of our EHS & Project teams. "We promoted good respiratory hygiene at the site through toolbox talks, posters, signages; we conducted periodic awareness training for staff & workmen, monitored daily temperature of everybody, provided hand washes to all workmen and staff at regular intervals to maintain hand hygiene and even prepared a COVID-19 awareness leaflet." Up to date information is very important in these times of crisis and Bittu ensured to install the EHTERAZ app (developed by MOI, Qatar) to track the virus transmission chain. "We gathered information from the Qatar Ministry of Public Health website regarding all the updates & guidelines and attended online courses conducted by WHO on COVID-19."

"My seniors and team members especially Country Head A Dhanapal, HR Head, Sachin Pandey, FA&A Head, Santhanakrishnan & EHS Head, Reece Chahal have been very co-operative and helped to implement our Emergency Response Plan," shares Bittu. "They helped for the immediate purchase of the necessary PPE kits, equipment for health screening, cleaning materials, etc., helped by providing extra vigilance across the accommodation & site to ensure proper hygiene, waste management, preventive measures including daily disinfection of vehicles by third party agencies and provided digital platforms to organise team meetings."

Previously, Bittu worked at the Kahramaa Phase 12 and Manateq Substation projects as an Occupational Health Nurse and is proud for being a part of L&T "that is still maintaining its employees even if the economic situation is unstable." Bittu and his wife, Jean, are blessed with two children, son, Jayce and daughter, Levyna and holding them for the first time are some of Bittu's best moments. "I like cricket and cooking," he smiles and adds, "I still get time to cook but due to COVID-19 restrictions I am unable to play cricket," he says with a laugh.



“COVID-19 KEEPS US APART, BUT DIGITAL PLATFORMS BRING US TOGETHER!”



After becoming a permanent employee of PT&D in 2011, Barani has been an ISD Coordinator at HQ since 2014 after earlier stints in the Mumbai and Ahmedabad clusters. “At present, my responsibilities include widely analysing and resolving EIP related issues, preparing the IT budget, procuring IT equipment, maintaining IT assets and MIS work,” he shares.

“COVID-19 has taught us a great lesson,” he says, “that even though we are maintaining social

distancing, digital platforms are always keeping us together. In fact, we are using so many more apps to connect with each other like MS teams, Skype and social media platforms like Workplace and WhatsApp.” Barani has a word of praise for his team and thanks them for their help to succeed. “I received great support from my seniors, my teammates and admin during the pandemic situation who made themselves available 24 X 7 for approvals, arranging vehicles which made us feel that we were in a safe environment,” he says with feeling.

Barani comes from the village of Rayakottai, in Krishnagiri district. His life partner is Seetha, a homemaker and the love of their lives is little 13-month-old, Pugazh. “Every moment spent with family and friends are memorable moments,” he pronounces. His hobbies include visiting new places, hitting the gym, playing cricket, volleyball and listening to POP albums.



“In my six years at HQ, this is the second major calamity we have faced,” he says seriously. “The first was the floods of 2015 and now this pandemic. Our company came out of that successfully and I am sure will emerge from this crisis very well too by going the extra mile.”

R Baranidharan,
Executive Systems (PT&D IC)

I received great support from my seniors, my teammates and admin during the pandemic situation who made themselves available 24 X 7 for approvals, arranging vehicles which made us feel that we were in a safe environment.

To maintain business as usual during the lockdown was the unwritten brief to all ISD professionals across the company and for R Baranidharan (Barani, for short), working in PT&D IC’s ISD department at HQ, it also entailed travelling to the houses of many employees across Chennai to get them connected and working. “I often had to deal with problems like police restrictions and location tracking to serve our users, and it was risky but I followed the precautionary measures issued by the company and the government and, at the end of the day, I was able to deliver on my commitments,” he smiles. “In most places, the main issues were connecting to the internet on desktops and the lack of knowledge about mobile tethering but I was able to cope with all the problems and guide all our users to ensure that they were functioning well. I also connected with all the stakeholders (admin, security, ISD) to smoothen the process of dispatch so that business continuity was maintained seamlessly,” he says with a lot of satisfaction.



TO YOUNG L&T-ITES ... “we’re all in this together!”

Dear L&Tite,

Today, we are already past the half-way mark into our Work-From-Home regime, I thought it opportune to speak to the youngsters of our Larsen & Toubro family.

Really appreciate the way you have handled these challenging circumstances by sticking to your regular work commitments. If there is one sentiment that emerges from your various tweets, posts & messages more than any other, it’s that we are all in this together.

Each of us have had to make several adjustments and changes to our life to adapt to this new mode of working. We need to Work For Home in addition to Work From Home. I am sure that being passionate L&T-ites, all of you would have also evolved similar efficient methods of functioning during this period.

If utilized effectively, one can avail off this opportunity to discover new hobbies like learning a new language, exercising, reading, watching intellectual TV series, etc. Personally, I’ve managed to catch up on a lot of reading and watching some interesting TV shows which I had kept on the back burner for a long time. I also manage to find time to tune into some classics of my all-time favorite musicians.

Our HR team has been proactively providing online training courses on ATL and other learning platforms and am sure, you would have found both the time and inclination to hone your skills that will come ever so handy when normalcy returns and hold you all in excellent stead to help the organization bounce back strongly.

You can even refresh your old acquaintances like your school / college mates with whom you may have lost touch to relive some of your old, childhood memories. Reconnecting with them would also be beneficial as some would have by now established themselves in various practices in their respective industries and it would be a good idea to compare notes and self-educate.

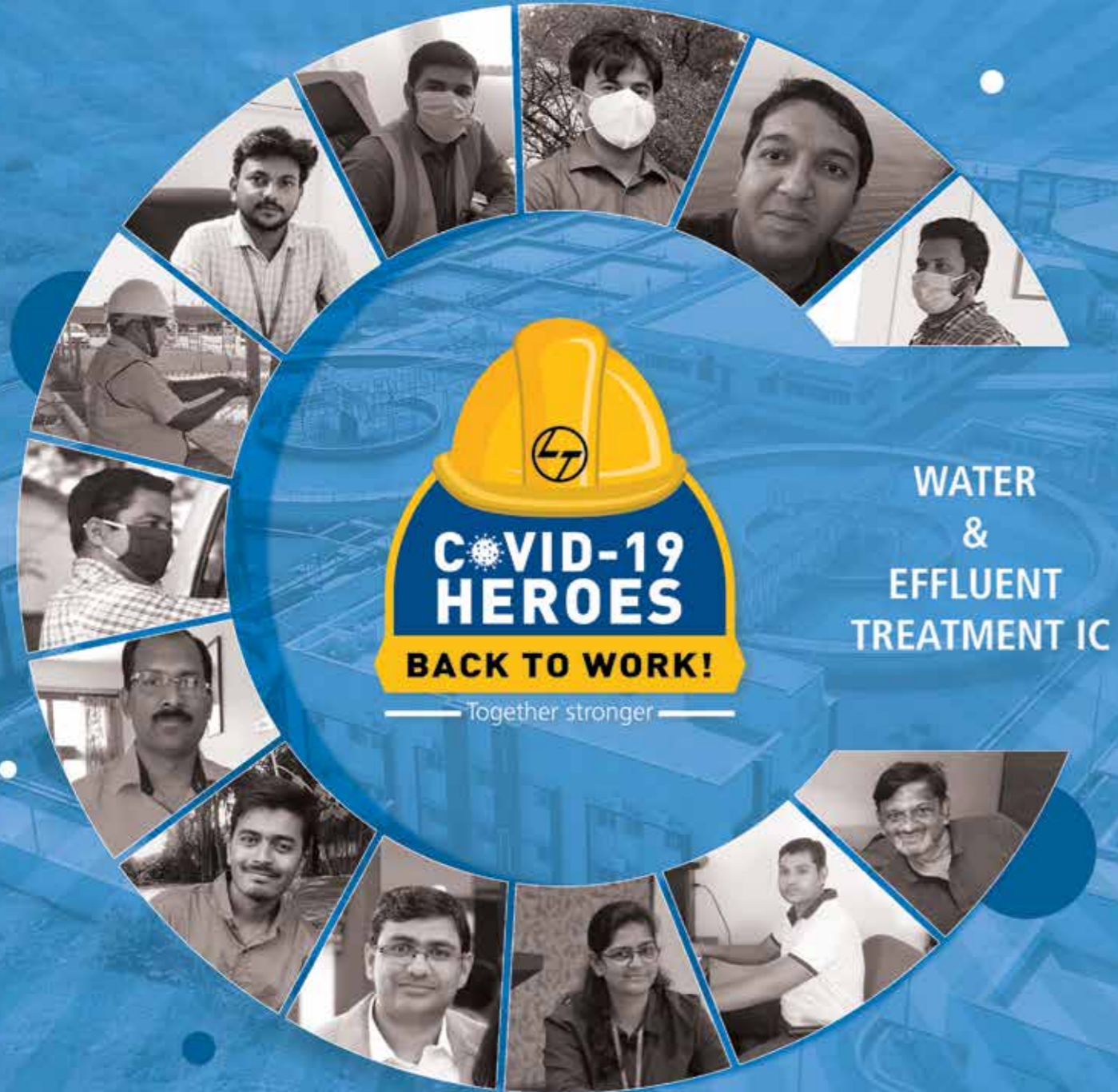
In the midst of all these recreational activities, it is imperative to ensure that you maintain discipline to keep up with all our business commitments during these extraordinary times.

I hope and pray that each one of you and your loved ones take care and safeguard your health. Am sure at the end of all this we will emerge safer, stronger and more successful.

Best Regards,

SNS





YOU ARE IN SAFE HANDS

Sajeev CM,
Site Accountant,
Surya Water Supply Scheme

By now, Sajeev CM, Site Accountant, Surya Water Supply Scheme, has perfected the art of saying 'You are in safe hands' in as many ways as possible and has kept that promise to the workmen and employees at site. "Our major scope of work involves pipeline laying along NH 8 through multiple villages where the good work and assurance has to be continuously maintained," highlights Sajeev.

Our mantra was to carry on with our initiatives, orient workmen and other stakeholders, accordingly, mentions Sajeev. "It was a slightly different role for in addition to our functional scope, we had the onus of motivating workmen to stay safe in their colonies and be aware of the situation while not getting into a panic mode." A simple approach paid handsome rewards, shares Sajeev, "We identified a few among us as state wise leaders and split the task of communicating with the workmen based on their regional affinities and it worked wonders. On one hand it conveyed to the workmen that they were important to us while it also enhanced their awareness on the do's and don'ts along with the ill effects of any mindless migration ideas that they might have had."



With the site resuming operations, the responsibilities are larger now, but with team members pulling their weight, we are on the right track.



On the external front, Sajeev and team adapted a proactive approach to mitigate the challenges on course, "We offered our services to the District Administration in some of their response efforts which made the locals understand that we stand by them. With our actions speaking louder than our words, the good word started to spread with tensions easing in sensitive areas thereby enabling us to take up site activities."

Though having worked as a lead accountant in two major water supply projects, this was an entirely new experience for Sajeev which he acknowledges was possible to tide through with the support of the seniors at site. "With the site resuming operations, the responsibilities are larger now, but with team members pulling their weight, we are on the right track," assures Sajeev.

In these testing times, Sajeev has the advantage of his family by him, "With my wife Nejna, a home maker, daughters Safni and Samrin, it is a pleasant feeling when I return home after a hard day's work." Of course, he points out, "There is always a risk but with our comprehensive health screening and safety measures, I'm well secured," he declares.

“ALL OF US AT SITE ARE HEROES IN OUR OWN WAY!”

Vinayak Prasad Arakere,
Construction Manager (Civil) - WET IC

In such crisis situations, good, clear communication is very important as we needed to educate and update the workmen on the pandemic, make them aware of the do's and don'ts especially during the early days.

Unlike as in India, some countries have decided against a total lockdown perhaps putting greater onus on citizens to follow safety protocols to escape from the Corona virus like has been the case for Vinayak Prasad Arakere, Construction Manager (Civil), at the Industrial Area Sewage Treatment Works - Phase III A Project in Qatar. Even as the fight against COVID-19 rages, his larger focus has been on keeping his site activities ticking without any disruption. “We were working in two shifts and the challenge was to ensure the safety and wellbeing of workmen during operations, during their commute to and from the site and even at their quarters.”

“In such crisis situations, good, clear communication is very important as we needed to educate and update the workmen on the pandemic, make them aware of the do's and don'ts especially during the early days.” Monitoring was another crucial factor that was done at different levels, indicates Vinayak, “Health screening was a daily activity in line with the SOPs but breaking down the safety process was important.” Today, there are many videos on

how factories have resumed work with a charter of guidelines. “But, since we have been functioning right through without a break, we have had to formulate a ground zero policy keeping our work milestones in mind and kudos to the team for detailing the process.”

Whether an engineer, administrator, accountant, roles did not matter as every member of the core team took up the responsibility of motivating and guiding the workmen, points out Vinayak, “In a way, this stitched a bond that kept all of us connected, safe and updated on the developments.” While the site team fights its collective battle, Vinayak has an interesting perspective, “All of us here, workmen, employees, consultants and client representatives are heroes in our own way for having worked every single day, trusted in each another and emerged stronger for the experience. The step ahead is in the right direction,” he avers.



As Vinayak holds fort in a foreign land, his wife, Deepti, who is a practicing pathologist specialising in cancer diagnosis and care at Bengaluru, awaits anxiously for his daily updates, and every time they wrap up their conversation, it is a bitter sweet moment for her: fearing his health but proud of what he is achieving.



BEING A STEP AHEAD IN THE GAME

Udayabhanu Jena,
Assistant Manager, Cuttack Waste Water Network

While reacting to situations is a common approach, being prepared will always put you a step ahead in the game and for IR practitioners like Udayabhanu Jena, Assistant Manager at the Cuttack Waste Water Network, this has been his guiding work philosophy. “Though this is my first project at L&T, every site that I have been associated with over the last 16 years is unique from an IR point of view as one has to quickly familiarize oneself with the local language, understand the mindset of the people, review and implement systems and procedures without compromise,” shares Jena as he is referred to by his colleagues.

Acknowledging the gravity of these challenging times, Jena had the huge responsibility of ensuring that more than 400 workmen were taken through the safety process without any disruption. “The good thing in IR is that handling labour and administrative issues opens up a channel with the workmen which makes communication easier as their trust is gained.” At this juncture, the project team took a clear call, “Local workmen were assured that they could go home once their travel safety was confirmed while the rest had the option to stay back,” adds Jena.

With a long list of priorities, Jena made the right moves, “Getting vehicle passes was important as it was only way, we could reach the camps spread across the city of Cuttack. Thanks to my rapport with the Deputy Commissioner of Police and Municipal Commissioner, the access permits were secured.” With 128 workmen opting to stay back, the task was cut out to ensure their safety and wellbeing. “We didn't want to take any chances and went by the MHA and Management directives to implement the SOPs,” highlights Jena.

“From the IR side, our team had one member always present at the camps, while a team visit was organized twice a week. The good

The good thing in IR is that handling labour and administrative issues opens up a channel with the workmen which makes communication easier as their trust is gained.

work drew the attention of the District Labour Officer who visited the camp and appreciated the initiatives with a commendation. It was a fulfilling moment not only for the team but also for the workmen as it was a testimony from the governing authority on how well L&T cares for its workmen.”



“The L&T culture of teamwork and being supportive at all times is something that has inspired me and my family,” shares Jena, “My wife Shubhashree Rout who runs a business and daughter Sanaya feel proud of my achievement during such a crucial period and we salute L&T for having stood by the nation by donating 150 crores and taken care of all workmen and employees.”

A DEBUT WORTH REMEMBERING FOR LIFE



With travel restrictions in place, Randeep had to bank on some innovative methods to keep tabs across the various fronts. "We ensured that the paramedical staff who were on our rolls visit the habitats and guest houses as it was easy for them to move around and do the medical screening, while the core team monitored the overall situation, then made specific visits and received timely updates from the on-ground warriors through digital platforms such as MS Teams." What worked well for Randeep and the site are his good contacts with the district administrators. "As the lockdown progressed, each district had its own set of rules and regulations over and above

the MHA guidelines and it was only through effective networking we were kept informed about the developments."

Every cloud has a silver streak and at site there were quite a few for Randeep, "Getting a head start and bonding with the team happened seamlessly along with networking that has added immense value to my portfolio and hopefully should keep me in good stead as I take up larger responsibilities at L&T," mentions Randeep. He is equally thankful to his seniors at site: Project Manager, M. Parthiban Mohan (PAAM), Sadanand S Chittal, EHSM, Mukesh Batham and team.



On the home front, Randeep attributes his wife Divya for supporting him in all his endeavours while keeping her concerns to herself, "She is fully aware of my role and is proud that I am making a significant contribution."

Randeep Singh, Assistant Manager IR & Admin

The lockdown regime for Randeep Singh, Assistant Manager IR & Admin, at Narmada Kshipra Multipurpose Project came with a set of essential deliverables which is keeping him on his toes. "I never imagined that my first project in L&T would be under such circumstances but then ensuring the safety and wellbeing of 942 workmen and 82 employees, spread across 5 districts is quite a debut," mentions Randeep.

Getting a head start and bonding with the team happened seamlessly along with networking that has added immense value to my portfolio and hopefully should keep me in good stead as I take up larger responsibilities at L&T.

Every day is a long one for Randeep but now he relishes the daily ventures, "Though tough initially, there was no other way but to do it meticulously as the process involved implementing SOPs, welfare measures and networking with various stakeholders as we were operating in three red and two orange zones. Even a small slip could prove costly and to ensure that all fronts were covered, my day began at 7 am and normally ended at 10 pm, though at times it went even further," shares Randeep.

THINKING OFFBEAT, DURING A CRISIS!

Sumit Saxena, Assistant Manager - Accounts, WET IC

For young Sumit Saxena of WET IC, the Kakrapar LIS project is his first and shares without any hesitation that the most memorable moment in his life was when he joined L&T. However, when he started his innings, he would not have imagined in his wildest thoughts that he would have to be part of an all-out effort by the site management to ensure the health and safety of all during a pandemic.

However, even in such situations people can think differently which Sumit and his team has proved with the mask issue. "Masks were either in short supply or were extremely expensive and secondly the life of a mask was very short," he explains. "To address this issue, with the approval of our EHS manager, we designed a cotton mask through a local tailor the cost of which was only INR 20! We have given each workman two masks so that while he uses one, he can wash the other and the life of this mask is approximately two months. It is really a win-win situation for all," he smiles delightedly. "Apart from masks, we have distributed sanitizers in small plastic bottles to our workmen and staff, so that when they are working, they can keep it in their pockets to use whenever required,"

Sumit and team have a long list of things to do to keep the work site, the workmen habitat, the office, and the family accommodations safe. "Transportation was a major problem for us in the beginning and as transportation was not available from outside, we managed to make all the necessary arrangements within our area itself, managing and arranging for all the anti-COVID facilities for staff and



At the end of the day, I am proud to be a member of the L&T team, as L&T always takes care of their employees and labour.

workmen." There were many times that they had to accompany workmen or their family members to either the hospitals or other medical facilities. "Everyone is scared but every time we have provided all the necessary medical facilities not only for our staff and workmen but for their families as well." He pauses for a moment and adds very seriously, "I was protecting my family too."

"At the end of the day, I am proud to be a member of the L&T team," he says with obvious pride, "as L&T always takes care of their employees and labour."

Hailing from Delhi, Sumit's small family consists of his wife, Alka, who is a homemaker though earlier she used to work and his son, Avyukt. "Travelling to different hilly areas with my family is what I love to do but it has been a long time since I have the time for that," he says with a crestfallen look.



OUR TRUST ENABLES THE THRUST FORWARD

Rajkumar Gayen,
Assistant Manager - Accounts,
Infrastructure Works, Bidkin



Dealing with two critical phases, one just after the lockdown and then getting back to work is what Rajkumar Gayen, Assistant Manager, Accounts, at Infrastructure Works, Bidkin Project, has seamlessly ensured for around 593 workmen and 63 employees. "Ours is a collaborative project between WET and TI ICs with 293 workmen engaged across WET tasks and 291 taking up TI works."

He is candid to admit that initially he was apprehensive but reassures, "Under the leadership of our Project Director, Mukesh Singh, we chalked out a secure strategy roping in key stake holders: Biswajit Patra – IR Manager, Nitin Manikkule – EHS Manager, Vinay Kumar Baliyan – Project Manager and Raju Singh – Construction Manager." The team formed a 24/7 Emergency Response Unit to deliver essential items, ensure hygiene and monitor workmen and employee welfare at camps and guest houses.

"We are no less than the essential services personnel," quips Rajkumar, "While the whole nation was in a lockdown mode, it was always a fast-forward approach for us as we had to stay ahead in our safety and wellbeing mission. From the family, it was a mixed feeling of inspiration and concern as my wife Suparna, a home maker, along with my daughters Aishi and Aitri never stopped me from going to work but always instructed me to wear a face mask and carry a mini hand sanitizer."



With a fair number of our employees leading the 'back-to-work' initiatives, a strong message has been sent to the workmen that we care for them and it is this reassurance that is a key enabler to gain momentum as we take up further work fronts.

Holding together as a team during these tough times ensured a lot of gains both for the team and workmen, highlights Rajkumar. "Regardless of all facilities provided, there was some panic among the migrant workmen seeking to return to their hometowns. However, we quickly arranged the necessary approvals from the District Collector, organized medical screening in the Government Health Centres for fitness certificates to enable transportation for those workmen who wanted to leave through special trains. This was an initiative that reinforced our trust not only with the workmen but also among our stake holders such as clients, bureaucrats and the locals."

Today, the site has been able to resume work with in-situ workmen and 50% of team members in line with SOP and MHA guidelines. "With a fair number of our employees leading the 'back-to-work' initiatives, a strong message has been sent to the workmen that we care for them and it is this reassurance that is a key enabler to gain momentum as we take up further work fronts."

"OURS WAS THE FIRST SITE IN THE GUJARAT REGION PERMITTED TO START WORK!"

Kalpesh Manilal Padhiyar,
Assistant Manager - IR, WET IC

Kalpesh Padhiyar is a very satisfied man and his smile almost seems to say that good work always pays. "On 20th April, the very first day when relaxations were announced, we approached the District Collector and obtained the permit to resume work on the same day," he shares proudly. "Later to our surprise, our site (WET IC's 100 MLD SWRO Desalination Plant) was the first in the Gujarat region to obtain permission from the local authority. On 21st, our IC head permitted us to start the work following all the guidelines and SOPs from HQ. Secondly, after resumption of work, to engage new workmen from the local area (green zone), I have started to take Declarations from the Sub-Contractor stating that they will follow all the MHA guidelines, that all workmen as per list would stay at the mentioned address and that none have gone to any containment area/red zone/hotspot during the lockdown."



I like the broad, positive and helping approach of the senior team members and management, always thinking about completing projects ahead of schedule with quality standards, zero harm and at the same time enhancing customer satisfaction!

For him, this is just reward for his and the project team's hard work during the difficult days of lockdown to keep their workmen safe towards which Kalpesh's responsibility was to the extent of only 38 workmen at the camp. "Workmen movement, social distancing and monitoring the same were the main challenges," he mentions. "Moreover, after resumption of work, ensuring that all guidelines are being followed is another challenge like practising social distancing, sanitizing all areas, providing adequate drinking water, regular temperature checking and capturing attendance."

On his personal front, Kalpesh joined L&T on 10th May 2017 and was posted at the Dahod Water Supply Scheme. "In 2018, I was

transferred and posted at the SAUNI L2P6 as an Executive – IR and from 01.02.2020 onwards I am working at this site as Assistant Manager – IR," he shares. A native of Ahmedabad, Kalpesh's better half is Mittal, a homemaker and they are blessed with a daughter, Zeel. "My hobby is bike riding. I have a Royal Enfield and do find time to ride it," he smiles. "I have many moments in life that I cherish: my marriage, the birth of my daughter and my dream of joining L&T coming true. These are moments that have totally changed my life," he says with utter conviction.

Kalpesh is proud to be a part of a leading construction and engineering company and says, "I like the broad, positive and helping approach of the senior team members and management, always thinking about completing projects ahead of schedule with quality standards, zero harm and at the same time enhancing customer satisfaction!"



FIGHTING COVID-19 ON A FOREIGN LAND!

Saif Saeed Bagdadi

Assistant Manager, EHS, WET IC

Presently working at the project to expand the 30 MLD sewage treatment plant in the Industrial Area, Phase 2 in Doha, Qatar for WET IC, Saif Saeed Bagdadi has rich overseas experience having worked for Vinci Construction and Kuwait Oil Company before joining L&T in 2016. "I had the opportunity to work on one of the world's largest water reservoirs in Saudi Arabia," he recalls fondly, "and at this project, once we complete we would have increased the capacity of the sewage treatment plant from 60 MLD to 90 MLD." However, Saif's concentration, at present, is to keep the workmen and employees at his site safe from the pandemic.

My family was happy when they heard that I am a Corona Warrior at my site, but they are also worried and always asks me to take adequate precautions.

"There are many challenges we face at site," he says, "specially educating the work force about the symptoms and its control measures such as washing hands, keeping social distance, avoiding large gatherings and minimizing visiting malls, shops, etc. These are what they do normally, so it is very difficult to make them understand that everyone must work to a new normal for the safety of all of us. We are making them aware of the importance to keep calm and not panic during these tough times," he adds, looking across his project site. "We have told them about the symptoms. Anyone found with the slightest symptoms are immediately sent to hospital. We have briefed the workmen and staff to report immediately to HSE, ADMIN or site team without any fail if they notice or detect anything and have emphasized that no action will be taken against them."

As other measures, the project team has increased the number of buses on site to reduce the capacity of workmen in them and have staggered lunch breaks in small groups to maintain social distancing. "We have created a WhatsApp group and update it regularly about precautions, care to be taken and Qatar's new rules regarding COVID-19," he adds. Saif has only good things to say about the senior site management. "The seniors at our project are very supportive and have given us full freedom to take immediate actions if required and support us when we do so."



Saif's most memorable moment was when he held his son, Khalid Saif Bagdadi, in his arms for the first time. "My wife, Afroz Deshmukh, is a Senior Financial Analyst," he says with some pride and adds that they hail from Mumbai. "My family was happy when they heard that I am a Corona Warrior at my site, but they are also worried and always asks me to take adequate precautions."

"I like cricket, listening to music, reading," and nods smilingly, "yes, I do find time for my hobbies."



A HANDS-ON APPROACH TO WELL BEING

Actually, we gained a lot like winning the trust of the workmen, reinforcing that we care for them and developing far more effective ways of communicating. Today, we can proudly say that all of us at site know a thing or two about how to connect with our workmen apart from work and that is the key to successful people management.



Muhammed Rushaid, Assistant Manager, EHS, (WET IC)

The initial days of the lockdown were the most challenging for Muhammed Rushaid at the Seoni Multi Village Water Supply Scheme. "In just about no time we had to plan and arrange essential commodities for around 140 workmen based in 3 camps, for the staff at guest houses, keep the office, site, open excavations safe and, at the same time, continuously monitor and communicate with the local authorities. Succeeding on all these fronts was our first victory in the battle against COVID-19," he shares triumphantly.

"Effective communication was key as we educated and convinced the workmen to stay put at their habitats which was the safest option for them. Our bilingual approach worked well as key members of the CRT team comprising Project Manager, Harshavardhan, Accountant, Kuldeep Kumar along with IR personnel, Padma Lochan Jethi and the section in-charges took up the responsibility of addressing the workmen once in 3 days on various issues."

While VIEW EHS enabled easy EHS monitoring and safe execution, MS Teams was used to conduct committee meetings, EHS Training and share COVID-19-specific information. "Timely guidance from the HQ EHS Team helped us enormously to track, monitor, train and communicate about the pandemic," says a thankful Rushaid.

Although well equipped to deal with workmen and guide them, Rushaid found himself in a slightly different situation here. "In rural India, it is not easy to make people understand social distancing and we had to time and again illustrate or rather demonstrate the importance of keeping an arm's length distance," he points out adding that all their efforts would make for an interesting

case study. "Actually, we gained a lot like winning the trust of the workmen, reinforcing that we care for them and developing far more effective ways of communicating. Today, we can proudly say that all of us at site know a thing or two about how to connect with our workmen apart from work and that is the key to successful people management."

With the lockdown easing, regaining work momentum is topmost on Rushaid's current agenda. "The new normal has brought about a conscious shift towards hygiene and that is for the overall good while, as an EHS officer, I have the responsibility to keep our work fronts in line with the SOPs, introduce small value additions such as in-house fabricated hand sanitizers that is keeping the cleanliness factor ticking and ensure compliance to EHS Monitoring and Inspection through the VIEW EHS app."



"My wife, Ruksana could well understand my responsibilities as we are from Kerala, a state that has effectively fought the battle against the pandemic," he says with a smile. "The organizational commitment shown by L&T towards the welfare and safety of the workmen and employees assures her that I'm secure at work."

GOING THE DISTANCE SAFELY

Puttapalli Hazarath Harish Babu,
Assistant Manager, EHS, (WET IC)

Based at Kolgur, some 60 km from Hyderabad, Puttapalli Hazarath Harish Babu, Assistant Manager, EHS, has been driving safety to safeguard the wellbeing of 210 workmen. "We are in a remote region executing the Mallanna Sagar Reservoir Project, a green zone, where the lockdown did not come into force except for a brief period of 3 days after which the Government of Telangana instructed us to resume operations," he shares.

"Though we had the complete manpower at site, convincing them to remain at site rather than travelling during the days of the pandemic was a challenge," he points out. Resorting to a novel ploy, Harish Babu explains, "We conveyed the risks involved in travelling and offered a cash incentive with a bonus for those who volunteered to stay back and work. Perhaps, across L&T, we might be the only site to successfully retain our entire workforce," he remarks proudly.



In times like these, it is always good and safe to have an open-minded approach, advocates Harish Babu, "Insights from the Project Manager, KS Viswanatham, and other seniors at site and even the subcontractors helped us to get into the details before implementing initiatives. For safety assessments, there was continuous monitoring of site from the EHS team at HQ and the Cluster guiding me through MS teams with inputs on COVID-19, tracking wellbeing of site staff and workmen. ViewEHS application, onboarded and perfected much earlier, was another big advantage that simplified remote access and reviews and made the entire process paperless."

A native of Hyderabad, Harish Babu, along with his wife Harika, are looking forward to their joy of life, their first child, expected in a few months. "My wife is a software engineer with IBM and wanted to spend the 'Work From Home' season with me but seeing my bigger commitments, she supported me to carry out my duties at site."



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On field, as part of a comprehensive safety plan, "We identified areas in and around the site to source soil since our major scope of work was soil embankment thereby eliminating the risk of travel. Secondly, we motivated the workmen through a series of pep talks involving core team members, doctors and even at times roping in local influencers on the do's and don'ts which proved to be very effective. As their awareness increased, we reinforced a series of wellbeing measures such as conducting medical check-up camps, hygiene drives while ensuring that the essential items were always available at the camps." All these collectively boosted the morale of the workmen and within a few days, the entire force was at site going about their tasks as usual much to the delight of Harish Babu and team.

PREPARING FOR AN ABUNDANT FUTURE

Mohammad Gulam Ali Hassan,
Executive - Accounts (WET IC)

Challenging the limits is what Gulam Ali Hassan likes to do time and again, a trait that is very evident right through his school and college days. At L&T, he began as a Graduate Commercial Trainee in a remote location at the Sahibganj Mega Water Supply Scheme in Jharkhand, and having passed his first test, today, he handles the accounts for two water projects in Ranchi. "It has been quite an enterprising phase but then with the COVID-19 situation emerging, we are facing a very different kind of challenge," shares Gulam Ali Hassan. "Thankfully, with seniors like Mrityunjoy Santra, Project Manager, and Jayant Chanda, Cluster Accounts Manager, around, we were able to chalk out a secure strategy and win over the crisis with many learnings," he adds.

Having heard the phrase, 'Cash is King' innumerable times from our senior management, Gulam Ali Hassan narrates a first-hand experience, "We had some buffer during these testing times as I was able to convince the client and get some payment cleared. It came at the right time to help us establish proactive measures." Moving forward, larger responsibilities were thrust on Gulam Ali Hassan, "It would have taken some time for me to become adept in the administrative aspects of site but there was no waiting period here as I had to directly plunge into action."



Honouring every financial commitment to staff and workmen during this lockdown is no mean task, a feat that every L&T-ite should be proud of.

As the 'Go to Man', Gulam Ali Hassan has been coordinating and arranging a range of requirements for workmen and employees. "It was a long list and initially to begin with, I was concerned, but then going with the momentum, there was no looking back." It was a role that was a combination of many portfolios, he remarks, "and I must admit what I learnt in the last one and half months is invaluable and the kind of confidence it gives me is immense."

Today, Gulam Ali Hassan is all smiles as he knows the labour commissioner through whom he has facilitated the transfer of benefits under the BOCW Act to workmen, can connect with the DIG Special Branch as he has arranged for the VIP vehicle passes and is also seen as a Good Samaritan among the 100 tribal villagers who were provided groceries.

What keeps this young man inspired is the positive vibes that he gets from his family which includes his wife, Farah Siddiqua, a homemaker, his "Loveable Gift", as he fondly addresses his son, Md. Hussian Ali, and of course L&T, "Honouring every financial commitment to staff and workmen during this lockdown is no mean task, a feat that every L&T-ite should be proud of," he signs off on an emotional note.

NURTURING A SAFETY CONSCIOUS MINDSET



with 3 external and 8 internal EHS audits, conducted around 30 mock drills and participated in several community outreach programmes. Her good and safe work is now being acknowledged internationally as she has been shortlisted for the British Safety Council's 'Young Health and Safety Champion of the Year' award.

As a focussed EHS personnel, this young lady goes about her work and achievements unassumingly, doing what is always safe and right, "When my parents heard about me being a part of the essential services team, they were apprehensive but when I shared L&T's proactive and safe approach,

there were proud of my work. Today, in my still short journey as a safety officer, I am glad to have made changes in people's mindset regarding safety at workplace." As the project has resumed operations, Yagana, continues her mission of nurturing a safety conscious culture.

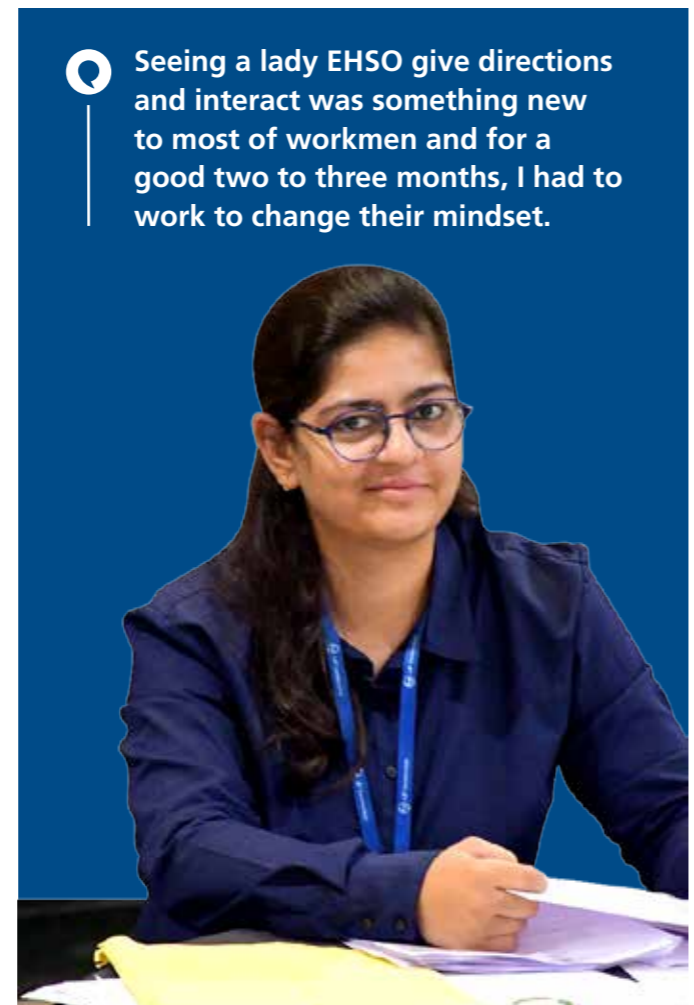
Yagana Khan, EHSO, (WET IC)

It was an aspiration drawn during one of her site visits while at college that triggered Yagana Khan, EHSO, at the Udaipur Integrated Project, to take up safety as a full-time profession. After completing her M. Tech in HSE from UPES, Dehradun, she joined L&T in 2018 and was posted at Udaipur in Rajasthan.

Challenges were plenty to begin with for Yagana, "Seeing a lady EHSO give directions and interact was something new to most of workmen and for a good two to three months, I had to work to change their mindset." Having broken the barrier, things started to get normal or even better, mentions Yagana. "Ensuring safety was always a tough task across work fronts in and around Udaipur as our site activities were predominately along narrow roads and by lanes. With the lockdown coming into effect, we had to act fast, ensure minimum interface and move close to 1200 workmen to safer zones."

Effective communication was the key for Yagana. "At the right moment, we took a call to address the workmen that they were in safe hands and briefed them on the do's and don'ts. Having assured the trust, it was now time to enact and under the guidance of our Project Manager, Vipin Kumar Tyagi and team members, we shared several responsibilities to ensure a safe environment for the workmen." Adding might to the project team's efforts were digital initiatives, indicates Yagana, "ViewEHS was our prime application through which the entire process of safety at work was ensured 24/7 and with virtual platforms like MS Teams, we were able to seamlessly connect, conduct trainings on SOPs, discuss on the crisis, take help from HQ and regulate activities efficiently at site."

For Yagana, it has been an enterprising debut as she led safety initiatives at site including 131 training programmes, associated



Seeing a lady EHSO give directions and interact was something new to most of workmen and for a good two to three months, I had to work to change their mindset.

LEADING BY EXAMPLE!

Rupesh Yashwant Gharte, Engineer (ELEC) - WET IC

For young Rupesh Gharte at WET IC's Integrated Water Supply and Waste Water Project at Jhunjhunu, Rajasthan, the biggest challenge is to supply water to 2,300 homes in Jhunjhunu city as part of NRW even in the midst of the COVID-19 crisis. "Making water available is always a serious challenge during summer, and this year, the challenge is even bigger because one of the main ways to prevent the spread of the virus is to wash your hands as frequently as possible. So, keeping portable water lines running without a glitch has become most critical," says Rupesh who joined L&T three years ago as a DET. "Conveyance has been another huge problem during the days of the lockdown. It has been very difficult to get permissions from the respective authorities to mobilize vehicles to reach our work place."

Rupesh sets an example for his colleagues to follow. "I ensure that I follow the safety measures right from my doorstep by wearing gloves, face mask, always carrying a hand sanitizer with me throughout the working area. I keep checking whether the workmen and drivers are making use of their safety equipment, whether they are self-sanitizing themselves before entering the workplace and maintaining social distancing."

I ensure that I follow the safety measures right from my doorstep by wearing gloves, face mask, always carrying a hand sanitizer with me throughout the working area. I keep checking whether the workmen and drivers are making use of their safety equipment, whether they are self-sanitizing themselves before entering the workplace and maintaining social distancing.

The COVID-19 outbreak has been a good opportunity to learn quickly for Corona Warriors like Rupesh. "I have learnt how to work during an emergency following the instructions of my superior," he says with conviction. "From Day 1 of the lockdown, I have executed my duties after discussions with my supervisor, R Mahesh Babu. He has made sure that that he is always available whenever I have needed him to solve any issue. We have so far met the challenging task with proper planning and the co-operation



of all teammates," he shares with gratitude. Rupesh mentions a special Webinar by Tanuja Batra that helped him gain technical knowledge about how to overcome the threat of COVID-19 and the self-protective measures to be taken.

Born in Maharashtra's Nashik district, Rupesh's family is his father, Yashwant, mother, Alka and sister, Madhuri. "Yes," he nods, "they were nervous at first but after realizing the seriousness of my job, they are proud of me and have supported, encouraged and motivated me!" He is also proud of the appreciation certificate his project has received from the PHD department for their services rendered in Jhunjhunu city during the lockdown.

"I have dedicated my life to helping others," he declares very seriously and then softens up to speak about his hobbies. "I like to play cricket and some of my best moments are playing cricket in Raigad," he smiles looking away.



ON FILMS AND TV SERIALS ... "to recharge yourselves during your spare time!"

Dear L&T-ites,

After sharing several of my favourites in music, food and games through my previous messages, here are some memorable movies & TV series that I have found both entertaining and enjoyable. One may want to consider watching these to recharge themselves during their spare time.

There are so many genres of films these days, that there is something for everyone in the family. Here are a few of my personal favourites that you may enjoy.



Spy flicks never cease to thrill and the pulse quickening Zero Dark Thirty (2012) is one such thriller about the greatest manhunt in history - the international search for Osama bin Laden.



Yet another thriller is The Spy & The Traitor (2018) which is a real-life story of a KGB insider working for M16, his Soviet secrets & daring escapes.



Another exciting movie is Shooter (2007), a story about a marksman living in exile, who is coaxed back into action after learning of a plot to kill the US President.



War films are not only historical but inspirational too. One such epic war film is Tora! Tora! Tora! (1970) that dramatizes the Japanese attack on the Pearl Harbour in 1941.



Everyone at home will enjoy watching The Incredibles (2004 – 2018), an animation film about a family of superheroes who lead quiet suburban lives, only to resurface to fight the good fight.



A recent academy award winning film based on World War II is Dunkirk (2017), which portrays the evacuation of forces from three perspectives: land, sea, and air.



Mossad (2019) is a good action comedy movie about an American tech-billionaire who is kidnapped in Israel and the Mossad rushes to save him while CIA sends their best agent to help.



The Bourne series of movies (2002 – 2016) based on a CIA assassin suffering from dissociative amnesia are packed with adrenaline pumping action.



Another British-American war film, The Guns of Navarone (1961), shows the efforts of an Allied commando unit to destroy an impregnable German fortress threatening Allied naval ships.



Entebbe (2018) is one fascinating film recounting the story of an Israeli force's mission to counter terrorists and rescue the hostages bound on an aircraft.



Also, Where Eagles Dare (1968) is a mesmerising World War II action movie which one may consider watching.



The famous British war film, 1917 (released in 2019), will virtually take you to the First World War era where two young British soldiers are ordered to deliver a message calling off an attack which is doomed to fail soon after the German retreat to Hindenburg.



It has mostly been observed that novels are the basis of some great movies. One such example is The Godfather series (1972 – 1990), a trilogy that will keep you riveted with the machinations of the world's best-known mafia family.



One might also want to consider watching The Sound of Music (1965) about a young Austrian girl bringing love & music into the lives of a family just to stay happy, set against the backdrop of the World War II.



Also, The Good, the Bad and the Ugly (1966) is a wonderful movie famous for its fascinating long shots and close-up cinematography.

In addition to movies, TV series are also increasingly becoming very popular in recent times with the availability of several streaming platforms. TV shows not only give entertainment in small packets but also have an apt run time to generate curiosity amongst their viewers.



TV series like Narcos (2015) focuses on the rise of the cocaine trade in Columbia and the gripping real-life stories of drug kingpins of the late '80s.



The Umbrella Academy (2019), a plot that revolves around a dysfunctional family of adopted sibling superheroes, is also worth a watch.



Yet another exciting TV show is Yankee (2019) which chronicles the adventures of a young American who crosses the border into Mexico while on the run from the cops.



Yet another dramatic Israeli espionage series is The Spy (2019) which is based on the life of Israel's top Mossad spy.



Adding to the list of some famous Israeli TV series, Fauda (2015) is a story of an Israeli Defense Forces commander and his team as they pursue a notorious terrorist.



Shooter (2016) is also a phenomenal TV series based on the same plot as from the movie with the same name.

Movies & TV shows are great sources of entertainment as they unfold multiple dimensions of human existence. Hope watching these movies & TV series during your spare time will fire your imagination, inspire and empower you during these times while maintaining unwavering focus on your work commitments.

Regards,

SNS



Together stronger

RAILWAYS SBG



MAINTAINING GOOD RELATIONS PAYS!

Obtaining these (movement) passes was critical because it was the only way we could keep connected with our workmen stranded at different locations along the stretch and also the only way we could reach them essential provisions, medicines and safety tools like soaps and sanitizers.

Vijay Singh Chaudhary,
Manager Administration & Security (Railways SBG)

In his role managing administration and security, it pays for Vijay Choudhary to have the right contacts, create and maintain good relations with people who matter. When the COVID-19 crisis broke, he is happy to share that his good relations with the DM's office, the local administration and police came in extremely handy. "Since I was liaising well with these authorities, it was easier for us to obtain the emergency passes for the movement of people and vehicles that was critical as our project is a linear one stretching 915 km," he shares. Presently he is at the WDFC EMP-4 project, which is his first at L&T after having had earlier stints with other companies like Adani, Jubilant Life Sciences, Welspun, Jindal, etc. "Obtaining these (movement) passes was critical because it was the only way we could keep connected with our workmen stranded at different locations along the stretch and also the only way we could reach them essential provisions, medicines and safety tools like soaps and sanitizers."

Even during the lockdown, Vijay hit the road to keep in touch with his workmen. "I visited the site locations to distribute thermal scanners, masks and the rest. I urged the security at our various locations to remain alert and continuously motivated my admin team to keep up the good work." When not on the road, Vijay along with his team of Lokmanee Dixit & Satyanarayan Moharana were at office processing bills for payment to workmen, security guards and other admin vendors. "As per the management guidelines, since staff were encouraged to work from home, we vacated one floor at the TFL office saving approximately INR 2 lakhs per month in the process," decidedly happy about the saving. "All our seniors have always guided and supported us," he shares. "With prior approval, we distributed 5 thermal scanners, 40 hand sanitisers and 300 nose masks to the DM's office at Jaipur under CSR," and adds, "every admin person has contributed his best efforts in the lockdown period at every site."

Vijay is from Nathpura village in Rajasthan's Jhunjhunu district. His life partner is Prashansa, a homemaker and they are blessed with two children, son, Himanshu and daughter, Ritisha. "Yes, they have been worried and scared, but they have supported me in my fight against the virus visiting sites and attending office like a Corona Warrior."



"From the very beginning, since joining L&T, I have always been proud to be a part of this great organization," he signs off in style.



MANAGING A PROJECT WITHIN A PROJECT

Subash Chandra Sethy,
Manager EHS (Railway SBG)

An Emergency Preparedness and Response plan was put in place for all the safety precautionary measures, approvals were sought and taken from the DMO for resumption of work as a part of our Business Continuity Plan and SOPs were prepared for the Return to Work procedure duly approved by the client and DMO.

Although Subash Sethy is on his first assignment with L&T as Head-SHE (Manager Safety) at the L&T-INABENSA Consortium EDFC, CP- 204 project site at Prayagraj, Uttar Pradesh, he comes with rich experience of 18 years in the industry and hence his approach to fighting COVID-19 is akin to managing a project. His responses are a series of action points. "We first formed an Emergency Response Team, the emergency contact details with an Emergency Commander was communicated to all, an Emergency Preparedness and Response plan was put in place for all the safety precautionary measures, approvals were sought and taken from the DMO for resumption of work as a part of our Business Continuity Plan and SOPs were prepared for the Return to Work procedure duly approved by the client and DMO." Subash's responses reflect a sense of urgency that must be acting as a propellant for all his colleagues at site.

As his project stretches over 417 km, it was critical to obtain vehicle passes from the DMO's office for the free movement of vehicles. "This was one of the first boxes we ticked in our 'To Do' list," he says. "Then there were daily review meetings, daily follow ups, and course corrections or new initiatives as the case may be." An important step the team took towards safeguarding the

health of their workmen was to tie up with several hospitals along the entire project stretch for site access and emergency control. On the digital front, Subash shares, "we created a provision to generate digital self-declaration forms that were obtained from all employees and prepared a COVID-19 project dashboard to share important awareness about the virus."

About his team, Subash shares that the CP-204 team had taken a pledge to safeguard their employees and workmen and have been taking all precautions to check the spread. He makes a special mention of Project Director, Anud Koul, "who has led us from the beginning, and it is thanks to his guidance that we have been able to perform so efficiently. He actively reviews the situation and is remarkably caring too. We are quite sure that we will emerge from this difficult situation very soon and everything will be normal as well," he says confidently.



Hailing for Rourkela, Odisha, Subash's partner at home is Sasmita, a homemaker and they are blessed with two children, Rajendra Prasad and Dibya Priyadarshini. "They have always supported and motivated me," he says with genuine feeling. Subash loves playing cricket and football during his free time.

"Of course, I am very happy and proud to be a part of L&T," he concludes cheerfully.

GOING DIGITAL TO BRING THINGS BACK TO NORMAL



Shashi Bhushan Kumar,
Manager - Administration (Railways SBG)

L&T uses new technologies, artificial intelligence and other digital platforms to support the local authorities in many cities which I am sure will help to combat the spread of COVID 19 and get the economy back on track.

Shashi Bhushan has completed a decade with L&T and is certain that the company will flex its digital muscle to help bring things back to normal post the COVID-19 crisis. "L&T uses new technologies, artificial intelligence and other digital platforms to support the local authorities in many cities which I am sure will help to combat the spread of COVID 19 and get the economy back on track," he declares confidently. Beginning his association with L&T in 2010 at the Six-laning of Krishnagiri-Walajahpet Road project (KWRP) section of NH-46 at Vellore in Tamil Nadu, Shashi after four years, moved to the Four Laning of the Sambalpur Rourkela Road Project (SR way) section of SH-10 in the state of Odisha where he was for a couple of years. "Presently, I am working at the WDFC CTP 3R Project Iqbalgarh-Vadodara Section in Gujarat since 2016," he informs, "handling approximately 680 workmen."

Understandably, the outbreak of COVID-19 has increased Shashi's responsibilities that include managing labour colonies, handling admin and IR issues, among several others. "Our first task was

to stop the workmen from wanting to leave the site and return to their native places as the fear of the spread of the virus grew. Gujarat was one of the hot zones which was adding to their feeling of unease," he points out. An idle mind is the devil's workshop is an adage and Shashi and his team realized the danger of letting the workmen at the camps remain idle for long. "To address this, we obtained a Work Permit from the District Collector based on the MHA order dated 15.04.2020 along with Vehicle/Machinery Passes to start construction work and mining activity followed by a thorough sanitisation of all working locations, offices, vehicles and machinery."

Having found a way to keep the workmen engaged, Shashi and team ensured that all the other requirements were met of arranging groceries, masks, sanitizers, conducting awareness programmes, setting up quarantine facilities, monitoring regular body temperature checks and even taking the help of police officials and the District administration to conduct awareness sessions at the labour colonies. "I am thankful for the immediate guidance and support from my seniors and the co-operation and round-the-clock support from my team members," says Shashi with genuine feeling. "that helped us to control the situation. We even received verbal appreciation from the District Collector for our hospitality," he says with pride.

Shashi is from the steel city of Bokaro and loves to listen to music and spend time with his parents and family that comprise his wife, Amrita Kumari, a homemaker, son, Abhinav and daughter, Dhriti. "They were initially unhappy about my work since I stay with my aged parents and children but later they supported me," he shares with a nod.



“WE COLLECTED INR 87 CRORES FROM THE CLIENT!”

I had three responsibilities, One was the procurement of disinfection items, sanitizers & cleaning items that were in severe shortage; two, was to provide rations, drinking water, LPG and basic medicines at the guesthouses amid several logistic challenges and three, perhaps, the most important for the company, the collection of funds from the Client as none of their offices were functioning.



Satyansu Sekhar Sahoo,
Assistant Manager - Accounts & Finance
(Railways SBG)

“We collected INR 87 Crores from the client after much follow up during this lockdown,” exults Assistant Manager, Satyansu Sahoo, flagging off a great triumph for the Accounts & Finance team at the EDFC CP-204 project at Allahabad. Apart from their normal duties, the lockdown saw several employees like Satyansu going beyond their call of normal duty to take on the extra responsibility of fighting the virus to keep people safe at site. “I had three responsibilities,” he shares holding up three fingers. “One was the procurement of disinfection items, sanitizers & cleaning items that were in severe shortage; two, was to provide rations, drinking water, LPG and basic medicines at the guesthouses amid several logistic challenges and three, perhaps, the most important for the company, the collection of funds from the Client as none of their offices were functioning.”

Before joining L&T, Satyansu has worked at four other projects: the SH86, Sarai to Muzafarpur Road Project, the NH30, Patna to Baktiayrpur Road Project, the NH31, Baktiayrpur to Mokama Road Project, and the SH71, Giryak to Islampur Road Project, all of them for BSCPL Infra Ltd. “The best part about L&T is that it takes care of its employees and workmen,” he says with conviction. “Everyone has been receiving their salaries on time even in these tough situations and various training programs have also been arranged.”

Getting back to his tasks presently at hand, he says, “We ensured and supervised routine cleaning and washing at all 22 guest houses, two stores and office, ensured that the local vendors received their payments in time and the workmen their wages, arranged for an emergency vehicle and a doctor for the staff and workmen and followed up for fund allocations.” His efforts

have won praise from his seniors. “They were very supportive of my efforts and I received continuous appreciation from them. Any support required was quickly made available through the concerned department,” he says acknowledging their support.

Hailing from Kendrapada in Odisha, Satyansu’s wife, Sasmita, is a homemaker and they are blessed with one son, Abhinab. Truly a family man, he loves get togethers with family and relatives when he is not watching cricket or cooking, his favourite pastimes. “My family has been concerned about my exposure to the virus, but my work was of paramount importance to look after the welfare and safety of our staff and workmen. In addition, it ensured that project progress was not hampered,” he smiles.



FOCUSSED ON GOOD AND TIMELY COMMUNICATION

L&T has given me several opportunities during this fight against COVID-19 that I will never forget. I am proud to be a part of the company in this fight and I am proud to be an L&T-ite doing our best to provide safety to not only our workmen but our employees and our families as well.



Jayakumar Seeralan,
Assistant Manager - Safety (Railways SBG)

S Jayakumar presently working at the WDFC CTP 3 R project, Package 3A is happy and satisfied. “I was thrilled to win the ‘Young Achiever Award’ in 2019 for our project,” he shares joyfully, “and even more thrilled when our project received the ‘Award of Excellence’ from our client, DFCC.” These awards have been huge morale boosts for him as he shares, “L&T has given me several opportunities during this fight against COVID-19 that I will never forget. I am proud to be a part of the company in this fight and I am proud to be an L&T-ite doing our best to provide safety to not only our workmen but our employees and our families as well.”

The main challenge for him and his team was to identify infected persons to safeguard their other workmen from getting infected. “Most of our workmen are residing at their camps in the nearby villages where most of the villagers have come from different states and therefore suspected carriers,” warns Jayakumar. “Our focus was to conduct meetings, awareness programs, and demonstrate the effects of COVID-19 every day to our workmen, to keep them self-motivated and ensure social distancing. We ensured that there was proper and timely communication to all the workmen and the villagers so that all of them would take the necessary precautions to remain safe.”

At site, he formed a COVID Response Team and their main thrust was on proper communication. “This effective communication has helped us,” he says with a smile, “for there has not been a single suspected case across our entire stretch. This fact has been

appreciated by the local authorities too,” Jayakumar shares with the satisfaction of a job well done. Of course, the whole team has contributed to their success and Jayakumar specially mentions, “Our SHE Director Ajaya Kumar Das and I. Malaimegu from Admin have acted as our arms to get the necessary approvals and suggestions to complete all the procedures to create a safe and healthy environment for our workmen following the ‘Solve at the First Step’ theme.”

From Erode in Tamil Nadu, Jayakumar’s wife is J Valarmathi, a homemaker, who is very concerned about his going to work during these times of the pandemic. They are blessed with two children, J Rhidhanya Devi and J Guna Nandhini. “I love reading books and listening to music when I get the time for them,” he smiles.



STAYING FIT TO FIGHT THE VIRUS



L&T is such a company that understands the importance of the workforce. Even during this pandemic situation, they understand the basic needs of the workmen and have acted immediately to provide all the required material to the workmen free of cost.

Chandrika Prasad Sharma, Assistant Manager - EHS (Railways SBG)

While the role of EHS is always vital at a construction site, the importance of EHS personnel at site has assumed greater importance due to the COVID-19 crisis. For Assistant Manager – EHS, Chandrika Prasad Sharma, at the CTP-3R, Package – D project, which is also his first, the responsibilities on his shoulders to keep the workmen and staff safe is huge. “One of the big challenges we have at site is that our camp site is unfenced,” Chandrika points out, “and hence it is very difficult to keep our workmen within the camp. They are used to wandering about and to make them understand that going out of the camp is unsafe not only for them but for all the others at site is something we have been working on since the start of the lockdown.”

Keeping the workmen engaged and occupied when there is no work at site is a tough task, but Chandrika and team have evolved a method to address that issue. “To keep our workmen fit and healthy, we are motivating them to do physical fitness exercises in the morning. This will not only keep them healthy and start the day on the right note, but it will also help strengthen their immunity levels which as you know is very important to fight the virus,” shares Chandrika, looking serious.

While everyone at site have come together to work as a team, Chandrika is most touched by the caring nature of his seniors. “My senior has been most caring constantly inquiring about my and my family’s health,” he shares with genuine feeling. “It has really motivated me to give 100% to my job and show the same care and feeling to my workmen by ensuring that they receive all the items, food and other material in time.”

Although at his first project with L&T, Chandrika is all praise for his Company. “L&T is such a company that understands the importance of the workforce,” he says with conviction. “Even during this pandemic situation, they understand the basic needs of the workmen and have acted immediately to provide all the required material to the workmen free of cost.”

Chandrika is from Lodipur village, Tekari, in the Gaya district of Bihar. His wife, Puja, is a homemaker and they are blessed with one son, Ojas Bhardwaj. “They help me a lot and always encourage me to do my service with care.” Chandrika is of a religious bent of mind and his hobbies, as he shares, are “to do Rajyog meditation, attend seminars and read spiritual books of Brahma Kumaris. My most memorable moment,” he adds, “was when I joined ‘Brahma Kumari’ and learnt Rajyog.”



“JOINING L&T WAS A DREAM COME TRUE!”

Pramay Pratap Singh, Senior Engineer (Civil) – Railways SBG

Even as he is fighting the pandemic, Pramay Singh, looking after the execution of Overhead Equipment (OHE) works at the CP-204 Package (EDFC Phase 2) Electrification of Mughal Sarai to New Bhaupur Section project, is reminded that his most memorable moment was being appointed by L&T. “It was almost like a dream come true,” he shares excitedly. “This is only my first project, but I have already discovered that there are many aspects about L&T that I can be proud of. If this is a specific question of mentioning one aspect, I would say that L&T cares for its employees like its family members!”

It was almost like a dream come true. This is only my first project, but I have already discovered that there are many aspects about L&T that I can be proud of. If this is a specific question of mentioning one aspect, I would say that L&T cares for its employees like its family members!

“We were able to procure permissions from the District Magistrate for our conveyance vehicles to enable our staff to move in case of an emergency.”

The team ensured that the stranded workmen were made aware of the situation to calm them down while all essential goods and PPEs were provided regularly at all locations. “We initiated ability development programs for the staff residing in the guest house to enhance their skills, motivated them to take part in activities like self-housekeeping to reduce the load on the cook and helpers and conducted a yoga regime for workmen and staff to improve immunity.”

Pramay is grateful to Project Director, Anud Koul, for his support and motivation. “He ensured that every workman was safe and conducted daily meetings about our welfare measures. Manoj Kumar Mohanty (PM-OHE) Sir also helped us in our effort,” he adds.

Still unmarried, Pramay is from Indore and loves to play badminton and watch movies. “My family is extremely proud of what I am doing, and I hope that I can make them feel the same as many times I can,” he says with a wide smile.



Being a project that stretches over 417 kilometres, the issue that Pramay and his team faced was unique. “When the lockdown was suddenly declared without any warning, workmen were stranded at different locations along the stretch and when they realized that they could not move, they started to panic. With all our execution work having stopped completely, we had to plan ways and means to keep our staff and workmen busy and engaged,” he shares. The first task for Pramay was to procure vehicle passes so that at least some of the staff could move up and down the stretch.

“IT WAS IMPORTANT TO REMOVE NEGATIVE THOUGHTS!”



The fact that there is no cure or vaccine and that getting infected could lead to death are playing on their minds and therefore our first task has been to mitigate these unfounded fears.

Kalvath Syed Mohamed, Executive - WISA (Railways SBG)

“One of the biggest problems we have been facing is that there are a lot of negative thoughts and fears in the minds of both employees and workmen about COVID-19,” shares a serious Kalvath Syed Mohamed, who is at his first project with L&T at the Riyadh Metro Track Project, Lines 1 & 2. “The fact that there is no cure or vaccine and that getting infected could lead to death are playing on their minds and therefore our first task has been to mitigate these unfounded fears.” Due to the lockdown and the curfew imposed by the local government, travel was severely impacted that further led to feelings of uncertainty.”

Kalvath goes on to detail out some of the mitigation measures he and his team have taken at site to protect the health and safety of our workmen in the client labour camps. “The staff and workmen camps and accommodation were completely closed for outsiders, we started daily thermal screening and those with slightly higher temperatures were asked to have a check-up and isolated. We mandated all vehicle drivers to sanitize their car doors, handles, steering, knobs, etc., always wear masks, practice social distancing and in all vehicles only one driver and one passenger were allowed.” Apart from frequent sanitization of all premises, necessary arrangements were made to support the staff to work from home. “We personally connected with all the employees and their families to enquire about their wellbeing and ensure that they were taking adequate precautionary measures that all helped in boosting their morale,” he informs.

“My Project Director continued to motivate, guide and advise me to be courageous while being careful that helped me carry out

my duties diligently,” shares Kalvath, thankful to his seniors. “The management were very supportive too allowing us to procure the necessary supplies like PPEs, disinfectants, sanitizers that were very useful during the complete lockdown and to obtain permits and other clearances from the client.”

“My family, like everyone else’s, was frightened of COVID-19 and advised me to stay out of harm’s away but duty was important,” says Kalvath who hails from Tirunelveli in Tamil Nadu. “My wife, Fathima Praveen, is a homemaker and we have two children, Aayisha and Ahmed,” he shares. “I like to exercise, browse the net and play carrom. During my college days I visited the Taj Mahal and Shimla with my friends and those are some of my life’s most memorable days,” he says, clearly reliving those heady days.



“L&T is taking care of all its staff and workmen to the extent possible and supporting the government beyond its responsibility and I am proud of being a part of this company,” he says emphatically.

A STERN ORIENTATION IF EVER THERE WAS ONE!

Kishore Kumar Karthikeyan, Senior Engineer - Mechanical (Railways SBG)

Young Kishore Karthikeyan joined L&T as a PGET in 2018 and was immediately posted to the WDFC Electrical and Mechanical Package 4 project where he has been for the last couple of years and now busy fighting the COVID-19 pandemic. While he works with his team to safeguard the health and safety of his colleagues and workmen at site, Kishore is also in awe of how his organization has reacted to this crisis. “The way L&T has tackled and handled this situation at my project worksites has been sound and really inspirational. Procuring passes from local SDMs, initiating daily body temperature screening, daily disinfecting and fumigating all premises, ensuring the steady supply of PPEs like masks, gloves, sanitizers, soaps and provisions have been truly remarkable. All these things really make me feel proud of being a part of this wonderful organisation.”

Like his co-Corona Warriors at other projects of the Railways SBG, one of Kishore’s major issues at the start of the lockdown was procuring passes for free movement of people along the length of the project and vehicles to supply food, groceries, medicines and PPEs. “We worked together and through our good relations with the local authorities, we were able to get the passes that solved a big issue for us,” he shares with relief.

We worked together and through our good relations with the local authorities, we were able to get the passes that solved a big issue for us.

“I initiated and fabricated a full body sanitization machine under Waste-to-Wealth and had it installed at our site office and worksites,” he shares with a huge sense of achievement. “After the lockdown, following our SOPs to resume operations, we regularly monitor and ensure the availability of medical fitness certificates of the workmen and body temperature is being daily screened and recorded for future references of the workmen, staff, operators and security guards,” he shares. Kishore is thankful to his seniors for their support and guidance. “My seniors and team members have really encouraged me for all my initiatives and keep motivating me to implement many more innovations at worksites.”



Though born in Kerala, Kishore has been brought up in Tamil Nadu. “My family understands my role and has been a huge pillar of support throughout. They are also very proud of my initiatives,” he says with a broad smile. Yet single, he spends his free time reading books, novels, doing physical workouts, photography, internet surfing and the like. “My first day at L&T was my most memorable moment till date,” he declares passionately.



FIGHTING COVID-19 AND BIG ODDS!



Naresh Ananthula, HSE - Supervisor (Railways SBG)

Of late the Riyadh Metro project has come under a cloud with a spike in the number of COVID-19 positive cases but that does not take away the efforts of people like Naresh Ananthula and team for putting up a spirited fight against the virus facing huge odds. "Even as the virus spread there was a lot of fear amongst the workmen," shares Naresh about the developing situation at his site. "Some of the workmen were not ready to work as they were afraid about their families; many were frightened as soon as they had some minor ailments like fever and headache and day by day, I could feel that most of the workmen were getting home sick, wanted to get rid out of the place and return to their families," he says, defining his problems.

"However, even before the cases started rising in the kingdom, we ensured that our workmen were all well informed about COVID-19 and its precautions by conducting awareness trainings everyday, practicing social distancing and specifying the importance of hand wash, sanitizing and each workman was provided with a PPE kit," he explains. "At several locations, we conducted toolbox talks at frequent intervals and daily

temperature checking has been going on without a break." He is thankful to his Project Director for his extensive support during this entire period. "That helped us to work with mental stability and I must also mention our HR for standing together with us in this fight by providing all the necessary administrative support," he adds with gratitude.

Before Riyadh Metro, Naresh's association with L&T began with a three-year stint as HSE officer at the Hyderabad Metro project. "My dream was to get into L&T during my academic phase and after serving in a few companies at the early stages of my career, I joined L&T on 22nd April 2013 and I recall that as one of the most memorable days in my life!" he smiles. "I really felt proud when the company announced the contribution to the PM Cares Fund and in its decision to pay wages to the contract workers though they are not physically in action for these three months!"

Hailing from Hyderabad and yet single, Naresh likes to play cricket, listen to music, and indulge in outdoor games over the weekend. "My family insisted that I stay away from the workplace for some time to avoid the infection but they understood the importance of my role and have calmed themselves down but I know that they are upset and still worry about me," he shares seriously.



My dream was to get into L&T during my academic phase and after serving in a few companies at the early stages of my career, I joined L&T on 22nd April 2013 and I recall that as one of the most memorable days in my life!



ON STAYING FIT ... "exercising with your family is great for family bonding!"

Dear L&Tite

We are now a third of the way through the 21-day lockdown, and are entering a critical phase. With the initial disruptions having been sorted, and adjustments made, we are gradually settling into a new routine of Working From Home. This is the time when we need to run a check on ourselves. Are we as fit as we ought to be?

At the workplace, our routine automatically meant frequent movement – commuting, climbing stairs, attending meetings, etc. Many of us would also go out in the evenings to shop or socialize. All of this has now stopped. I also suspect many of us now are now having more leisurely meals at home compared to the hurried lunches we would grab at the canteen. The outcome of this new behavior pattern can impact our health – and the most visible result will be seen on our waistlines.

I recommend that each of us integrate light physical exercise as part of our daily routine. Let us energize our days by doing brisk exercises either in the morning or evening. If you don't know what to do, just go on to YouTube for possible regimens. Else, there are the tried and tested – spot-walking, skipping, deep breathing.

There are many who swear by Yoga. The great thing about this ancient Indian discipline is that you can determine your own pace, and there is no age bar. If anyone in your family has done a bit of Yoga, you may want to begin under his or her supervision. This brings me to another point – exercising along with your family can do wonders for family bonding!

Another option is meditation. As they say, if you can't go out, go in – deep into yourself. Meditation asks for little more than patience and perseverance. In return it offers profound mental and physical benefits including many say, a perceptible improvement in your ability to concentrate. So, problems that took you hours to crack, can be solved in minutes!

A word of caution – whatever form of exercise you choose to do, be careful not to injure yourself. If you have an existing health condition, I suggest you consult a doctor before you embark on any fitness regimen.

Staying fit involves some collateral activities too. We need to eat nutritious food (on time), drink adequate water to hydrate ourselves, maintain hygiene and ensure that we get adequate sleep. While social media is certainly an interesting way of keeping in touch, we can't allow it to eat up all our spare time. Reading, on-line quizzes and taking on-line courses are other ways of making the after 5 pm period enriching.

Whatever you decide to do, turn it into action asap. Procrastination will rob us of whatever time we have, and before we know it, we will be back at the office.

Stay healthy! Stay safe!

SNS



**ON SPORTS ... "it is all about passion
and the desire to get things done!"**

Sports is about people and teams who are filled with passion and a desire to get things done. It also brings out the value systems and character as you can be a great achiever but if you don't have character you can never stay there as a great sportsperson. As a person who is interested in sports and who has been following events across various sports, I would like to share with you some sporting moments that I thought you would enjoy during your spare time.

From the world of cricket, one can never forget Dennis Lillee and Jeff Thomson against the West Indies during the test series in 1975 which altered West Indian captain Clive Lloyd's mind, that the way to win is through aggression. He brought in the famous five bowlers (Andy Roberts, Joel Garner, Malcolm Marshall, Michael Holding and Colin Croft) who battered Australia back during the 1981 series and this was fast bowling at its best.

India's World Cup win in 1983 under the leadership of Kapil Dev is probably the most significant cricket event ever for India. During this tournament, Kapil Dev scored 175 against Zimbabwe and that match wasn't telecasted due to an ongoing strike by official broadcasters, BBC. Without Kapil Dev's 175, India would not have gone on to reach the finals. The gritty show of the Indian team against the mighty West Indians of those years and the superb catch that Kapil Dev took running back to dismiss Viv Richards was the turning point of India winning the finals of that World Cup.

Sunil Gavaskar's memorable fighting knock and his classy batting against the Pakistani spinners in his farewell test match at Bengaluru in 1987 is also worth seeing. Also worth watching is Anil Kumble's record 10-wicket haul in the 2nd Test in New Delhi in 1999 against

Pakistan. One of the best batting displays were that of the stylish VVS Laxman and the ever-solid Rahul Dravid who put on a record breaking partnership against the mighty Australians to win the second test in Kolkata in 2001 after being asked to follow on.

India vs Pakistan matches are always encounters to watch out for and one of the special moments was when Sachin Tendulkar and Virender Sehwag battered the likes of Shoaib Akhtar and Wasim Akram in a nerve-wrecking World Cup match at the Centurion in 2003. A match to also remember is the nail-biting finish at the inaugural T20 World Cup in 2007 when one of Pakistan's best batsmen, Misbah Ul Haq, gave a catch to Sreesanth who took it at short fine leg.

Another match which is worth seeing again is when India under Dhoni's leadership won the World Cup against Sri Lanka in 2011 at the Wankhede Stadium, a project which L&T completed in record time. It was significant as finally Sachin Tendulkar, India's iconic batsman, would lift the world cup in his hand. And who could ever forget Yuvraj's exemplary all-round performance during the tournament.

The football World Cups have always thrown up several wonderful moments including Diego Maradona's famous 'Hand of God' goal against England in the quarterfinal of the 1986 edition and Mario Gotze's last-minute winner that led Germany to lift their 4th World Cup trophy against Argentina in 2014.

The Olympics are a hot bed of great sporting moments. Mark Spitz's record 7 golds in swimming during the 1972 Olympics (Berlin) is definitely worth a watch. His record which was broken by Michael Phelps with 8 golds, also in swimming, in 2008 (Beijing) was also a

sporting masterclass. Also worth watching are Jackie Joyner-Kersey's Heptathlon gold medal performances in 1988 (Seoul) and 1992 (Barcelona) and Nadia Comaneci's perfect 10 feat in gymnastics, at the age of 14, in the 1976 (Rome) Olympics. Sergei Bubka's dream run in pole vaulting as he kept bettering his own 'bests' including a gold medal in the 1988 Olympics and Carl Lewis's record of 9 track and field golds across various Olympics are also moments that defined the true spirit of competition.

Tennis is yet another sport that has offered some very interesting rivalries and intense matches. The epic 1980 Wimbledon finals between John McEnroe and Bjorn Borg and the 1992 Wimbledon quarterfinals between Andre Agassi and Boris Becker were classic contests from the pre-2000 era. Roger Federer's encounter with Rafael Nadal in the 2008 Wimbledon final and the longest Grand Slam final between Novak Djokovic and Rafael Nadal during the 2012 Australian Open are also a treat to all tennis fans. I'm sure many of us have savored the Steffi Graf - Martina Navratilova rivalry in matches such as the US open finals in 1986 and 1991, and Steffi Graf's matches with Monica Seles, especially their not-to-be-missed Wimbledon finals of 1992.

7-time F1 champion, Michael Schumacher's lap of honor to thank his fans after his last race in the 2012 Sao Paulo Grand Prix was a great way to call curtains on an illustrious career that saw him rise to become one of the greatest drivers the sport has ever seen.

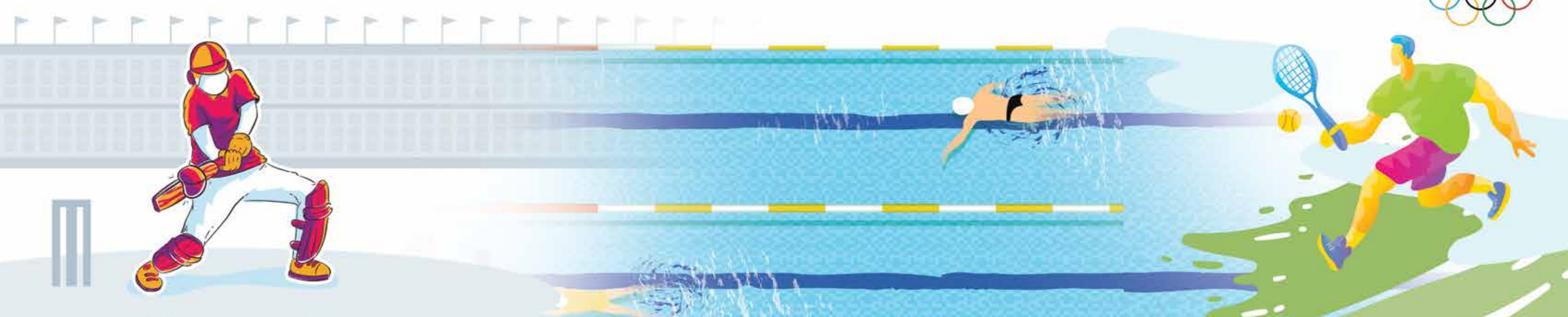
The world of sports has also had its share of some eminently interesting incidents. Some of them include Greg Chappell asking his brother Trevor Chappell to bowl underarm to prevent New Zealand a win in a 1981 ODI and Dennis Amiss's English side pulverized by

Dennis Lillee and Jeff Thomson's bowling spells that were peppered with several nasty bouncers during the 1974 Ashes series. Sanath Jayasuriya hammering the Indian bowlers all over the park during the 1996 world cup match in Delhi is yet another interesting innings to watch out for.

Even as a spectator, watching sports teaches us life-lessons such as the importance of concerted efforts, working as a team, goal setting, integrity, and above all, the passion to succeed. To be successful in sports, one needs to learn several techniques, skills and also go through regular practice sessions. One of the things we learn from champions is the growth mindset and ways to keep on learning and improving oneself to be near perfect. After every practice or game, a great sportsman always knows that he has walked away from it giving it his all. And knowing that one has given everything one had to succeed, he has done his best and he'll always be a winner. We have a break now, in the sense that physically we are less active as we are working from home. You can't think that one can come back and be normal. One has to be mentally and physically prepared for coming back and doing the work one normally used to do to get back to where one was. Only if you have a sports mindset would you be able to do that.

I hope reliving some of these sporting moments in your spare time will give you a lot of food for thought both from personal and professional standpoints.

Best Regards,
SNS





Together stronger
L&T GEOSTRUCTURE

“REMOVING FEAR FROM THEIR MINDS IS THE KEY!”



Each department head has taken the initiative to interact daily with their team before start of work and it has become a practice now. We also maintained excellent relationships with the client that has also stood us in good stead.

Rajaneesh Kumar Rai, Project Manager - L&T GeoStructure

As Project Manager constructing a Navigational Lock at Farakka, West Bengal, Rajaneesh Kumar Rai had two major issues at hand: the remoteness of his site that is about 300 km from Kolkata and the disorganized nature of his labour force. “We do not have full strength labour camps at site as most of the workmen are from the nearby local villages,” he explains, “and they are all part of two committees (trade union type) with their own rules and systems. Therefore, remobilization of the workforce and trying to convince them to wear masks and maintain social distance was tough but the real challenge was to remove the fear from their minds.”

Rajaneesh, however, is no stranger to challenges having earlier worked on the London Underground for 5 years. “I was with Balfour Beatty Civil Engineering Limited as a Package Manager,” he shares. “With L&T GeoStructure, I was previously Project Manager at the NTPC Nabinagar Bihar for the ‘CW System and Makeup Water System Civil Works’ for 4 years till 2019.”

As measures to combat COVID-19, “we took serious steps to educate the subcontractors and the manpower suppliers in advance to maintain discipline in their daily meetings, practice social distancing and take other precautionary measures at the workplace. We have severe issues of logistics at the best of times but during the lockdown, sourcing food, medicines and other consumables became extremely difficult.”

The IR Team, meanwhile, established a good PR with all the local administrative authorities taking them into confidence like the local police departments, BDO, the local MLA and political parties who supported the team during the crisis. It is often said that

good practices take root during times of crisis and as Rajaneesh shares, “Each department head has taken the initiative to interact daily with their team before start of work and it has become a practice now. We also maintained excellent relationships with the client that has also stood us in good stead,” he smiles.

All their good work bore fruit for Rajaneesh and his team as “mobilization of resources was possible from 20th April itself,” he says with immense satisfaction, “as we were having regular update meetings with the subcontractors, manpower suppliers and equipment suppliers. Concrete was poured in the same week,” he pronounces victoriously.



“My native place is Lilkar, situated on the banks of river Ghaghra in Uttar Pradesh,” he shares. “My wife, Neelu is a homemaker and we have two children, son, Neelabh and daughter, Unnati.” Rajaneesh loves reading books and playing badminton and his best moment was joining dancing throngs on the streets of London after India won the T20 World Cup!

KEEPING THE SITE READY FOR AN EARLY RE-START



R Ravikumar, Project Manager - L&T GeoStructure

The focus for a seasoned campaigner like Project Manager, R Ravikumar, during the days of the COVID-19 lockdown was to keep his site – the Sea Water Intake Project for a Super Critical Thermal Power Project in Uppur, Ramanathapuram District, Tamil Nadu - primed and ready for a swift and early resumption of operations. "In fact, initially I felt that it would be better for me to be with my family during this crisis but then I thought about the 300 migrants and about 100 local workmen under my supervision at site and decided to stay put at the site." He pauses and adds, "Staying back at site actually helped us because I was able to continuously follow up with my clients for an early start, received permission to restart on 26th April and started all activities on 27th," he shares with a sense of achievement.

Ravikumar is on his 6th project at L&T GeoStructure as Project Manager with a long and successful list of projects he has been involved with; a few notable ones being a ground improvement job at the Varsha Inner Harbour in Vizag, at the Polavaram Dam project across the river Godavari to construct a cut off wall jointly with Bauer as JV partner, in RIL, Hazira, a shore protection job, in ONGC, Umrahah, Gujarat to construct a water tight coffer dam and at the Hauz Khaz metro station of 40 m depth in Delhi for DMRC, the deepest of below ground station using Bayagrab.

At the Uppur site, Ravikumar concentrated on keeping his site active for an easy restart. "With my team, I was managing the migrant workmen at the camp that is situated inside our site and I also had to manage the local authorities like the Collector, the Tahsildhar, Police Officials, Labour Commissioners, Health Inspectors, etc." The team ensured essential commodities for the workmen including free rations, that the camp remained neat and clean with proper sanitization and fumigation and pepped

Staying back at site actually helped us because I was able to continuously follow up with my clients for an early start, received permission to restart on 26th April and started all activities on 27th.

up the workmen with frequent toolbox chats. The situation called for teamwork and Ravikumar acknowledges the stellar role of his team members at site. "They stood with me in all aspects to control the migrants daily, ensure that facilities were provided and controlled the site to avoid any unsafe acts."

Hailing from Thengapattanam in Tamil Nadu's Kanyakumari district, Ravikumar loves watching TV during his free time. His better half is Anitha Ravi, a homemaker, and they are blessed with two children, Kiran A Ravi, a Civil Engineer and Shaini A Ravi, who is doing her 3rd year B. E. in CSE. "A moment I cherish most is when I won the award as the Best Project Manager in 2018 during the Geo-Connect event," he says with a thumbs up.



A VETERAN GEARS UP TO FIGHT THE VIRUS!



Our first and foremost challenge was to maintain the decorum, health and safety of the workman force spread across four camps with physical and financial progress of work having stopped due to the global lockdown.

C Sidharthan, Project Manager - L&T GeoStructure

He is a veteran having been a part of over a hundred projects during his three decade-plus tenure with L&T. "I have been involved with project sites in different parts of the country and a few overseas doing geotechnical investigations, drilling & grouting, ground improvements, all kind of foundation works and much more," shares C Sidharthan, mentioning several of these projects prominent among them being the atomic power plants at Kaiga, Kalpakkam, Kundankulam, international airports of Mumbai, Hyderabad, Delhi and Bangalore, MFFK jetty extension at Kattupalli and Kalinga International Coal Terminal, Paradip. Presently, he is heading the Cut & Cover Section Project of Phase I extension for Chennai Metro Rail Limited at Tondiarpet, Chennai and with Chennai a 'hot zone' Sidharthan and his team had their work cut out.

"Our first and foremost challenge was to maintain the decorum, health and safety of the workman force spread across four camps with physical and financial progress of work having stopped due to the global lockdown," says Sidharthan. "Maintaining their wellbeing and convincing them not to panic and remain at their accommodation at all times were big tasks too." The team ensured that all PPEs were provided and all precautionary measures taken to keep the workmen healthy with periodic health check-ups, stringent washing protocols, use of masks, practicing social distancing and maintaining hygiene. "We arranged for isolation rooms and the Arogya Setu app was installed by our staff and workmen to complete the self-assessments."

HQ supported the efforts of Sidharthan and his team in every way possible with motivation, monetary help, arranging for visits and

surveillance for the team members as and when required. "Our team of essential services for dewatering & plumbing, electrical & site lighting, watch & guard personnel have stuck to their task throughout and deserve a round of applause," he remarks.

Sidharthan hails from Salem in Tamil Nadu. His wife is S Tamil Selvi, who he says is engaged in "taking care of my family!" They are blessed with two children, daughter, S Brindha and son, S Gnanajothy. "Oh yes," he nods, "initially they were worried because of my age and diabetic health condition but now have at least partially accepted that we have to live in this situation for some months more." He loves to read during his free time and some of his most memorable moments are, "When we did India's first CFA (Continues Flight Auger) Pile at L&T Rajpura Power Project in 2010 and India's first Spun Pile at Cinda Project, Baruch in 2012."

"I am always proud of every aspect of L&T Construction and for being a part of it," he avers in conclusion.



"ALTHOUGH EVERYTHING STOPPED, WE COULD NOT!"

Tulasi Das Govvada,
Project Manager - L&T GeoStructure

Tulasi Das Govvada is leading the project team at the Paradip Port Trust handling the civil works to construct a 30 MMTPA capacity coal handling export terminal for JSW. "Our structure is at a very critical stage of construction and stopping work would have adversely affected the overall safety of the structure so although the whole country stopped due to the lockdown, we could not afford to stop," he says. "We continued with the construction works albeit with minimum resources during the lockdown in strict adherence to all the COVID-19 directives and other safety measures." He and his team kept the fire stoked, as it were, and once the relaxations were announced, his was one of the first projects to resume operations.

Elaborating on his present assignment, he flags off the critical Track hopper construction with the coffer dam structure at 18 m below ground level under testing conditions, adjacent to a road on one side with the backwaters only some 5 m away and an operational railway line on the other. "Constructing in such a scenario calls for utmost safety and high skill technical efficiency," he shares seriously. "The coffer dam structure is constructed with continuous sheet piling and huge struts (1050 MT) system of 45 m spans installed end to end." He also mentions the 60 continuous dewatering wells that have been installed around the structure to lower the water table to facilitate construction.

"We only operated essential and critical works deploying the necessary manpower on a rotation basis to monitor the construction," informs Tulasi Das. "All the employees and workmen adopted hygienic conditions by self-cleaning their own living spaces at their camps and company guest houses apart from completely disinfecting the entire premises."



We continued with the construction works albeit with minimum resources during lockdown in strict adherence to all the COVID-19 directives and other safety measures.

While all essential works requirements were informed to client and special permissions obtained for the movement to site locations from the start of the lockdown i.e. 25th March'20, all meetings were conducted through conference calls. "We received full support from our top management," affirms Tulasi Das. "They were constantly in touch with us on a daily basis through calls, video calls, continuously monitoring the site situation and providing valuable guidance throughout."

He was involved in an earlier project at the same location for the civil works construction of an iron ore export terminal. "Some of my most memorable moments are connected to L&T," shares Tulasi Das with a smile, "my first day at the L&T campus and the completion of my first project." His better half, Vallika, is a BHMS graduate, but presently looking after their 5-year-old daughter, Bhavishya.

In conclusion, he says, "having the opportunity to be in constant touch with such great minds is itself a great honour and I really feel proud to be a part of such an esteemed organization!"

"PROUD OF L&T'S 'HUMANITY FIRST' CULTURE!"



Sreejith Haridas Menon,
Project Manager - L&T GeoStructure

As the Project Manager of pile testing, piling, pile cap and pedestal works for the 1X660 MW Panki Thermal Power Plant at Panki, Kanpur in Uttar Pradesh, the responsibilities on Sreejith Haridas Menon's shoulders are huge made even more burdensome with the outbreak of COVID-19. Faced with increasing challenges at site especially regarding people welfare, Sreejith finds L&T's approach during the crisis praiseworthy. "I have seen the culture of 'humanity first' in my Company, and it makes me feel proud to be a small part of this esteemed organization!" Coming from a person who is executing his first project for the company, these are indeed extremely positive sentiments. Prior to joining L&T GeoStructure, Sreejith was working with M/s IL&FS Transportation Networks Ltd. in the capacity of a Project Manager.

I have seen the culture of 'humanity first' in my Company, and it makes me feel proud to be a small part of this esteemed organization!

As soon as the virus broke out, Sreejith first armed himself with all the relevant information from reliable sources about the pandemic. "This I shared with my staff and workmen because communication is key during such situations with so much of fake and false information going around," he stresses. After that, his task was to secure the work force and keep them safe from any infections, "by educating them about the seriousness of the situation and train them to follow a healthy lifestyle. Safeguarding

their health was critical so we have organized regular medical check-ups for all the workmen at the workmen's habitat and keep repeating that they need to take all the necessary precautions."

There are daily morning meetings with all the team members through MS teams to take stock of the situation and initiate any new actions, if required. "My seniors are always in touch since the day the lockdown began and keep motivating me and my team every day to face this unprecedented situation."

Sreejith should take heart and much learning from the way his native state of Kerala has handled COVID-19. Hailing from Thakazhy, Alappuzha, his better half is Sunitha, a homemaker and they are blessed with two children, daughter – Sreelakshmi S and son, Sreehari S. "My hobby is reading and yes I do extract time for it," shares. "And, without a doubt, the most memorable moment in my life was becoming a father," he says with a sparkle in his eyes. "I believe that 'work is worship,' and my family follows the same principle. They encourage any activity towards my responsibility," he says with an encouraging smile.



“MY FAMILY UNDERSTANDS THE DILEMMA I AM IN!”



The announcement of the relief packages to help the workmen (contractual workmen) economically was a great move. I am proud that my company is standing with the nation during these uncertain times by making such a big contribution to the PM Cares Fund. That is why we are builders to the nation!

V Balamanikandan, Construction Manager - Civil, L&T GeoStructure

The most memorable moment in V Balamanikandan's life was when his wife, Muthu Lakshmi and he, were blessed with triplets. Away from home, during these extremely uncertain times, it is natural for his family to be worried about his welfare. "Fortunately, they have understood the importance of my presence at site with the workmen," he smiles bravely. "to sustain them, to keep them safe and help them face the uncertainties caused by the outbreak of this pandemic. Now, they are feeling much better, reassured and appreciate my efforts," he shares.

Presently involved in the construction of balance civil works for the underground Korukkupettai station for Chennai Metro Rail Limited, Phase – I extension, Bala is on his second project with L&T GeoStructure having been earlier associated with the piling works for the construction of the LNG tank terminal at Dhamra as Construction Manager. Like most Corona Warriors like him, the immediate challenge faced by Bala as soon as the virus broke out was "to protect my fellow workers by educating them about the importance of social distancing, wearing of masks, frequent hand sanitation, avoid unwanted gatherings, and, even more importantly, to sustain the migrant workers by making them understand the lockdown, what it meant, how they were to act during these times, educating the workmen about the origin of COVID-19, its symptoms, how to handle if people were affected and isolating the infected persons."

The Emergency Response Team formed helped to immediately resolve all issues faced by the workmen. "We formed WhatsApp

groups to share our ideas, problems and work out quick solutions to issues," he says. "Apart from WhatsApp, we use the Windows Teams app for discussions, to share updates about the status of the workmen at site and for 'live' tracking of the affected areas. Our operations manager and coordinator have also assisted us in all our steps at critical times," he adds with gratitude.

Hailing from Ambasamudram in Tamil Nadu's Tirunelveli district, Bala's triplets are named V B Ilesh, V B Inesh and V B Iniya sree. His wife, Muthu Lakshmi is a homemaker. "I like to listen to music and do workouts and yes, I do find time to enjoy both my hobbies," he shares with a smile.



About L&T and his association with the company, he says, "the announcement of the relief packages to help the workmen (contractual workmen) economically was a great move. I am proud that my company is standing with the nation during these uncertain times by making such a big contribution to the PM Cares Fund. That is why we are builders to the nation!"

“WHEN WILL I BE ABLE TO NEXT TRAVEL?”

Sachin Pankaj Thakkar, Manager - Planning (L&T GeoStructure)

We have introduced a strict 'No Mask No work' theory at site and apart from implementing all SOPs, we have even involved our client (Inland Waterway Authority of India) at times to make our workmen and team aware of the situation.



Sachin Thakkar loves to travel and in the wake of the COVID-19 pandemic, his biggest worry is when can he next travel safely. But far beyond this personal worry, his concern is to keep his colleagues at the Farakka (in the Murshidabad district of West Bengal) project site, where he is presently posted, safe and healthy. "Initially, our focus was to create awareness among the local workmen deployed regarding hygiene and social distancing, motivating everyone at site and ensuring the ready supply of construction materials and consumables. We have introduced a strict 'No Mask No work' theory at site and apart from implementing all SOPs, we have even involved our client (Inland Waterway Authority of India) at times to make our workmen and team aware of the situation."

Sachin has joined L&T after stints with several other organizations and is presently involved in an extremely important nation-building project for IWAI to build a new navigational lock. "The existing lock gate at Farakka is old, inefficient and takes a vessel more than two hours to pass upstream or downstream," he explains. "With the proposed new lock, a vessel will be able to pass through in just 38 minutes and if it is followed by the movement of another vessel in the opposite direction, the operating time will only be 23 minutes!" He is obviously excited about his project and one of his most satisfying achievements of recent times has been as he shares, "achieving a billing of 10% of the contract value in a single month in March 2020 with the help and guidance of our team!" He adds that the support and cooperation from the team have been great that has helped to seriously implement the various SOPs at site.

Taking advantage of the company's digital initiatives, Sachin says, "We have requested our client to consider our bills in the digital

form rather than the traditional hard copies and we have suggested to them to use digital methods such as video conferences for inspection of materials as physical inspections will be difficult for a while." Presently, his focus is also on remobilization, starting with administrative approvals and convincing the local workmen to resume work by motivating them.

Sachin shares that one of his joys when he reaches home is seeing his lovely family that includes his wife, Vaishali, a homemaker and his children who are twins – Ved and Vidhi. "Yes, the situation is fluid and reactions change from time to time. To be fair my family, currently settled in Jamnagar, Gujarat, is worried, but they are taking precautions at home so that I can concentrate on my work," he smiles, a trifle wistfully.





ADDING BRIGHT COLOURS TO A DULL PICTURE!

Vivek V Iyer,
Assistant Manager - Planning (L&T GeoStructure)

We were so energized to begin work that we were able to complete a lot of work as we start the process of catching up on lost time.

Vivek Iyer loves to paint during his free time and as the COVID-19 pandemic has disrupted normal life across the globe and presents a dull picture, with his efforts Vivek has been successful in bringing some bright colours into the lives of his colleagues at his project site. He is presently involved in the design and construction of a Composite Gravity Dam on River Runj at Panna, Madhya Pradesh and is executing his first project for L&T GeoStructure. "Previously I was associated with M/s ITD Cementation India Limited holding the position of Asst. Manager - Planning and I have eight and half years' experience in thermal power projects, dam rehabilitation and dam construction."

As the pandemic broke out, the first and challenging part for Vivek and his team was to keep the labour force intact, calm, and energised. "Our second challenge was to keep our essential services working amidst the scare of the COVID-19 spread."

All aspects of achieving these goals were taken care of – good housekeeping, constant sanitization and fumigation of all premises, regular health check-ups, awareness communication, regular pep talks and ensuring the use of all the prescribed PPEs. "Under the strong leadership of our Project Manager, Sarasindu Datta and the Site Administration team of P R Mohanty and Kunal Kumar, we worked for the welfare of our workmen," shares Vivek.

Perhaps a matter of great pride for Vivek and his team was that when the sanctions were relaxed by the government in mid-April, the Runj project team was ready

to hit the board running and were able to resume operations on 25th April, post clearances from the government strictly following all the SOPs and guidelines laid down by the authorities. "We were so energized to begin work that we were able to complete a lot of work as we start the process of catching up on lost time," mentions Vivek.

Still single, Vivek recalls his trip to Goa with pleasure and shares that initially his family was worried for him. "It is only natural for them to be concerned about my wellbeing and safety but knowing that we were working towards keeping our colleagues and subordinates safe has put them at ease," he smiles.

"The company's vision towards helping the nation in this situation and the initiatives taken by the Management to implement various welfare and safety measures makes me proud of being a part of this organization," he signs off.



"MOTIVATING THEM KEPT ME MOTIVATED!"

Nikhil Pasari,
Assistant Manager - Planning
(L&T GeoStructure)

"In difficult times, it is very important to be in contact with people," advises Nikhil Pasari. "We, at our site (L&T GeoStructure's JSW EQ Coal terminal Project at Paradip, Odisha), have ensured that we keep in touch with all our workmen and staff as frequently as possible so that no one panics and that there is a sense of unity and safety among all." Nikhil and his team paid several visits to the workmen camps to guide, advice and counsel them. "As a matter of fact, by motivating them, I kept myself motivated," says this Corona Warrior with a smile, "and made sure that I did my best to provide comfort and motivation to all my colleagues."



now," he points out, "as we resume operations. We are looking at alternate options to engage the local workmen from the safe areas nearby."

Still unmarried and a native of Guwahati, Assam, Nikhil has several hobbies that he finds the time for – dancing, travelling, exploring new places, gaming, watching movies and series. "I plan at least one trip a year," he quips.

Returning to his favourite topic, L&T, Nikhil holds forth. "L&T has given me a lot. I have learned a lot, have developed self-belief and confidence due to the opportunities the organization has given me. There are many wonderful things about L&T which makes it the best in the industry but if I was to talk about one aspect then it has to be the freedom that it allows us to express our views and take decisions at work. I have been really fortunate to have had the opportunity to work under and with some great people and have learned a lot from all of them," he signs off in style.

There are many wonderful things about L&T which makes it the best in the industry but if I was to talk about one aspect then it has to be the freedom that it allows us to express our views and take decisions at work.

Nikhil has been with L&T since 2014 across a wide range of projects and prides his association with L&T. "One of my most memorable moments was being selected by L&T through campus selection and our first day at the Manapakkam campus when we interacted with all the Heads was quite memorable," enthusiastically recalling his first days. "Thereafter, getting an opportunity to lead the onsite Planning dept in just my second year, at the Unity Group Project in Delhi and subsequently, to lead two more prestigious projects for JSW – IOET & EQ projects at Paradip have been a remarkable experience. I am really grateful to my seniors for entrusting me with these opportunities."

At site, in the wake of the COVID-19 threat, "our main challenge was to convince and reassure our workmen that all their requirements will be met and that we would look after them. Of course, we also wanted them to stay and return to work. Workmen mobilization is a bigger challenge that we are facing





I am proud to be part of a company that is supporting our great nation during these tough times. After all, we are builders to the nation. I am also proud to have contributed my part to the country through my company.



EAGERLY ADOPTING TO THE 'NEW NORMAL'!

M Adarssh,
Senior Engineer - Execution (L&T GeoStructure)

A Sr. Engineer, M Adarssh is in his second year at L&T GeoStructure and shows all the vigour and exuberance of a 2-year-old. "I love being at site," he declares delightedly. "I plan my day to day activities and allocate resources to get the work done. Since my arrival till date, I have been well supported by our PM, DPM, CM and my colleagues who are all kind enough to listen to my ideas. The past six months bore fruit and I was able to manage the workforce and even develop a good rapport with my client!" Presently he is involved in the construction of balance works of the Cut & Cover section - Phase I Extension for Chennai Metro Rail Limited at Tondiyarpet, Chennai. "After my absorption as a GET, I worked at CMRL- Central Square Project, at the steel yard and was in-charge of making D-Wall cages after which I have been transferred here to the Cut & Cover project as an Execution Engineer."

"The TN government's initiative to start various businesses is a welcome move as we have to quickly adapt to the 'new normal'," he says with gusto. "Chennai is a hotspot and therefore getting our workmen to site for work was a Herculean task. They were confused, scared and some wanted to leave but the team led by our PM advised them not to travel during this period as it was not safe for them." Right through the days of the lockdown, Adarssh has kept regular contact with his workmen because, as he shares with a smile, "nothing transcends love and care! I used to go to our site just to ensure that everything was normal. I used to check the P&M machineries, and other equipment," he adds.



A native of Tirur in Kerala, Adarssh is part of a family of four. "At home, there is my father, Muralidharan K C, mother, Thankam and a younger sister, Avaniikka who is preparing for her final CA exams. Yes, they are worried for me but happy and honoured too." Unmarried, Adarssh has several hobbies – watching movies, singing and cricket. "Family trips to Kulu Manali, Delhi, Rameshwaram and the emotional return of CSK to win IPL 2018 are some of my best moments!"

"I am proud to be part of a company that is supporting our great nation during these tough times," he says, "after all, we are builders to the nation. I am also proud to have contributed my part to the country through my company," he says with obvious satisfaction.

"IT WAS IMPORTANT TO ACT QUICKLY AND AT THE BEGINNING!"

Raguwaran Devarajan,
Engineer – P&M (L&T GeoStructure)

It was important for us to act quickly right at the very beginning to make them understand the true situation and calm them. We acted decisively and perhaps that is why we were successful in engaging with and controlling them.



"As soon as the pandemic broke out, there was panic amongst the workmen," observes Raguwaran Devarajan, "and since our project is situated in Chennai and the city was declared a hot zone, the workmen got even more scared and agitated. It was important for us to act quickly right at the very beginning to make them understand the true situation and calm them. We acted decisively and perhaps that is why we were successful in engaging with and controlling them."

Presently involved in the construction of Balance Civil Works for Underground section of the Korukkupet station CMRL PH1 Extension Project in Chennai, Raguwaran has been involved with L&T GeoStructure for a clutch of other projects since joining L&T in 2013 as a DET. "My first job was the piling works for BPCL tank in Cochin, Kerala, then I was Site Engineer for the bridge construction works for Dankuni to Chandanagar project, in Kolkata after which I was at the precast and pile cap extension works at the IOCL project in Chennai again as Site Engineer. I was then posted to Andhra Pradesh for the driven piling works for the APTIDCO housing project as Section In charge and then to Dhamra, Odisha again as Section In charge for the piling works for the Dhamra LNG terminal tank foundation before returning to Chennai for the CMRL job," he completes tracing his career path.

As the pandemic broke out, his immediate challenge at site was to protect his fellow workers by educating them about the need and benefits of social distancing, wearing masks and frequently sanitizing their hands. "It was critical to sustain the migrant workmen during the lockdown and to understand their needs and be one with them during these troubled times," shares Raguwaran. "We conducted awareness programmes, gave pep talks and overall kept them engaged with a lot of internal support," he adds. "Our project manager and staff assisted us all

through during this critical time and all my team members were willing to help with no regard to time or their own comfort. It was great teamwork," he nods his head.

Still single, Raguwaran hails from Athanur, Rasipuram, Namakkal and says that his family at home understood the importance of his presence at site. "They appreciated that I was working with our workmen at site to sustain and keep them safe," he says with feeling. He loves playing chess, cooking and listening to music during his free time and his most memorable day was the 25th of June 2013 when he joined L&T!



ENJOYING THE FRUITS OF TEAMWORK



Vibin Mathew, Junior Engineer - EHS, L&T GeoStructure

As the world fights COVID-19, perhaps the most stressed people have been the global medical fraternity who have been at the front-line healing, tending and helping patients and, in the process, putting themselves in grave risk of infection. For Vibin Mathew, this fight is very close to his home, as his wife is a staff nurse and while she looks after her patients, Vibin is busy working to safeguard the health and safety of his 1,000-odd workmen and colleagues at L&T GeoStructure's Cut & Cover project for Chennai Metro Rail Limited. "Our main challenge at site was to convince the workmen the benefits of social distancing, work hygiene and the use of PPEs for their own safety and for the safety of all around," says Vibin, defining his task.

I am very happy with L&T because the company has given a lot of support and arranged for all facilities during these times of COVID-19.

Vibin is onto his 3rd project at L&T after having been involved with the TADA Six Lining Road Project in Chennai and the L&T – SUCG Joint Venture, metro tunnelling project again in Chennai. The pressure on Vibin and team to keep people safe was tougher since Chennai was declared a 'hot zone' with a steady increase in the number of positive cases.

"We ensured that all the SOPs and COVID-19 guidelines were explained to the workmen, all the PPEs were distributed to them,

awareness posters placed, awareness sessions regularly conducted, training to practice social distancing given and the premises regularly sanitized and fumigated." While visitors were not allowed into the site, there was a strict ban on the use of gutkha and pan masala. "We also arranged to provide Kabasura Kudineer to all the workmen and staff both at the site and labour colony to bolster their immunity levels," he shares. "We carried out all these activities like a team and perhaps that is why we have been so successful in our efforts," says Vibin saluting the merits of teamwork.



Hailing from Kerala, Vibin's wife, Nancy, is the staff nurse we referred to earlier and they are blessed with a son, Jerome. Speaking of his wife, he says, "She has been a source of great support and guidance all the time and it has been so useful as I have led our team in our fight against COVID-19 at site," says a grateful Vibin.

Vibin's hobbies are listening to music and bodybuilding and he recalls his first salary cheque as his most memorable moment.

"I am very happy with L&T because the company has given a lot of support and arranged for all facilities during these times of COVID-19," he says earnestly.



ON INDOOR GAMES ... "to unplug and restore your balance!"

Dear Colleagues,

We are well over a month into the lockdown and at this point we have largely settled into new routines and ways of balancing responsibilities, even if they are not ideal. Considering the limitations of not venturing outdoors unless essential, one would imagine some of us have started to live the 'new normal' indoors. As the lines of our personal lives and workspaces blur, please take extra care to give yourselves some well-deserved time out. Unplug over the weekend and focus on activities that will restore your balance.

Some of the ways one can find balance in the few quiet hours we get on a Sunday are by going for a run on the treadmill, reading books, listening to one's favourite soundtracks, watching movies (some of the old classics) and also indulging in indoor games with your family.

Indoor games will help not just to keep yourselves balanced, but will also keep your family members engaged, occupied, and entertained. Like my selection of books, songs, films and TV serials, here are a few indoor games that you could consider playing during your spare time. Some of them can be played over Microsoft teams as well (turns out to be very useful to connect with family/friends living in other parts/outside our country):



1. CHESS

Mentally challenging and stimulating, Chess is amongst my personal favourites. Vladimir Kramnik (amongst the best grandmasters), describes the game beautifully: Chess is like body building. If you train every day, you stay in top shape. It is the same with your brain - chess is a matter of daily training.

A lot of our work is much like playing chess; strategies, moves and counters, watching your opponent closely for the slightest flaw in his/her defence and hoping for a 'checkmate'. Would suggest you play this game on the classic black-and-white board, but considering the digital world we live in, there are many apps and websites that offer two-player options.



2. MONOPOLY

This is another game that engages my family and me, as it very closely resembles running a business - buying, selling, retaining and long-term planning. This is a fun game to spend a few hours on. Like chess, there are online/app options for Monopoly too.



3. TABLE TENNIS

A game that can help you keep fit both mentally and physically. Wouldn't suggest the digital version for this game. Most of our homes will not have the space for the classic table, but you can always convert your dining table for a game of serves, tosses, and smashes. Provided your family approves!



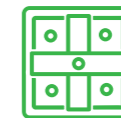
4. CARD GAMES

Playing cards is possibly one of the most accessible games. Card games like Bluff, Rummy, Poker and Flush can create a lot of fun to keep us and our family members engaged for hours. Solitaire and Blackjack are options in case you are alone and have access to the Internet.



5. CARROM

Many cherished family moments are spent around a carrom board. Certainly, a game of skill, carrom brings out our competitive spirit and improves our 'pocketing' skills. For those of you who may not have a carrom board, do consider the many online options available (this is one game one might find difficult to relate with completely online, but is still a lot of fun).



6. LUDO AND SNAKES AND LADDERS

Games like Ludo and Snakes-and-Ladders are classics that are now available on apps as well. Would suggest downloading the 'Ludo king' app to play both games with all your family members, irrespective of their location.



7. BINGO AND TAMBOLA

Recommend these two games for larger groups and families. There are several websites that offer virtual tellers and sometimes even virtual cards. Both are great ways to pass time and easy to implement considering that the cards can be made on paper.

A word of caution - please regulate the amount of time spent in front of a screen and give yourselves and your eyes a break from time to time.

Stay fit and sharp, L&T-ites!

Best Regards,

SNS

WET IC launches Recognition Awards for Value Engineering Excellence

WET IC is strongly committed to create an innovation driven culture focused on continuous performance improvement and value creation towards which the IC has initiated a special employee/team recognition program, christened as RAVE – 'RECOGNITION AWARDS FOR VALUE ENGINEERING EXCELLENCE' which was launched by S. Rajavel, Sr. Vice President & Head - Water & Effluent Treatment IC on January 3rd, 2020. K. Asok Kumar, Executive Vice President & Head – Water & Effluent Treatment, N. Ramasethu, Vice President & Head - Water International, K. Masilamani, Vice President & Head - Industrial & Large Water Systems BU, T. Sukumar, Vice President & Head - Finance, Accounts & Admin, E. P. Sajit, Vice President & Head - Water Supply & Distribution BU, S. C. Satish, Head – Smart Infrastructure,

K. Rajeevan, Head – EDRC, S. Ramkishore, Vice President & Head – Human Resources, G. Balasubramanian, Head – Corporate Centre, T. Shivaram, Joint General Manager (Human Resources) along with EDRC (BU) Heads from WET IC were present on this occasion.

RAVE aims to drive innovation by recognizing employees/teams in EDRC, WET IC and seeks to reward noteworthy contributions made by them towards innovation, quality, customer delight and enhanced productivity.



PT&D IC accredited with ISO 45001:2018 certification along with Recertification for ISO 14001:2015

PT&D IC successfully migrated to ISO 45001: 2018 along with recertification for ISO 14001: 2015, following the audit process by Bureau Veritas which was conducted across selected project sites as well as at the Head Office in Chennai. The IMS certificate was handed over by Mr. M K Vinod Kumar - Head (Certification) - Bureau Veritas, Chennai to A Ravindran - EVP & Head - Renewables BU, SL Mahajan - Head - Sub Station BU, Srikant Srinivasan - Head - HR, V Ramanathan - Head - EHS & Risk Management on 10th January 2020 at HQ.

ECC NEWS appreciates the various stake holders comprising the site project teams for their commitment, dedication, and tremendous efforts for contributing to ISO 45001: 2018 certification by complying with EHS requirements across their respective sites, BU Heads, SHs, COHs,

Project teams and Functional Departments for their valuable contribution throughout the process of certification audit and the BU EHS Heads, EHS Coordinators, CEHSMs, EHSMs, EHSOs for playing a pivotal role in the certification process.



SW&C BU Commemorates National Technology Day with a webinar on 'Digital Transformation under the New Normal'

L&T's Smart World and Communication (SW&C) BU in association with the Madras Chapters of IEEE Industry Applications Society (IAS), & IEEE Technology and Engineering Management Society (TEMS) conducted a National Technology Day Webinar on the theme 'Digital Transformation under the New Normal' on 11th May 2020.

The conference commenced with an inaugural address by R Srinivasan (RS), EVP & Head, Smart World & Communication (SW&C) and Vice Chairman, IEEE IAS Madras Chapter. He welcomed the delegates and set the context for the conference on the significance of technology to manage the pandemic crisis and how smart solutions implemented by SW&C were helping cities in COVID relief measures. He mentioned that the Annual IEEE conference was organized by SW&C BU to commemorate the National Technology Day marking India's technological advancements.

J. V. S. Ramakrishna, Head – Solutions Delivery & Platform Development, SW&C, presented on how safe & smart city technologies were helping urban authorities to improve the lives of citizens during the days of COVID-19 highlighting a slew of smart solutions implemented by SW&C BU across cities such as AI enabled vehicle movement restriction, Crowd Control in Urban Areas, Remote Billing



through Smart Energy Meters, COVID-19 Mobile App and e-pass solutions that have significantly contributed to combat the spread of the virus.

Giving insights on the significance of identifying cyber security threats and upcoming trends like 'Work From Home', Venkatasubramanian Ramakrishnan, Head – Cyber Security, SW&C, highlighted the various cyber security threats and design principles related to operating models under the new normal as the size and scale of connectivity had expanded exponentially for remote operations. He also explained about the new ransomware trend and several attacks that were

taking place across the world during this pandemic crisis. Madhukar Srivatsava, Chief Technology Officer, SW&C indicated the need for robust communication networks under the new normal and emphasized the importance of rural communication for inclusive growth along with the various challenges mitigated during implementation of Bharatnet project. He enumerated the 3 key focus areas in digital infrastructure: Utility to Every Citizen, Governance & Services on Demand, Digital Empowerment of Citizens and dwelt on upcoming technology trends in communication networks such as cloud computing, 5G, wireless mesh network, Access Technology for connectivity and IoT.

The webinar, attended by more than 500 delegates, was widely appreciated by the IEEE members and dignitaries, and ended with the vote of thanks delivered by RS. The online feedback received about the conference was positive, 98% being from external delegates like engineering students, academicians, research scholars, scientists, industry leaders and IoT enthusiasts.





METALLURGICAL & MATERIAL HANDLING



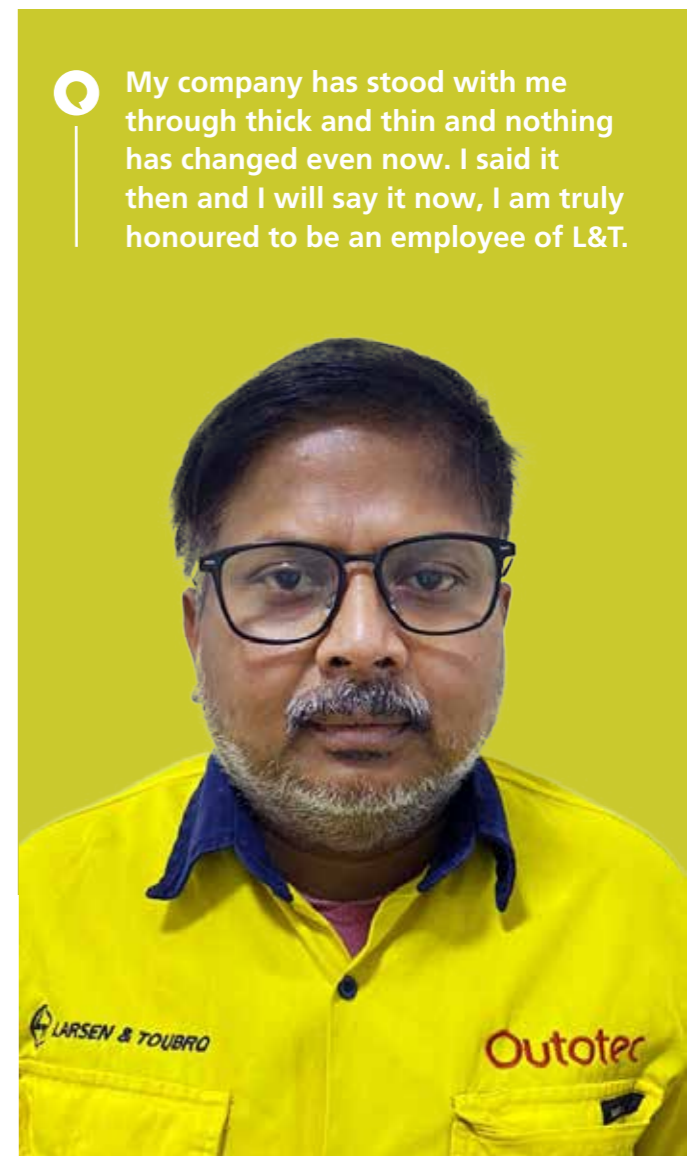
'MAKING IT HAPPEN' IS HIS MOTTO!

Arroranjn Mohanty,
Manager - Industrial Relations (MMH SBG)

Arroranjn Mohanty has built a reputation of making things happen. Be it a small task or big plan, once he sets his mind to it, he sees it through and this trait is holding him in great stead at the Mansourha Massarah Gold Project (MMGP) in the Kingdom of Saudi Arabia, safeguarding the health and safety of over 600 employees during these days of COVID-19.

"The topography of our project site is a challenging one and more so because we are so remotely located from both the main towns of Riyadh and Taif which has been a huge issue for us to obtain basic amenities like food, medicines, PPEs and other materials," he shares grimly. But true to his wont, Arroranjn has put his mind to it and as a member of the COVID-19 task force, he has been busy playing a key role to speedily prepare fully furnished quarantine and isolation rooms. "Speed was the key and we acted fast re-organising the accommodation layout to deal with the pandemic," he says with the confidence of a man with years of experience working on both Indian and overseas assignments.

Having joined L&T at the VAL Lanjigarh project in 2007, he then moved to the Bhusan Steel Limited project and thence to his current site. Arroranjn attributes his success to the encouragement and guidance of his colleagues like Project Director, Hare Ram, Construction Director, Praveen Hajare, Project Manager Pranav Kumar Vatsa, and Accounts Head, Madhan Kumar.



My company has stood with me through thick and thin and nothing has changed even now. I said it then and I will say it now, I am truly honoured to be an employee of L&T.

Hailing from Cuttack, Odisha, Arroranjn is married to Smita Mohanty, a homemaker, and is blessed with a son, Biswa Ranjan Mohanty. A movie buff, he likes to spend his spare time going on family vacations which seems like a distant dream in the current scenario. "Initially my family was worried when I was venturing out to go to work but I made them understand the precautions and steps we have adopted at the site so now they are supportive and happy," he says adding with a characteristic grin that his most memorable moment has been the birth of his son on Viswakarmapuja, an auspicious day.

After being associated with L&T for more than 13 years, Arroranjn is passionate about his organization, "My company has stood with me through thick and thin and nothing has changed even now. I said it then and I will say it now, I am truly honoured to be an employee of L&T."

DRIVING SAFETY AT A REMOTE SITE!



I am proud to be a part of the COVID team of Khargone who have made everything possible through fantabulous networking and liaison skill with all support from our management and effective guidance from Mukesh Kumar and Sourav Das to combat, win and resume operations with a very good workforce strength.

S P Tamilarasu, Assistant Manager - EHS (MMH SBG)

One of the main issues for the team at MMH SBG's Khargone Thermal Power project is the remoteness of the site and the task for S P Tamilarasu and team was tougher during these days of COVID-19 working to keep their people safe. "Our site is at Selda, some 100 km from Indore. Due to inadequate accommodation facilities close by, the staff was accommodated at Sanawad some 45 Km from site," he informs. "During the lockdown we had about 950 workmen stranded at our labour colony all of whom migrants from various states mostly Bihar, UP, Jharkhand, Orissa, partly from MP and the task to safeguard their mental health was a major challenge." The rapid spread of the virus in Indore and media reports were stressing them, "so we had to handhold them and go out of our way to ensure uninterrupted electricity and water, resolve day-to-day administrative, safety, health and hygiene issues," Tamilarasu highlights.

Apart from all the normal precautions, "We continually broadcasted audio awareness messages of COVID 19 through mobile Bluetooth speakers at PEP talks before the lockdown and in the workmen habitat during the lockdown, he shares. "To further improve their mental and physical health, we circulated Yoga e-books through WhatsApp." Such huge tasks are best managed successfully by teams and Tamilarasu is the first to acknowledge it. "I am proud to be a part of the COVID team of Khargone who have made everything possible through fantabulous networking and liaison skill with all support from our management and effective guidance from Mukesh Kumar and Sourav Das to combat, win and resume operations with a very good workforce strength."

A 13-year-old veteran at L&T, Tamilarasu joined L&T in 2007 as a DET-Safety at the Sagardigi Thermal Power Plant Project. "After

two months on deputation, I was posted to the Dhamra Port where I was for 7 years holding various positions before moving to the CHP-Lalitpur project from where after 3 years, I moved here to the 2x660MW India's first ultra super critical thermal power plant." He shares with a certain amount of pride, which he feels for the way L&T, as an organization, has handled the COVID-19 crisis. "My family and friends are full of appreciation about L&T's effective participation to combat the virus and I am a proud L&T-ite!" His family is his wife, Dhanalakshmi T, a homemaker, whom he describes as the "lady of the house" and they are blessed with little Kuraarasi T D who is just 16 months old and the apple of his eye.



A lover of novels, Tamilarasu concludes philosophically, "We learn more in a crisis than in comfort!"

ENDEAVOURING TO KEEP THE SHOW GOING DESPITE CHALLENGES!



Even though I am a junior to many of my colleagues and seniors, they all believed in my ability and allowed me to take the lead to tackle this pandemic situation.

Rahul Mohan, Assistant Manager - EHS (MMH SBG)

"We believe in teamwork rather than individual work to combat COVID-19," states Rahul Mohan with conviction, "and our focus has been to take all the necessary precautions, strictly follow all the guidelines and support the site team to perform their activities without stopping the work for even a single day!" A challenging mandate indeed for the Mansourah Massarah Gold Project (MMGP) team that Rahul is a part of. "It is unique and challenging due to its topography being situated within the Central Arabian Gold Region in the Mecca Province of Saudi Arabia and its stringent time frame," and adds that MMGP will become the largest ever gold project.

"I joined the L&T family on 4th July 2016 as a PGET and my first assignment was the 1.5 T Zinc Lead Beneficiation Plant-Hindustan Zinc Limited, SK Mines in Rajasthan after which I had a stint at the 3 MPTA Hot Strip Mill at the Rourkela Steel Plant before landing at MMGP." Rahul and team has had several challenges to ensure the 700 workmen at site are engaged, safe and mentally at peace to work like the remoteness of the site being hundreds of kms from the main cities of Riyadh and Taif, a huge 38 km perimeter that had to be sealed and organizing for basic amenities like food, medicines, PPEs and other material.

"I took a lead role in organizing and conducting daily temperature screening of all personnel and since our goal was to carry out the job effectively without any interruption, I took a lead role to form a COVID-19 task force comprising personnel from IR, HSE, the Execution and Site Medical teams to spread awareness, share guidelines and to effectively monitor our workmen during working hours. As a responsible human being, I believe that educating and sharing knowledge can have a great impact in our fight against the virus and as the local language was a barrier

to me I took the support of and help from our site Doctor and English-speaking personnel from the local community to conduct awareness sessions," he shares.

Teamwork also helps to overcome hurdles, states Rahul and "even though I am a junior to many of my colleagues and seniors, they all believed in my ability and allowed me to take the lead to tackle this pandemic situation," he says with a sense of triumph.



"My family is my father, mother and younger sister who are very happy, supportive and encouraging," shares Rahul, who hails from Kerala's Kannur district. He loves to read fiction novels, read and surf the internet and workout in the gym. "I was delighted on 21st January 2016 when I received my selection call from L&T and also on my first day at office," and adds, "there is immense opportunity to showcase your talent and skill at L&T!"

ADEPT AT HANDLING HUGE GANGS!

Purushottam Sawant,
Assistant Manager - IR (MMH SBG)

"This is my seventh project with L&T at the JSW project site in Dolvi," proudly declares Purushottam Sawant, Assistant Manager – Industrial Relations for MMH SBG. "Earlier, I worked as IR In-charge at JSW Bellary project site where I was handling 7000 workmen and before that I worked at 5 other projects in the Bengaluru region with an average capacity of 2500-3000 workmen." With such rich experience in handling large workforces, Purushottam is in the right place at the Dolvi site managing 6,000 workmen accommodated at four different locations. With Maharashtra leading the tally of positive COVID cases, the site management was worried being in the hot zone and their endeavour, as Purushottam explains, was to, "keep the workmen inside the colonies without allowing them to go outside and meet others from the general public to reduce the chances of bringing the virus inside the camp."

The other consideration was to ensure that all the essentials were made available for the workmen inside their camps so there was no need for them to venture outside. Apart from the normal precautionary measures, Purushottam and team arranged for grocery and vegetable shops and "money withdrawal and transfer facilities through the Aadhar Card and an ATM facility arranged by Indian Post Office and even banking facilities through Feeno Bank without any service charges inside the workmen habitat."



receiving. "Our project accountant, Debasish Ghosh, who leads our administration, was always with us, guiding us and providing all the necessary support. Our Project Director, B P Singh regularly organised team meetings to motivate us as also our Time Office In charge, Senthil Kumar."

The fruit of their labour was realized when site activities resumed on 27th April after the announcement of relaxations. "We are very happy that we successfully kept all our workmen at site safe for 36 days all of which was possible because we worked as a team and supported each other to perform better," shares a happy Purushottam. "After all, it is the culture and the spirit of our organization and I feel proud to be a part of L&T for we all know how to face all kinds of challenges!"

Hailing from Karwar in Karnataka, his wife, Pooja, is a homemaker and they are blessed with two children, Prasanna and Swati. "They are proud that I am involved in such a great activity of saving lives in the present scenario," he says with great warmth. He loves playing volleyball and reading books in his spare time.



We are very happy that we successfully kept all our workmen at site safe for 36 days all of which was possible because we worked as a team and supported each other to perform better. After all, it is the culture and the spirit of our organization and I feel proud to be a part of L&T for we all know how to face all kinds of challenges!

Such a huge task could not have been achieved by one person and Purushottam readily acknowledges the support he has been

FIGHTING A NEW VIRUS TO SURVIVE!

R Ravikumar,
Assistant Manager - Industrial Relations (MMH SBG)



Quite simply, L&T is the best corporate in India with the way the organization has taken care of its staff and workmen both in India and abroad during this challenging time.

"The COVID-19 pandemic is something that is a totally different challenge, the like of which we have never faced before," declares R Ravikumar, "and therefore we needed to fight back and survive!" Presently working as IR In charge at the Hamrapur Fabrication Yard for MMH SBG's JSW-Dolvi project site, Ravikumar shares about the disruption to work due to COVID-19. "Our site was running full swing round the clock till 21st March 2020. Then, all of a sudden, the pandemic outbreak put a halt to our operations that has affected our project badly."

Having earlier handled the welfare of 8500 workmen and 350 staff at JSW's Bellary site as IR Executive for over 10 years, Ravikumar is

on familiar ground to handle his present assignment. "Here I was taking care of administration activities at the Hamrapur fabrication yards 1 and 2, the workmen habitats holding a thousand people and staff welfare for staff mess, guest house and family quarters. Presently our staff strength has dropped to 300," he points out.

It was important for Ravikumar and his team to inform the workmen and make them understand that it was safer for them to remain in the shelter of the site camps and not venture outside. "It was also important to encourage them not to panic so we educated them to keep social distance. Keeping them inside our camps was a very difficult task," he remarks. "The local authorities frequently inspected our workmen colonies and talked to them whether they were safe and getting all the essential commodities and were satisfied with what they saw and heard. From our side, we ensured that no workmen should face any difficulties and complain." Apart from all the normal precautionary measures and arrangements, the team arranged for recreational activities too for the workmen to keep themselves engaged and free from worry.

"We were excellently supported and motivated by our Project Accountant, Debasish Ghosh, Site In charge, Sanjoy Gorai and other senior staff members and most of all by our Project Director, B P Singh," shares Ravikumar adding, "it was only thanks to his leadership that we were able to overcome the difficulties and emerge successful."



Ravikumar hails from Vellore in Tamil Nadu. His wife is R Sasikala, a homemaker, and they are blessed with two children, son, R Karthik and daughter, R Swetha. "I'm internet savvy and like listening to songs," he shares about his hobbies.

"Quite simply, L&T is the best corporate in India with the way the organization has taken care of its staff and workmen both in India and abroad during this challenging time," he signs off with pride.



“L&T IS NOT JUST A BRAND; IT IS A FEELING!”

For trainees like us, who have seen L&T at close quarters and know about its dignity, we are extremely proud to be a part of L&T and doing our duty.

Chandan Kumar Sah,
Executive - Accounts (MMH SBG)

On 21st June 2020, Chandan Kumar Sah will complete 10 years at L&T! “L&T is not just a brand; it is a feeling!” he declares proudly. “For trainees like us, who have seen L&T at close quarters and know about its dignity, we are extremely proud to be a part of L&T and doing our duty. It was another proud moment for all of us when recently, L&T was recognized as the ‘Company of the Year-2020’ by Business Standard. Talking about one aspect, we are always given chances to learn and develop ourselves every moment, across all project sites. L&T takes responsibility of all its employees and workmen in all situations, whatever it may be,” he says with total conviction.

Chandan joined L&T as a GCT at the Utkal Alumina greenfield project at Doraguda, Tikiri, Rayagada, Odisha where he learnt the ropes. “We were very successful for we received the closing certificate, realized all the final bills and got back our retention amount,” he shares triumphantly. His next project was BALCO at Korba, followed by TATA Steel, Kalinganagar, then Vizag steel plant before returning to the Utkal Alumina Expansion project at Doraguda, Tikiri, Rayagada, Odisha, his present assignment, where his career began.

“Here, we were fighting an unknown, unseen enemy, with no definite cure in sight with lots of misinformation spreading among the workmen, which had to be corrected in all possible ways and we did that,” he says forcefully. “Even before the lockdown, we took various measurable steps to safeguard the health and hygiene of our workforce & workplace.” Chandan and his team were



focused to follow all the guidelines. “As this type of pandemic was new to us, we took extra care to keep our people safe. Our theme that we kept sharing with our people was “Apna suraksha apne haath!”

“Every task was initiated under the leadership of my Boss, Satish Patnaik,” shares Chandan, clearly enjoying the leadership, “who was always available for us and along with our Project Manager, Prasanta Tikadar, they motivated and guided us. Several of our other colleagues also joined us and took many actions in our fight against this pandemic.”

Still single, Chandan’s native place is the Madhubani district of Bihar. “Though my parents have settled at Rourkela, Odisha for the past four decades,” he shares. “I like to play chess with my colleagues, listening to different categorized songs based on my mood, reading books / novels, walking with friends and hearing the news regularly,” he smiles.

REMAINING FOCUSED DURING TOUGH AND TESTING TIMES

Gedela Tulaseedas,
Senior Engineer – Mechanical (MMH SBG)

I am very happy to say that our organization is very supportive in every step including strong financial support in this pandemic situation and for an employee’s development by conducting the necessary training programmes and providing digital platforms.



Gedela Tulaseedas is working at the state-of-the-art Hot Strip Mill at the Rourkela Steel Plant since November 2017 as Site Execution Engineer, a project that was in the news just prior to the lockdown as it was commissioned on 31st January 2020. Having rolled out the first hot strips, the project team was speeding towards contractual completion by April 2020 when COVID-19 broke out and brought operations to a halt. “During the lockdown, our focus was on two main objectives,” he shares, “to look after the health and safety of our 1,200-strong work force and retain the existing workmen so we could be ready for a quick resumption of operations when the opportunity came.”

Having joined L&T in 2011 as a DET, his first assignment was the Sinter Plant #3 at Bhilai Steel Plant, then Blast Furnace #8 again at Bhilai Steel Plant and thereafter at the New Fabrication Yard at Kansbahal before moving to the HSM project.

As soon as the lockdown began, Tulaseedas and team got busy putting in place all the necessary precautionary measures to safeguard the health and safety of all. “We took self-declaration forms from all the workmen post the lockdown before restarting work and re-screened all to be doubly safe.” All the other precautions like practicing social distancing, sharing motivational and pep talks, creating awareness and providing facilities like contact less hand wash system, temperature monitoring, maintaining good housekeeping, constant sanitization, and fumigation of all premises and awareness communication was followed. “We received very good support from our seniors in terms of confidence boosting, knowledge sharing and sound suggestions that went a long way to help us in this fight,” shares this Corona Warrior.

Tulaseedas has several wonderful moments that he recalls with relish. “The first was in June 2008 when I got the first rank in

my SSC exams and a leading rank in my Diploma entrance exam too. Then, June 2011, when I received my offer letter from L&T and finally, February 2020 when I visited Varanasi temple along with my family which was a big dream for them,” he shares with satisfaction. “Yes, they are worried and keep phoning me to be safe, but they are also happy that I am leading my life safely in this pandemic situation.”

Still a bachelor, Tulaseedas has several hobbies to keep him busy during his free time. “I love playing games, watching movies and sleeping,” he says with a laugh.



About L&T, he shares, “I am very happy to say that our organization is very supportive in every step including strong financial support in this pandemic situation and for an employee’s development by conducting the necessary training programmes and providing digital platforms.”

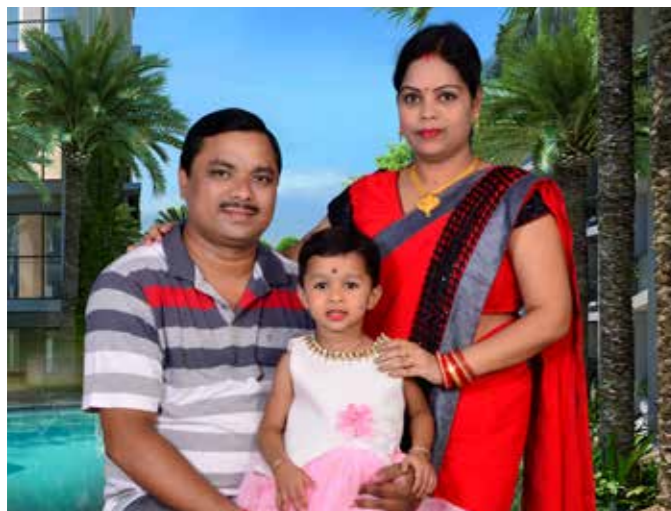
A MAN ON TOP OF THINGS!

When I see the gratitude in the eyes of our workmen that they are in a safe and secure environment provided by L&T, my heart swells with pride. After all, I played a small role to support our site management wholeheartedly.



Khirod Kumar Sahukar, Executive Accounts (MMH SBG)

Hardworking and diligent, Khirod Kumar Sahukar has steadily grown up the ladder. Having joined L&T at the RSP-Sinter plant project, Rourkela, Odisha as a Cashier in 2010, he moved on to the Alumina Smelter project as Accountant followed by a stint at the Hot Strip Mill Project, RSP-Rourkela. Today, he is the Accounts and Admin In-charge of the MCL-Bhubaneswari Project, a role he has played adeptly enough to be recognized as a Corona Warrior. "Our biggest challenge with the spread of the virus and the announcement of the lockdown was to provide essentials and necessary groceries to the workmen at our camps which in itself was a difficult task," he says.



As at most other sites, their next challenge was to ensure that all workmen took all the precautionary measures. "It was something they are not used to and hence it took a lot of effort to make them understand their importance. It was only with continuous follow up that we succeeded to make them adopt this new way of life," he shares with a huge sense of relief. Elaborating on their other steps, he shares "We conducted meetings, awareness programmes, ensured contactless temperature checks, and maintained high levels of sanitation and fumigation at the premises. So far, we have succeeded," he smiles with a gesture of crossed fingers. "My seniors have supported me in this fight, guiding me on how to tactfully approach the local administrations that gave me a lot of confidence," he says acknowledging the mentoring role of his seniors.

Hailing from Muniguda in Odisha, Khirod's life partner is Anuja Choudhury, a homemaker. They are blessed with a daughter Subhashree Sahukar. Citing his most memorable moments as his wedding day and the day he held his daughter for the first time, Khirod understandably is a family man. "My family was initially apprehensive about my work, but now they understand my responsibility towards this noble cause and support me fully," he says with a big smile. Khirod loves travelling to new places, reading books, and watching comedy shows in his free time.

"When I see the gratitude in the eyes of our workmen that they are in a safe and secure environment provided by L&T, my heart swells with pride. After all, I played a small role to support our site management wholeheartedly," he says with the confidence of a man on top of things.

SOLDIERING AGAINST THE INVISIBLE ENEMY

Pradeep Kumar Swain, Executive - Industrial Relations (MMH SBG)

The challenge for the team at the MCL – Bhubaneswari project was unique. Situated at the open cast coal mine and with coal loading identified as an essential service, Pradeep Kumar Swain and his team had to contend with a lot of truck traffic. "It was a huge task for us to keep our workmen away from the truckers and take all necessary precautionary measures to reduce the danger of Corona infections," he shares defining his challenge. His next focus was the contract workmen who are solely dependent on the company for their livelihood but then Pradeep was well equipped in that sphere having earlier handled 3,500 workmen at KPO (SMS Site) and an even bigger workforce of 23,500 at the BSL- Angul site. "We have managed the situation very well," he smiles as they were able to restart operations post the lockdown.

"Things were not easy," he admits seriously, "with our site spread across 3 Kms but, as a team, we struck to our task and our efforts bore fruit for we resumed operations with zero COVID cases," he says with a sense of achievement of having faced and overcome some stiff odds.



Things were not easy, with our site spread across 3 Kms but, as a team, we struck to our task and our efforts bore fruit for we resumed operations with zero COVID cases.



Apart from all the preventive measures, which included regular sanitisation and fumigation of the premises, Pradeep and team boosted the morale of the workmen by providing them all essentials and even financial help. "Keeping the workmen idle was not a great idea so we made available facilities for them to play cricket and badminton at the camp. Most of them play very well," he adds with a laugh.

Hailing from Pattamundai, Odisha Pradeep is married to Puspaa Swain, a homemaker, who has been a source of great support for him as he has mitigated the risks at site. They are blessed with a son, Ayushman Swain, whose birth was the most memorable moment in his life. Pradeep enjoys listening to music in his free time.

"My biggest morale booster is my Project Manager C.N. Padhi, who has an uncanny way of lifting my spirits by trusting me 100 percent," his expression shows the trust he enjoys. "What also keeps me going is the strong ethics of L&T that has backed the workmen and staff by not only armouring them against the dreaded disease but also paying them even during the lockdown," he says with pride.

FIGHTING AN UPHILL BATTLE WITH COVID-19



All possible support has been extended by the Project Head and other team members to immediately implement the various initiatives. In one case, immediate emergency funds were allocated to arrange for daily visits of the Doctor, purchase grocery items and arrange for an ambulance to meet any emergency.

Yajjala Prasanna Kumar, Accounts Supervisor (MMH SBG)

The outbreak of COVID-19 has created several issues for Prasanna Kumar and his team at MMH SBG's Ash Handling Package and Coal Handling Package of 2X660 MW at NTPC Tanda Thermal Power Plant project site in the district of Ambedkarnagar in Uttar Pradesh. "Due to their typical mindset, the 800-odd workmen at our site were initially reluctant to follow the guidelines prescribed by WHO and take the necessary precautionary measures to stay safe." As soon as the lockdown was announced, almost 90% of our workmen left the labour camp to try and return to their native places and soon the site started to receive several calls from administrative officers and police stations informing them that many of these workmen who had run away from the site had been quarantined by their respective Governments.

At site, Prasanna and team are doing everything in their capacity to keep the workmen who remained safe and sound with regular health check-ups, sanitization, maintaining social distancing and enforcing strict restrictions on the engagement of new workmen. Prasanna flags off another issue that has cropped up for the team. "The customer is now suggesting that a new workman has to go through 21 days of quarantine before he can be engaged at site." Prasanna shakes his head and laments, "This is creating a sense of fear among the workmen and many of them are now reluctant to re-join the site."

Though faced with several challenges, the team is standing together in their fight. Prasanna is extremely grateful for the support he and other Corona Warriors at site have received from the site management during these troubled times. "All possible

support has been extended by the Project Head and other team members to immediately implement the various initiatives," he says. "In one case, immediate emergency funds were allocated to arrange for daily visits of the Doctor, purchase grocery items and arrange for an ambulance to meet any emergency." There are joint visits with seniors to labour camps and staff camps to check on their condition and assure them that the company is taking care of all their requirements. "We have created WhatsApp groups by adding all the available workmen to enable them to lodge their concerns, if any, for us to take action," informs Prasanna.

His better half is Yajjala Vanisri, whom he describes as "a science graduate and a proud housewife" and they are blessed with a son, Uday Kumar Varma, whose birth is one of the most memorable moments in Prasanna's life. The other, he says, is joining L&T. "My hobbies are reading stories, listening to music, playing games and spending time with my family and friends."



ON COOKING, FOOD AND EATING ...
"to keep your body, mind and soul healthy!"

Dear L&Tites,

Staying and working from home and having shared my taste on various types of sports and such with all of you. Now would like to add, FOOD!

My beloved wife Meena, makes some of my favourite and delicious dishes that we call it 'From Meena's Kitchen.' She has written an article with some wonderful recipes from her kitchen which surely many of you would like to try out in your spare time and share it with your family.

Regards

SNS

Dear L&Tites

Meals are the fuel which drives one the entire day. It is the one thing which can satiate all our five senses. The sizzle of its warmth

and rich texture can satisfy one's senses of touch and taste. The beautiful colours and aroma of spices will induce your senses of smell and sight.

When we intake healthy fruits and vegetables that are full of nutrients, we reduce the chances of diseases. For instance, green vegetables help us to maintain our strength and vigour. In addition, certain healthy food items keep away long-term illnesses like diabetes and blood pressure.

The first meal of the day is the most important one to give one a boost to one's energy levels. My mornings start with a cup of filter coffee and a wholesome breakfast (usually Dosa, Idli, Upma, Pongal, Poha) which is hurriedly finished because of the excitement to kick-off my daily scheduled routine.

Nothing compares to homemade food which is both hygienic and healthy. One may try their hands in cooking some of these mouth-watering dishes straight from my kitchen.

From Meena's Kitchen



Kulcha



Paneer Butter Masala



Stuffed Brinjal



Bhel Puri



Tomato Rice



Eggless Sponge Cake



Upma Kozhukattai



Rava Idli

Intake of healthy food is of utmost importance as it contains a plethora of nutrients. It not only keeps your body healthy but also your mind and soul. It increases our brain's functionality. Plus, it enhances our immunity system which is much required during this time of the pandemic. Intake of whole foods with minimum or no processing along with regular exercise is the finest for one's health.

During the lockdown, family members will be busy working from home but meals and snack time are when all gather together enjoying food, sharing thoughts and experiences, nurturing family bonds. Hope you enjoy cooking and tasting these dishes with your families. Bon Appetit!

Regards,
Meena



COVID-19 HEROES
BACK TO WORK!
 — Together stronger —

**SMART WORLD
 &
 COMMUNICATION**



EMPOWERING A WAR ROOM

Q Converting the call centre platform empowered the administration to address many issues. Today, at any given point of time, we have senior bureaucrats monitoring the updates and taking timely decisions. As a team, we are proud of being a part of this larger responsibility.

Santosh Kumar Potnuru, Project Manager, (SW&C)

There are no time zones for Santosh Kumar Potnuru, Project Manager, at the Raipur Smart City as he, along with his team, provide the necessary technical support to keep the Command & Control Centre functioning 24/7 since the lockdown began. "It began with the transformation of the COC into a War Room as per the customer's request which is now extended to many other value additions in the fight against the pandemic," highlights Santosh.

Santosh and team are always on an on-guard mission as the entire city is being monitored and administered effectively from the COC. "Converting the call centre platform empowered the administration to address many issues," he points out. "Today, at any given point of time, we have senior bureaucrats monitoring the updates and taking timely decisions. As a team, we are proud of being a part of this larger responsibility."

Of course, Santosh admits that there were a lot of apprehensions when they began, "This was a whole new situation for all of us and the fear factor was high. The biggest challenge was to motivate the team members and encourage them to take charge." Although a customer centric approach was always our priority, "the case here, was entirely different," he explains, "as we had to work out strategies based on the customer's requirements that kept changing as the crisis evolved. There were frequent meetings, revisions in decisions but we firmly attended to all their needs ensuring that there were no escalations."

In line with our safety mission, we began to implement safe measures from where we operated, he declares, "We made a walk-through tunnel at the COC to sanitize people entering the

hub and also provided PPEs and hygiene kits along with thermal screening. Giving a feel safe factor was important as it ensured that we are all safely fighting this battle." He acknowledges the support from seniors at HQ Chennai. "Every update was discussed via digital platforms and there were a lot of cross-functional ideas shared as most of the COCs operated as a war room. Some of our staff like Ajay Sahu worked relentlessly with the customer to ensure that all their expectations were met."

Like all COVID Warriors of L&T, Santosh continues his essential services keeping in mind that every effort aligns to the SOPs not only for him but for his team as he has a safety promise to keep to his wife Sandhya, who is a bank employee, nurturing his two little sons, Sanav and Sanat.



ACCOMPLISHING A CRITICAL MISSION



Rajveer Singh Shekhawat, Project Manager (SW&C)

When close to 8000 smart meters in Haryana reported an error there was a hotline call from the client to Rajveer Singh Shekhawat, Project Manager, ESSL AMI Solution Smart Meters Project who was with his family in Jaipur due to the lockdown. "It was a rude shock for me as I understood from the client that some of the meters were malfunctioning which could not be fixed remotely through the software and needed replacements. With an e-Pass, I rushed to Gurgaon to assess the situation."

Our task involved reaching across certain districts with a team of around 40 to convince the end-users about the replacement, highlights Rajveer. "Thankfully, the client helped us to obtain the inter district passes and my presence further rallied our team members for this critical mission. The situation was more crucial from the client's side as the consumer had access to power, but the smart meters did not capture the energy consumption which meant that it was a revenue loss to the DISCOMS," points out Rajveer. "Gurgaon was a big base with around 2900 meters and our first target was to address the housing societies but it was a tough task as people were unaware that there was a fault in their meter and convincing them during the lockdown was difficult," indicates Rajveer.

"We made a cautious beginning and when we succeeded, the good word started to spread to other housing societies. Seeing us with all the PPEs, aligning to the SOPs and subjecting to the protective measures across every society, created a positive outlook among the end-users. From my side, I kept boosting the morale of the team and ensured that every team member was safe and with a positive mind set." It has certainly been a commendable feat by the entire team as all the faulty smart meters were successfully replaced during the lockdown and with the easing of restrictions, the momentum is bound to increase. "The client was appreciative

My most memorable and happiest day was when I got selected in L&T to execute my dream project, smart meters, and going the extra mile for the customer is highly satisfying.

of our team's efforts which helped them resolve the complaints and prevent revenue loss to the utility." Obviously, Rajveer's dash from Jaipur was well worth the effort!

For Rajveer, this is his first assignment in L&T and having delivered a critical mission for the client makes it doubly special. "My most memorable and happiest day was when I got selected in L&T to execute my dream project, smart meters, and going the extra mile for the customer is highly satisfying. The feeling at home from my wife, Ritu Shekhawat, son, Ramdhanesh and daughter, Jayanti was initially apprehension but when I shared the criticality and later the success of the mission, they fully understood that it was an essential service."



REMOTELY WORKING OUT A SECURE O&M SCHEME

Anurag Bhargava, Manager, O&M, (SW&C)

With around 10,60,000 smart meters installed across Uttar Pradesh, there are always many issues to be addressed for Anurag Bhargava, Manager, O&M, which in normal conditions is a follow-up activity but the COVID-19 situation changed everything. "I was locked up in a containment zone and had to remotely schedule the operations, something which I have never done over such a long period of time," he shares.

At home, the regime he followed was an early start to the day, "and thanks to my family, I was connected 24/7," he mentions. "The main challenge was from the consumer side as most of the people who had raised complaint requests were not allowing our technicians to enter their premises to resolve the issues citing the pandemic while from the DISCOM, there was pressure to close the complaints as soon as possible."

Finding a way forward, he says, called for a great deal of planning combined with motivation. "At field, 9 teams were deployed across 12 towns comprising around 100 members who were mostly from the O&M agencies. When we had issues such as consumers raising concerns, it gradually got to some of the team members and by the time a person who was into the fifth day of his work, there were instances of members backing out." It was learning for me, he points out, "To shuffle the team members, even if it required bringing in some fresh hands. The ploy worked and we were able to close around 6346 complaints achieving a resolution of close to 99.70% during the lockdown."

Safely managing such a huge team that moved across zones was a risky proposition but Anurag had all fronts covered with a special permission from the District Magistrate while aligning to the SOPs, "I had this fear all through that even if a single member showed symptoms of sickness, the entire crew would have to



The main challenge was from the consumer side as most of the people who had raised complaint requests were not allowing our technicians to enter their premises to resolve the issues citing the pandemic while from the DISCOM, there was pressure to close the complaints as soon as possible.



be quarantined but thankfully, our safety measures helped us to come out without any damage."

Hailing from Jhansi, Anurag credits his wife, Anurita for giving him the support in this critical endeavour while taking care of the home front and nurturing his son, Shubh. "My wife is a multi-tasker specialising in numerology, spiritual healing and is also a practising therapist. She recently bagged the National Women's Excellence Award and is acknowledged as one of 50 Most Influential Indian Women. All through the lockdown I was in the driver's seat, seeing through the deliverables with my wife ensuring that even my breakfast, lunch and dinner were served at the hotseat from where I was operating," he sums up.



ALWAYS PUTTING IN A CONSCIOUS EFFORT

T. S. Senthil Kumar,
Project Manager, (SW&C)

“When our Cluster Head decided to fight the pandemic staying back in Mumbai, I put my fears aside, and joined him,” declares T. S. Senthil Kumar, Project Manager, Mumbai City Surveillance Project. “A core team of three of my teammates stood firm in our commitment to fight this battle collectively without taking a single day off during the lockdown.”

In a challenging situation, his vital deliverable was to keep the Command & Control Centre functioning seamlessly. “With the lockdown in force, there was a long list of essentials to be covered 24/7 and to facilitate the process, we developed a business continuity plan with the on-field team taking charge while some of our other members who were working from home coordinating to address all issues.”

Despite the many hurdles, we ensured 99% systems compliance and both the Mumbai Police and MCGM have acknowledged our support in these critical times especially commending our quick response to all their needs.

Although achieving full compliance of the various systems was a humongous task, Senthil was supported by his special teams for all critical activities. “While the CCC unit was entrusted with the task of monitoring the 124 viewing centres, the application team, at the backend, ensured availability to the stake holders.” Depending on the scope of operations, they strategized the team’s strength. “The maintenance team, for instance, required more hands to ensure the uptime of cameras and their accessories. Our services were focused to facilitate the help desk activities, DIAL 100 transactions and other vital functions,” he highlights.

With the Municipal Corporation of Greater Mumbai (MCGM) depending on CCC inputs to take proactive decisions, their

turnaround time to deliver customized solutions was always critical. “We had to be on our toes and deliver precisely for a range of requirements that included realignment of cameras in the containment areas with video analytics, deployment of ANPR cameras to monitor vehicle count, enhance viewing centres to monitor the status of jurisdiction cameras and set up a viewing centre in the CM’s Bungalow. Then there were larger requirements like setting up 34 cameras at a temporarily converted COVID-19 hospital and integrating them to our network.”

“Despite the many hurdles, we ensured 99% systems compliance,” Senthil beams. “Both the Mumbai Police and MCGM have acknowledged our support in these critical times especially commending our quick response to all their needs. The good work enabled us to collect INR 26 crores for the quarter ending March on priority and receive GST clearance for INR 79 crores, a much-needed impetus in the long battle ahead,” he says with a tight smile.

For Senthil, it was a conscious shift from the Renewables BU that presented him with this opportunity. “Initially my family, especially my mother, was worried, but my sister, Thilagavathi and my wife, Rajam, managed the situation, giving my parents the confidence that I was secure and doing a national service. Of course, I do miss my two little children, son Vasanth and daughter Chaaru Meena but digital platforms always keep us connected.”



KEEPING THE ON-FIELD SMART ELEMENTS CONNECTED

Farman Ali,
Assistant Manager, Field & O&M,
SW&C

As a network communication professional, Farman Ali, Assistant Manager, Field & O&M, likes to do what he is best at, provide seamless connectivity and at the Pune Smart City Project, his first assignment in L&T, the responsibility was bigger. “We had the onus of keeping the city connected, ensure that all the smart elements were functioning 24/7 and provide WIFI across zones.”

“Here, it was not just about connectivity, but going a step beyond,” informs Farman, “In order to help isolated and quarantined patients fight mental stress and psychological challenges during the extended period of isolation, Pune Smart City along with the Pune Municipal Corporation extended their WIFI coverage specifically to isolation and quarantine centres at Naidu Hospital, Sanas Ground and Laigude Centres. For us, at L&T, it was all about providing high-speed internet service at these locations to give the quarantined patients a feel-good experience of being remotely in touch with their loved ones while recovering.”

For on-field personnel, being on the move is very natural, remarks Farman, “But COVID-19 was an entirely different proposition as we needed to immediately respond and restore priority locations which was only possible by getting the requisite passes. Our first point of contact was the police commissioner’s office to avail off the permissions and then there was the pressure from the client’s side as every hi-tech platform needed to be connected to access real time data. In a larger sense, we just could not afford breakdowns.”



For us, at L&T, it was all about providing high-speed internet service at these locations to give the quarantined patients a feel-good experience of being remotely in touch with their loved ones while recovering.

Recalling a tense moment during one of the restoration ventures, Farman shares, “Our vendor’s team engaged in an activity was down with a positive case and the link had to be restored as quickly as possible, but with the right support and timely replacement of crew, we were able to manage the situation.” Apart from leading on-field service functions, Farman also chips in with ideas for cross-functional applications like the development of an executive dashboard which now enables L&T operators to map the entire city data to provide the right analytics and direction to the administrators.

“When I took up the on-field responsibility, my wife, Kahkashan Nigar, tried to convince me to stay back citing that I was not into essential services but now she proudly shares with my children, daughter Salsabil and son Syed Fasbah about how L&T is keeping the city connected and updated in this united battle,” he shares elatedly.

RUNNING THE EXTRA MILE INTELLIGENTLY AND SAFELY

Naveen HR,
Assistant Manager, Projects (SW&C)

With around 7 workmen who were the only available manpower resource at site, we took up the works across the alignment and 5 stations and as we made progress, the client, seeing our meticulous effort chipped in to facilitate the process.



The immediate concern for Naveen HR, Assistant Manager, Projects, at the Bengaluru Metro Rail Project when the lockdown began was how to complete the installation works for the R4 Extension Project as the client had fixed the inauguration for some time in mid-August. "We had only a handful of workmen and the entire section had to be tested and made ready by July for the Commissioner of Metro Rail Safety testing," he describes his mandate.



Though on his first assignment at L&T, Naveen possesses experience of close to a decade across some significant infrastructure projects with special prowess in telecommunication systems having implemented hi-tech systems at the Delhi and Hyderabad metro rail projects. "This was a different situation, something that I had never faced before," mentions Naveen. "Thanks to my seniors at site, we formulated a practical approach to make headway with the things on hand. This strategy was an insight for me as the team broke down the scope into smaller, achievable targets. Our immediate intent was to conduct some work with the available resources."

"With around 7 workmen who were the only available manpower resource at site, we took up the works across the alignment and 5 stations and as we made progress, the client, seeing our meticulous effort chipped in to facilitate the process," shares Naveen. "Installation & testing the 8 systems was a precision task which we aligned with the SOPs ensuring that all the checks and balances were effected." Today, the team's initiative is a model approach, highlights Naveen, "The client has acknowledged our initiatives by asking other contractors to follow the same approach as we ran the extra mile intelligently and safely reinforcing our credibility."

A native of Bengaluru, Naveen is happy to be based with this family that includes his wife Sowmya and daughter Navya, "The greatest inspiration after a hard day's work is to spend some quality time with your family and thankfully I have been able to share many good things about L&T's concern for its employees and workmen that has made my family proud of the work I do."

AT THE NERVE CENTRE OF OPERATIONS

Being a part of the project team right from the initial days has worked to my advantage and the crisis has opened up a lot of cross-functional learning which is an invaluable insight.



Priyanka Debnath,
Senior Engineer, (SW&C)

Ever since the lockdown began, Priyanka Debnath, Senior Engineer, Nagpur Smart City Project, has had a larger role to perform at the nerve centre of operations, "Overnight the Command & Control Centre was transformed into a 'War Room' with L&T providing comprehensive support for smooth operations of the various smart functions. Added to this, we have been sharing vital information and statistics such as analytics on lockdown zones, vehicle movement and crowd gathering to the police department and hosting emergency mobile applications as and when requested by the municipality."

Keeping the nerve centre ticking 24/7 was the biggest challenge, highlights Priyanka, "We had two 12-hour shifts covering a range of critical activities such as management of all public announcements, variable message display boards, monitoring of CCTVs, ensuring cyber security check across all IT systems." With almost all the top line bureaucrats based at the war room and all activities monitored from the COC, there was immense pressure that could only be felt by being at the location, remarks Priyanka.

Every issue had to be resolved at one go, "For instance, there were specific audio tracks recorded by the Nagpur Municipal Commissioner and Traffic Police giving instructions and guidance on preventive measures relayed across the 112 Public Address Systems along with 8 key slides and 1 video being precisely communicated across the city through the 51 Variable Messaging Displays. On a perfect day, this was just a series of transmissions but on one occasion due to some additions in the files, the uploading was not happening and finally got resolved only at

around 1 am." Of course, the hard work was acknowledged by the client shares Priyanka delightedly, "It was highly motivating to get a commendation certificate especially during this challenging phase."

It has been a memorable debut for Priyanka at L&T that too in her first assignment and she is thankful to her seniors for having provided the opportunity to take up challenges, "Being a part of the project team right from the initial days has worked to my advantage and the crisis has opened up a lot of cross-functional learning which is an invaluable insight."



On the home front, her parents based in Tripura, are proud of their daughter's achievement. Certainly, this young lady is a tough customer who has proved her mettle under the most challenging circumstances and amid all the pressure, knows how to find some quiet moments to relax, "Yes I do get time, rather I should say, I make myself available to allow some 'Me-Time' to pursue my hobbies that include music and reading."

ENABLING A VITAL LINK

Atul Garg,
Senior Engineer, (SW&C)

For Atul Garg, Senior Engineer, Telecommunication Systems at Nagpur Metro Rail Project, overcoming the fear factor was most important of all. "We had lined up the commissioning works and were hopeful that it would be completed seamlessly based on which I had also planned my wedding sometime in mid-April," shares Atul. "COVID-19 changed it all. Thankfully, all of us are safe, nearing our project milestones while I await the easing of the lockdown to tie the knot with my beloved, Dolly Dixit."

With the testing continuing along the alignment, Atul's services were most sought after by the client, "Of the 11 systems, radio communication is a vital link and the customer wanted to be sure that it worked perfectly during the test runs." The toughest thing for us during these times was to reach the site, informs Atul, "We were not used to going through so many protocols and processes, but they helped us to stay safe and align with the SOPs, with the client fully understanding our commitment."

As some of the key members of the commissioning team were off work, the onus was more on Atul to ensure that the milestones were achieved. "With a lean crew, it was not easy to fix the spots across the alignment, but we made a tactical approach where specific engineers would cover the entire commissioning or maintenance work across identified sites. The ploy worked well, as, apart from dealing with the core issue, like radio systems in my case, I would also connect remotely with the respective engineer to rectify other issues like CCTV systems, etc. In a way, this method enhanced our cross functional domain skills," adds Atul.

On course, Atul has added momentum to some of the other tasks as the lockdown gave more time to focus on finalising around

252 design drawings for equipment and cable layout, develop a 3D model for Nagpur stations with an 'Augmented Reality' view to facilitate the seamless integration of the design and also enable maintenance training through the proposed interface.



Atul now enjoys the backing of his full team at site as operations have resumed, and with most of the commissioning works finalised, he looks to take forward his hobby of writing poems to good effect to woo his beloved as he will be entering wedlock soon.

We were not used to going through so many protocols and processes, but they helped us to stay safe and align with the SOPs, with the client fully understanding our commitment.



B&F IC launches digital dashboards for SPEED 2.0 initiative

As part of the SPEED 2.0 initiative, 3 Digital dashboards were launched by M. V. Satish (MVS), Whole Time Director & Sr. Executive Vice President - Buildings, Minerals and Metals on 2nd March 2020. SPEED 2.0 (Site Productivity Efficiency & Excellence by Digital) is a digital initiative that focuses on monitoring & improving key parameters pertaining to workmen productivity. In this context, the biometric dashboard uses attendance data of workmen to calculate crucial parameters such as workmen gang size, skill ratio, work start time and consistency at site and vendor levels. Further, it throws data pertaining to workmen churn (fragmentation) and the length of stay of workmen at sites.

SPEED 2.0 dashboard also considers Procube data to analyse, integrate progress and productivity dashboards regarding norms and key metrics which have been built into the dashboard to give priority to data quality, adoption, and usage of Procube. RFID dashboard for monitoring worker availability was also presented based on a full-scale implementation at IIT Hyderabad site along with trends and insights into the availability data.



Other senior management present at the launch were Anantha Sayana (Chief Digital Officer, L&T), V. Sukumar Hebbar (Head - ITOS & Health BU), V. Ramesh (Head - Airports BU), K. P. Cion (Head - MEP, CB&A), R. Shankar Narayanan (Head - Corporate Centre, B&F) and Viju Varkey (Head of Operations - CB&A South).

H. Sreekantha Rao (Head - Cost Optimization & Control, CB&A) put SPEED 2.0 into context following which the individual dashboards for 3 digital solutions - Procube, Biometrics and RFID were presented to MVS who appreciated the effort, emphasizing the continuous usage of digital platforms to enhance efficiency of operations at various levels.



Health BU showcases its capabilities at the 3rd Annual India Hospital Design & Build Summit



B&F IC's Health BU showcased its capabilities in Healthcare Design and Construction at the 3rd Annual India Hospital Design & Build Summit conference organized by the Quest on the Frontier in New Delhi on 20th February 2020.

Being a part of the eminent panel on the topic 'Vision and Strategies for a Futuristic Smart Hospital', V Sukumar Hebbar, VP & Head, Health & IT OS BU addressed on the various aspects of the Smart Hospital concepts, futuristic trends of hospital infrastructure industry and the way forward. N. Nithyanand, DGM - BDM Health, presented on the 'Emerging Business Trends in the Health Care Industry' touching upon the various Healthcare Infrastructure facts, present, evolving & future trends in the construction industry.

An elegant stall displayed an elaborative experience of our expertise in Health Care Design and Construction solutions to many aspiring private hospital chains that visited the stall.

This flagship conference was attended by eminent personalities including Dr. B.K. Rao (Padma Bhushan Recipient), Chairman, NABH, Dr. Arun Gupta, Executive Director, Ayushman Bharat, Dr. Rajiv Kumar Jain, Chief Consultant – Health, Indian Railways, Mr. Sanjay Kumar, Joint Director (Architecture), Ministry of Defense, Mr. Varun Sharma, Senior Consultant, AIIMS New Delhi, CEOs and Directors of various hospitals including Apollo, Max, Fortis, C K Birla Group, Metro Group and Sir Ganga Ram Hospital.

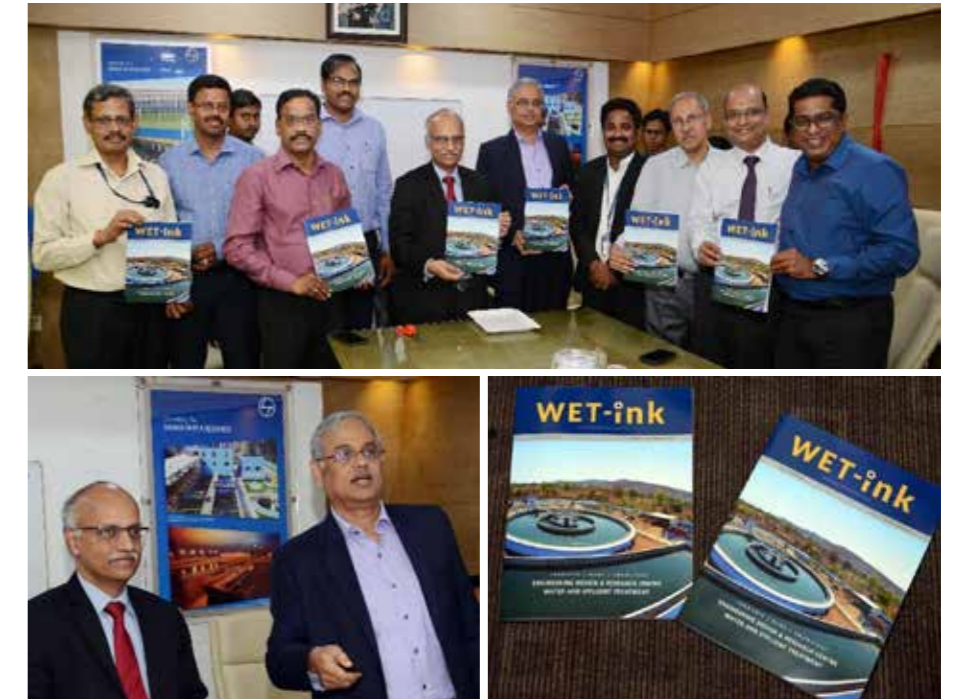


EDRC WET IC launches 'WET-ink' magazine

The first issue of 'WET-ink', a new EDRC magazine on engineering design conceived and developed by EDRC, WET IC, was released by S. Rajavel, Senior Vice President & Head - Water, Smart World and Communication, on 11th March 2019 at HQ Chennai in the presence of K. Asok Kumar, Executive Vice President & Head - Water & Effluent Treatment, N. Ramasethu, Vice President & Head - Water International, K. Masilamani, Vice President & Head - Industrial & Large Water Systems BU, T. Sukumar, Vice President & Head - Finance, Accounts & Admin, E. P. Sajit, Vice President & Head - Water Supply & Distribution BU, K. Rajeevan, Head - EDRC WET IC, S. Ramkishore, Vice President & Head - Human Resources, G. Balasubramanian, Head - Corporate Centre, along with EDRC (BU) Heads from WET IC.

Highlighting the importance of design, SRV in his opening remarks, underscored that a good design team adds value to the engineering initiatives and plays a vital

role to achieve project milestones. KAK mentioned that several talented professionals join EDRC year on year and this magazine would serve as a platform to showcase their talents and nurture them apart from stressing the importance of sustaining this magazine. It dives deep into the areas of sustainable technologies for water management, BIM, distribution model and throws light on some significant design enhancements across key projects.



DKS inaugurates the Constro Expo 2020

D K Sen - Whole Time Director & Senior Executive Vice President (Infrastructure) inaugurated the Constro International Expo organized by the Pune Construction Engineering Research Foundation (PCERF) on 16th January 2020 at the New Agriculture College Ground, Pune. The theme for Constro2020 was Mechanized and Intelligent Construction with focus on key areas such as National Building Code, Construction Skills Development, Green Sustainable Buildings and Safety at Construction Site.

DKS shared insights on India's construction market and how it was poised to become the 3rd largest construction market by 2025, highlighting that India was ramping up its infrastructure across roads, buildings, railways, irrigation & urban Infra and elucidated on how mechanization and digitalization were helping to improve speed, scale and productivity of

the projects with cost savings. On skilling, DKS mentioned that L&T was fully committed towards skill building and had established 9 Construction Skill Training Institutes in 8 states across India through which several youngsters were nurtured into skilled workmen.

Constro, the biggest expo in Western India, was held in January 2020 and attracted more than 350+ exhibitors, 12000+ business visitors and 2 lakh+ general visitors.



WE L&T-ITES

We learn, we try, we do, we link
 "Everything is possible" this is what we think
 We make, we create, we build, we launch
 We always work with this approach
 We share, we dare, we care, we admire
 We are a large family having no fear
 We start, we plan, we process, we finish
 We religiously follow safety, quality, rule and advise
 We consult, we compare, we validate, we decide
 Safety, quality 'n' cost: no question of compromise
 We plan, we do, we check, we act
 Safety is our mantra 'n' this is a fact
 We build cities, we light up villages
 We never step back giving our services
 We have will, capabilities, technology 'n' practices, the best.
 We make extraordinary things ordinary, driving force is our Management
 Be it construction, technology, defence or space mission
 We always think 'n' feel proud of building our own nation
 We overcome challenges and make things right
 Irrespective of adversity, situation 'n' plight
 We believe in customer satisfaction 'n' customer delight
 Customer is supreme, we have no doubt
 We research, we design, we develop, we innovate
 We invest in trainings 'n' knowledge is our real asset
 We create landmarks: highest, longest, tallest, largest
 We set 'n' break our own records, we put our best
 We believe in commitment, collaboration, team-work n honesty
 Values to shareholders, contribute to society 'n' help the needy- our priority
 We go across geography, we create history
 Being proud L&T-ites, this is our true story

- **Ananta Singha Ray**
 Construction Manager - Civil, RL BU, TI IC



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.



Rajkumar Kasinathan, Asst. Manager (Civil), PT&D



Amandeep Singh, Manager (Planning), PT&D



Bharathi Selvaraj, Sr. Engineer (Civil), PT&D



Vasanthakumar Udayar, Sr. Engineer (Cable), PT&D



Nishant Patwari, Supervisor, SWC



Kulkarni Arun Ravikumar, Asst. Manager (Mech), SWC



P Boopathi, Manager, SWC



Jagdish Kumar, Manager - Installation, SWC



Maharaja M, Asst. Manager - QA/QC, SWC



Ramu D, HR Systems, SWC



Kalabashini D, Manager (Instrumentation), SWC



Shashivendra Pratap Singh, Manager - QA/QC, SWC



Puneet Jain, Manager - Cyber Security, SWC



Prakash R, Manager - Human Resources, SWC



Soumyajit Karam, Sr. Engineer, SWC



Kovi Somesh, Sr. Engineer, SWC



Nagam Chaithan Harsha, Asst. Manager (Elects. & Commn), SWC



Pithadia Divyesh Mahendrakumar, Asst. Manager, SWC



Manivannan R, Asst. Manager - Design, SWC



Madasamy, Asst. Manager (Network), SWC



Manish Ramchandani, Manager - Network, SWC



Rahul Dhabhai, Sr. Engineer, SWC



Somiran Dutta, Asst. Officer - Accounts, SWC



Yogendra Kumar, Sr. Engineer (Systems), SWC



Team Jaswan - Rajesh Kumar, Executive (Stores), SWC, Joy Banerjee, Asst. Manager (Accounts), SWC, Ashish Kumar Gupta, Asst. Manager, SWC, Ranganathan R, Advisor, SWC



Narendra Kumar Sharma, Project Manager, SWC



Ajay Sahu, Manager - Planning, SWC



Ankit Kumar Upadhyay, Engineer (Electrical), SWC



Arun Kumar Gupta, Manager - Solution Architect, SWC



Harshul Mahajan, Sr. Engineer, SWC



Anirban Dutta, Asst. Officer, SWC



Ketan Ramanbhai Mehra, Asst. Manager, SWC



Kommepalli Soniya, Sr. Engineer, SWC



Vishva Taksha Singh, Sr. Engineer, SWC



Tarun Ghara, Engineer, SWC



Bhosale Vishal Ashokrao, Executive (Project Management), SWC



Ashish, Manager (QA/QC), SWC



Ravindran S, Senior Systems Engineer, SWC



Gaddam Samskruthi, Sr. Engineer, SWC



Anto Claret Shaj Simon, Supervisor - Human Resource, SW&C BU



R Selva Kumar, Sr. Manager (Business Development), SW&C BU



Logesh Rajendran, Manager - Solution Architect, SW&C BU



Vijay Goyal, Manager - Operations, SWC



Priyanka Debnath, Sr. Engineer, SWC



Jnaneswar Thakur, Asst. Manager, SWC



Rajesh Kumar Shah, Asst. Manager - Cost Management, SWC



MD Raja, Manager - Operations, SWC



Ramesh Ashwath, Asst. Manager, SWC



Aurabinda Biswas, Manager (Projects), SWC



Arvind Kumar, Sr. Engineer, SWC



Poonam Singh, Sr. Network Engineer, SWC



Team Award - From Left: Arvindkumar B, Shihari Sundar, Jijo Joy, Ravi Pratap Gond (Engineering Team), SWC



Team Award - Allahabad Smart City Project, SWC



Sujan Dey, Manager (EHS), SWC



Ashish Kumar, Assistant Manager (Quality), SWC



Madasamy, Assistant Manager (Network), SWC

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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.



Harihar Chauhan (Sr. Construction Manager (CIVIL), B&F IC), receives his award from Navneet Kaul (Head Operation, North, Buildings & Factories)



Amareswara Rao T, Head-PT&D Middle East BU (Designate) (PT&D IC), receives his award from Madhava Das T



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



Landage YM, Project Manager (PT&D IC), receives his award from Ramanathan V, Head - Risk Management, PT&D



Rakesh Kumar Sharma, Foreman (Elec) (PT&D IC), receives his award from Ramanathan V



Tukhaswar Mahto, Senior Master Operator (TES MEC) (PT&D IC), receives his award from Ramanathan V

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Swatantra Kumar Jain (Project Manager, Indira Gandhi Bhawan, B&F IC), receives his award from Navneet Kaul



Hegde PG (Project Manager Civil, IICC Dwarka, B&F IC), receives his award from Navneet Kaul



Rajeevan K, Head - EDRC (Water & Effluent Treatment IC), receives his award from S. Rajavel, Sr. EVP & Head - Water & Effluent Treatment IC



Chauhan Lilabhai Mathurbhai (General Foreman (Civil), C-17, B&F IC), receives his award from Navneet Kaul



Shiv Kumar (Purchase Officer, B&F IC), receives his award from Navneet Kaul



Kandasamy V, Head - Proposals (Water International) - Water & Effluent Treatment IC, receives his award from S. Rajavel



Ugale Vilas Gangadhar, SR. DGM (SCM) - Water & Effluent Treatment IC, receives his award from K. Asok Kumar, EVP & Head - Water & Effluent Treatment



Balasubramanian R, Head-UPD BU (PT&D IC), receives his award from Madhava Das T, Sr. Vice President & Head, Power Transmission & Distribution IC



Venkatesan NSR, Cluster Head, Chennai Cluster - Water & Effluent Treatment IC, receives his award from S. Rajavel



Satish SC, Head - Smart Infrastructure - Water & Effluent Treatment IC, receives his award from S. Rajavel



Ajith V, JGM- Civil - Water & Effluent Treatment IC, receives his award from S. Rajavel



Sivasankaran P, JGM (QA & QC) - Water & Effluent Treatment IC, receives his award from S. Rajavel



Vijayakumar Karunakaran, DGM - Commissioning and O&M - Water & Effluent Treatment IC, receives his award from K. Asok Kumar



M. Chandrasekhar CH, Segment Head (South & East) - Water & Effluent Treatment IC, receives his award from S. Rajavel



Senthilkumar K (DGM (QA/QC)), receives his award from Navneet Kaul



Sunil Kumar Singh, Cluster Head, Jaipur Cluster - Water & Effluent Treatment IC, receives his award from K. Asok Kumar



Madhur Mohan Jaiswal, Cluster Head, Kolkata Cluster - Water & Effluent Treatment IC, receives his award from S. Rajavel



Viswanathan G, Cluster Accounts & Admin Manager (PT&D IC), receives his award from Ramanathan V



Valliappan CT, Sr. Construction Manager (Elec) (PT&D IC), receives his award from Ramanathan V



Narendra Singh, Construction Manager (Elec) (PT&D IC), receives his award from Ramanathan V



Balasubramanian G, Head- Corporate Centre, Water & Effluent Treatment IC, receives his award from S. Rajavel



Rajan Bansal, Head-Lower East Africa (PT&D IC), receives his award from Madhava Das T



Pijush Kanti Ghosh, Cluster Accounts & Admin Manager (PT&D IC), receives his award from Ramanathan V



Uthayanan SB, Asst. Manager (Admin) (PT&D IC), receives his award from Niranjana C, Head-Finance, Accounts & Admin. (PT&D)



Nithyanantha Gunasekar B, Project Manager- Elec (PT&D), Qatar receives his award from Amareswara Rao T, Head - PT&D Middle East BU (Designate) and A Dhanapal, Head-PT&D (QATAR)



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



Jagadeesh Kumar DSVN, Sr. Construction Manager (Instrumentation) (PT&D IC), receives his award from Ramanathan V



Jagadish S, Asst. Manager (Systems) (PT&D IC), receives his award from Mr. Ramanathan V



Raju M, Sr. Engineering-Manager (Elec), receives his award from Srinivasan S, Head-Engineering (PT&D IC)



Kamal Kumar Walia (Construction Manager - Mech, B&F IC), receives his award from Navneet Kaul



Obaidur Rehman (Sr. Manager (Systems), B&F IC), receives his award from Navneet Kaul



Venkatakrishnan N, Cluster Accounts & Admin Manager (PT&D IC), receives his award from Niranjana C



Laxmanan R, Manager (Accounts) (PT&D IC), receives his award from Niranjana C



S Devarajan, Manager (Materials), (PT&D IC), receives his award from Mr. Rahul Sikka, Head- Africa (PT&D IC)



Vikas Srivastava (Asst. Manager - Civil), receives his award from Navneet Kaul



Brijesh Kumar Mishra (Asst. Manager - IR), receives his award from Navneet Kaul



Ramanathan V, Head - Risk Management (PT&D IC), receives his award from Madhava Das T



Snehasish Debnath, Sr. Construction Manager (Elec) (PT&D IC), receives his award from Ramanathan V



Satyajit Parija, Sr. Construction Manager (Elec) (PT&D IC), receives his award from Karthi Kumar TK, Cluster Operations Head (Sub Station)-Chennai & Bangalore Clusters (PT&D IC)



Sanjay Kumar Tiwari (Asst. Manager - Accounts), receives his award from Navneet Kaul



Rajneesh Palta (Construction Manager (Civil)) receives his award from Navneet Kaul



Umashankar Rao N (Manager - Stores), receives his award from Navneet Kaul



Ajay Kumar, Manager (Accounts) (PT&D IC), receives his award from Ramanathan V



Leninkumar V, Segment Head-Materials Management (North & West) (PT&D IC), receives his award from Ramanathan V



Dhanasekar S, Sr. Draughtsperson (Elec) (PT&D IC), receives his award from Srinivasan S, Head-Engineering (PT&D IC)



Singaravelu C, Asst. Manager (Industrial Relations), Water & Effluent Treatment IC, receives his award from S. Rajavel



Dhayalan J, Advisor, Water & Effluent Treatment IC, receives his award from S. Rajavel



Narasimhan R, General Foreman - QA / QC, Water & Effluent Treatment IC, receives his award from K. Asok Kumar



Senthilnathan S, Manager (Accounts) (PT&D IC), receives his award from Niranjana C



Leelavathy B, Sr. D'Man-Civil (PT&D IC), receives her award from Srinivasan S, Head-Engineering (PT&D IC)



Imtiaz Ahmad Khan, Asst. Manager (Accounts) (PT&D IC), receives his award from Ramanathan V



Palanivel S, Manager (Elec), Water & Effluent Treatment IC, receives his award from S. Rajavel



Subitha KS, Sr. Design Engineer (Civil), Water & Effluent Treatment IC, receives her award from S. Rajavel



Charulatha Devanath, Executive Secretary, Water & Effluent Treatment IC, receives her award from S. Rajavel



Jitendriya Rao Katta, Asst. Manager (EHS) (PT&D IC), receives his award from Ramanathan V



B. Sethuraman, Senior Construction Manager (Electrical), (PT&D IC), receives his award from Rahul Sikka



Buildings & Factories IC



Participants of the POSH programme held at C-17 Site



Participants of S.T.E.P. (Structured Trainee's Engagement Plan) UP - Mid Term Review on Job Rotation & CSR



Participants of Workshop on Stores Management held at KKCL on January 13th-14th, 2020



Participants of Learning through Discussion - Quality Workshop at Kolkata Regional Office on February 3rd, 2020

January - June

EHS Risk Management Programme at HIAL Project on Jan 4, 2020; Participants: 13; Faculty (Int.): Mr. Appireddy Srinivasareddy.

MAPS Programme at Chennai HQ on 06 - 09 January 2020; Participants: 20 nos; Faculty(Int.): Sakthivel.G; V.Swaminathan; J.Hariharan;Madhu Anand; Suresh Kamal; Dipthi Prakash; Arunkumar.T; H. Sreekantha Rao; Arunkumar. V; Lakshmi Narayanan S Sampath; Arvind P Sardeshpande; Ganapathy Subramanian; P.S. Rajkumar; Dr.K.M. Nanthan; Kishore Kumar Dasam; Faculty (Ext.) Ashwin Mahalingam; Sivakumar (IIT Madras)

PMEE Batch 10 at Chennai HQ on 06 - 09 January 2020; Participants: 18 nos; Faculty (Int.): L&T IPM

EHS Risk Management at Kolkata Regional Office on Jan 06th

2020; Participants 15; Faculty (Int.): Mr. Sujit Saha

EHS- Functional Competency Mapping (FCM) Programme at Chennai HQ on 09 - 10 January 2020 Participants: 7nos; Faculty (Int.): Dr.Sunil Jajit;

DESI - Site Intervention program for MLCP Chennai Airport site Staff at Chennai

HQ campus on 9 January 2020, Participants: 16, Faculty (Int.): Mr. T.K. Premkumar

FAA - training for Store function at Faridabad during Jan 9-10, 2020, Participants:18, Faculty (Int.): B. Palanivel, Rajkumar, Manoj Kumar Badapanda, Anshul Solanki, Sujit Kumar Mishra

HVAC Training – Module 4/6/ Psychometry for EDRC Staffs at Chennai HQ on 10th Jan, 2020; Participants: 10 , Faculty (Int.): Mr. Sirish Kumar G

EHS Risk Management Using Simulation Game Module Programme at HIAL Project on Jan 11, 2020; Participants: 20; Faculty (Int.): Mr. Appireddy Srinivasareddy.

Stores Management at Kolkata Regional Office from Jan 13th to 14th, 2020; Participants: 16; Faculty Coordinator: Ms. Moumika Roy

Good to Great at Faridabad during Jan 16-17,2020, Participants: 20, Faculty (Ext.) - Dr. R Karthikeyan

DESI - Site Intervention program for Chennai Airport Phase - II site Staff at Chennai

HQ campus on 17 January 2020, Participants: 11, Faculty (Int.): Mr. T.K. Premkumar

Risk Management on EHS for HERO project site Staff at Hero Site, Chittoor on 17 January 2020, Participants: 16, Faculty (Int.): Mr. Rajkumar R - CEHSM Chennai Cluster

EHS Risk Management at Mumbai, on Jan 17th 2020; Participants: 02; Faculty (Int.): Mr. Patel Shaileshkumar Ambalal

Step Up Program for Finance & Accounts Professionals at Kolkata Regional Office from Jan 17th to 18th 2020; Participants: 20; Faculty Coordinator: Ms. Moumika Roy

RENAISSANCE Workshop at Faridabad on 18th Jan'20, Participants: 8, Faculty (Ext.): Dr. R Karthikeyan

Step up program for IR Professionals at Kolkata Regional Office from Jan 20th to 21st Jan 2020; Participants: 13; Faculty Coordinator: Ms. Moumika Roy

Risk Management on EHS for WIPRO site Staff at Wipro Site, on 21 January 2020, Participants: 11, Faculty (Int.): Mr. Rajkumar R - CEHSM Chennai Cluster

EHS -Professional Development Program (EHS - PDP) at Chennai HQ on 20 - 22 January 2020 Participants: 19; Faculty (Ext.): Kamarajan

EDGE (Employee Development for Growth and Excellence) at Faridabad during Jan 24-25, 2020; Participants: 29, Faculty (Ext.): Col Suman Khare & Col K. Kataria

Risk Management on EHS for Prashanth Hospital site Staff at Site, on 27 January 2020, Participants: 08, Faculty (Int.): Mr. Rajkumar R - CEHSM Chennai Cluster

Revised Quality Management System Programme at HIAL Project on Jan 28, 2020; Participants: 19; Faculty (Int.): Mr. Rupesh Kumar.

STEP UP - GET Mid Term Review and CSR Activity at Faridabad during Jan 28-29,20; Participants:, 39, Faculty (Int.): Mr. Bhupesh Datta & Mr. Swatantra Kumar Jain

Interactive Session for Women for EDRC Staffs at Chennai HQ on 29th January, 2020; Participants: 52, Faculty (Ext.): Dr. Saheba, Dr. Sujatha, Ms. Aishwarya (from Kavery Hospital)

Scaffold Competence Building Program at Ranchi Convention Centre, Jharkhand Cluster from Jan 28th to Jan 31st 2020; Participants: 21; Faculty (Int.): Mr. Rajalingam B & Mr. Kushal Das & Mr. Sujit Saha

PGET Daksha at CSTI Kanchipuram for EDRC Staffs during 28th Jan – 7th February, 2020; Participants : 28 ; Faculty Coordinator (Int.): Mr. Vivek Ranjan

CSWIP 3.0 Visual Welding Inspector Level – I programme at Chennai HQ on 30 Jan - 01 February 2020; Participants: 29; Faculty (Int.): Dr. K.M.Nanthan

Testing and Commissioning program at LDA Lonavala on 31 Jan - 01 February 2020; Participants: 16; Faculty (Int.): Robert Guzman;

Vendor Relationship Management Workshop at BIAL T2 on Jan 31, 2020; Participants: 14; Faculty (Int.): Mr. TK Premkumar

Internal Auditor Refresher Training at BIAL T2 on Feb 01, 2020; Participants: 08; Faculty (Int.): Mr Karthikeyan KM

Vendor Relationship Management Workshop at BIAL T2 on Feb 01, 2020; Participants: 14; Faculty (Int.): Mr. TK Premkumar

Learning through Discussion - Quality Workshop at Kolkata Regional Office on February 03rd 2020; Participants: 21, Faculty (Int.): Balasubramanian M

Finishes Specialist Development Program (FSDP) at Mumbai on 4-7 Feb, 2020; Participants: 29 nos; Faculty (Int.): C.J.A.Davidraj; Jyotsna Joshi; Hardik Patel; R.Shankar Narayanan; Vivek; Amit Barde; Milind Pawar; O.V. Dinakaran; Rajesh Srinivasan; Prakash Pai

EHS Risk Management at Kolkata Regional Office; on February 06th 2020; Participants: 11; Faculty (Int.): Sujit Saha

Leader Assimilation Workshop at L&T Tech Park on Feb 13, 2020; Participants: 11; Faculty (Int.): Mr. TK Premkumar

Office Etiquette & Presentation Skills for EDRC Staffs at Chennai HQ on 13th February, 2020; Participants : 44, Faculty (Ext) - Mr. Nagaraj from CTEA Mysore

Vendor Relationship Management Workshop at BIAL T2 on Feb 14, 2020; Participants: 18; Faculty (Int.): Mr. TK Premkumar

Office Etiquette & Presentation Skills for EDRC Staffs at Chennai

HQ on 14th February, 2020; Participants : 35, Faculty (Ext.): Mr. Nagaraj from CTEA Mysore

Stress Management Workshop at BIAL T2 on Feb 15, 2020; Participants: 16; Faculty (Int.): Dr. Sunil Jajit; Mr. TK Premkumar

PMEE Batch 10 at Chennai HQ on 17 - 21 February 2020; Participants: 16 nos; Faculty (Int.): L&T IPM; Yamini

FAA WORKSHOP - ACCOUNTS at Bangalore on Feb 17-18, 2020; Participants: 37; Faculty (Int.): Mr. Vikas Jha, N. Rama Subramanian / Mr. G.Govindaradjou, Mr. Vikas Chitlangia, Mr Kannan K, Ms Shanthala V, Mr. PS Rajkumar, Mr A M Balaji, Mr. M.Vignesh, Mr S.V.Venkatraman

Good to Great Workshop at BLCL during Feb -18- 19, 2020; Participants: 18; Faculty (Ext.): Dr. Karthikeyan (GEMBA)

OD Intervention – Session 2 for ERDC Staffs at Chennai HQ on 18th February, 2020; Participants – 11; Faculty (Ext.):Ms. Pramila from MMM Training Solutions

Robustness & Disproportionate Collapse for RCC , Steel structures and calculation of crack for ERDC staffs on 19th February, 2020; Participants – 55; Faculty (Int.): Mr. Raghupathy, Mr. J Mohan & Mr. Sivakumar S

EHS -Professional Development Program (EHS - PDP) at Chennai HQ on 19 - 21 February 2020 Participants: 18; Faculty (Ext.): Kamarajan

PoSH (Prevention of sexual harrasment of women at workplace) on Feb 22, 2020, Participants: 78, Faculty (Ext.): Ms. Nivedita Puggal

FAA WORKSHOP – STORES at Bangalore on Feb 25-26, 2020; Participants: 23; Faculty (Int.): Mr. TLS Balaji, N. Rama Subramanian / Mr. G.Govindaradjou, Mr. B Palanivel, Mr. Hari Prasad V, Ms. Shanthala V, Mr. MV Ravishankar, Mr. PS Rajkumar

SWAGAT' Orientation Programme for Newly joined Staff of CNCL / HYCL at Chennai HQ campus, Chennai during 25 Feb - 26 Feb, 2020, Participants: 13, Faculty (Int.): Mr. Upendran, Mr. Raj Kumar. PS, Mr. Swaminathan. V, Mr. Muthaiah, Mr. Ravichandran. P, Dr. K M Nanthan, Mr. Purushothaman, Mr. Gavaskar. V, and Mr. Agasteyas Isaac

Corporate Etiquette & presentation skills at Chennai HQ on 27th February, 2020; Participants – 34, Faculty (Ext.): Mr. Arun Kumar Davy

QA/QC - Functional Competency mapping at Chennai HQ on 27 - 28 February 2020; Participants – 14, Faculty (Int.): Dr. Sunil Jajit

Corporate Etiquette & presentation skills at Chennai HQ on 28th

February, 2020; Participants – 32, Faculty (Ext.): Mr. Arun Kumar Davy

POSH at Workplace for ERDC Staffs at Chennai HQ on 29th February, 2020; Participants – 64; Faculty (Ext.): Ms. Vasantha Kumari

Blender for Architects for ERDC Staffs at Chennai HQ on 2nd March, 2020; Participants: 19; Faculty (Int.): Mr. Hardik Patel

FAA WORKSHOP – IR at Bangalore on Mar 03-04, 2020; Participants: 30; Faculty (Int.): Mr. MV Rao, Mr. N.Rama Subramanian, Mr. Sudhakar Prabhu, Mr. S Bhaskar, Mr. RV Sudhakar, Mr. A Venkatesh, Mr. TK Jayaprakash, Mr. PS Rajkumar, Ms Neelima Gandhi

Business Communication for ERDC Staffs at Chennai HQ on 3rd March, 2020; Participants: 35; Faculty (Ext) – Mr. Nagaraj from CTEA Mysore

POSH at Workplace for ERDC Staffs at Chennai HQ on 4th March, 2020; Participants – 43; Faculty (ext) – Ms. Vasantha Kumari

Blender for Architects for ERDC Staffs at Chennai HQ on 5th March, 2020; Participants: 19; Faculty (Int): Mr. Hardik Patel

Vendor Relationship Management Workshop at L&T Tech Park on Mar 05, 2020; Participants: 15; Faculty (Int.): Mr. TK Premkumar

EHS Risk Management at Kolkata Regional Office; on March 06th 2020; Participants: 22; Faculty (Int.): Sujit Saha

BIM 360 Implementation Programme at HIAL Project on March 7, 2020; Participants: 16; Faculty (Int.): Mr. B.S. Mukund

Blender for Architects for ERDC Staffs at Chennai HQ on 10th March, 2020; Participants: 23; Faculty (Int) : Mr. Hardik Patel

ACCF - Co-Ordination Session-0015 for ERDC Staffs at Chennai HQ on 10th March, 2020; Participants: 7; Faculty – Mr. Hardik Patel

GHIAL - BIM Co-ordination Review - Session-0026 for ERDC Staffs at Chennai HQ on 11th March, 2020; Participants: 14; Faculty – Mr. Hardik Patel

Vendor Relations Management for CNCL site and Cluster Office Staff at HQ Campus on 11 March 2020, Participants: 26, Faculty (Int.): Mr. T. K. Premkumar

PoSH (Prevention of Sexual Harrasment of women at workplace) on March 12, 2020, Participants:78, Faculty (Ext.): Ms. Nivedita Puggal

Prevention of Sexual Harassment at Workplace (PoSH Act), mandatory / common awareness program for Hyderabad site staff, at WIPRO Project site, Hyderabad on 13 March, 2020,

Participants: 28, Faculty (Ext.): Mr. Ramana - Ken Interactive (India) P. Ltd.

Environment Legislations Programme at HIAL Project on March 14, 2020; Participants: 18; Faculty (Int.): Mr. Appireddy Srinivasareddy.

SWAGAT Programme for EDRC Staffs at Chennai HQ on 17th March, 2020; Participants – 15; Faculty Coordinator (Int.): Mr. Vivek Ranjan

Prevention of Sexual Harassment at Workplace' (PoSH Act), mandatory/common awareness program for Chennai based site staff and Cluster Office Staff, at Chennai HQ Campus, on 18 March, 2020, Participants: 28, Faculty (Ext.): Dr. J. Vasanthakumari - Ken Interactive (India) P. Ltd.

Autodesk CFD for Data Centre to CFD team - SESSION 1; online program on 26th March, 2020; Participants – 4; Faculty (Int.): Dr. Munirajulu

Anxiety Management Online Program for staffs of DLCL on 26th March; Participants: 23, Faculty (Int.): Mr. T.K. Prem kumar

Positive Thinking Online Program for staffs of DLCL on 27th March; Participants: 26, Faculty (Int.): Mr. T.K. Prem kumar

Anxiety Management Online Program on Covid-19 Lock down Situation for staffs of CNCL / HYCL, on 27 March, 2020, Participants: 16, Faculty (Int.): Mr. T. K. Premkumar.

Anxiety Management Online Program on Covid-19 Lock down Situation for staffs of CNCL / HYCL, on 30 March, 2020, Participants: 18, Faculty (Int.): Mr. T. K. Premkumar.

Anxiety Management & Meditation Skills Online Program for staffs of BLCL on Mar 30, 2020; Participants: 20; Faculty (Int.): Mr. TK Premkumar

Training on Concrete Practices Online Program for staffs of BLCL on Mar 31, 2020; Participants: 09; Faculty (Int.): Mr. LS Kannan

Anxiety Management Online Program for BU & Mumbai RBU Cluster staff on Mar 31, 2020; Participants: 20; Faculty (Int.): Mr. T. K Prem Kumar

Anxiety Management and importance of Positive Thinking & Self Motivation during difficult times at Bangalore (Online) on May 07, 2020; Participants: 18; Faculty (Int.): Mr. TK Premkumar

Techniques and methodology of CFD rendering online program for EDRC staffs on 31st March, 2020; Participants – 4; Faculty (Int.): Dr. Munirajulu

Egress calculation using NBC for HIAL PTB for Pathfinder online program for EDRC staffs on 1st April, 2020; Participants: 4; Faculty (Int.): Dr. Munirajulu

Anxiety Management Online Program for staffs of DLCL on 1st April; Participants: 32, Faculty (Int.): Mr. T.K. Prem kumar

Time Management and Personality Development Online Program for staffs of DLCL on 2nd April; Participants:25, Faculty (Int.): Mr. Vikrant Dagar

Positive Thinking Online Program for staffs of DLCL on 2nd April; Participants: 60, Faculty (Int.): Mr. T.K. Prem kumar

How to handle Covid-19 Lock down Situation Online Program for staffs of CNCL/HYCL, on 2 April, 2020, Participants: 18, Faculty (Int.): Mr. T. K. Premkumar.

Autodesk CFD for Data Centre to CFD team - SESSION 2 online program on 3rd April, 2020; Participants – 4; Faculty (Int.): Dr. Munirajulu

Anxiety Management online program at HIAL/HMRP staffs on April 3, 2020; Participants: 46; Faculty (Int.): Mr. T. K. Premkumar

Data Center cold aisle containment and hot aisle containment online program for EDRC staffs on 3rd April, 2020; Participants – 4; Faculty (Int.): Dr. Munirajulu

ACCF-BIM 360-Training – Engineers online program for EDRC staffs on 4th April,2020; Participants – 14; Faculty (Int.): Mr. Hardik Patel

Meditation Techniques for managing difficult times - Online Program for staffs of DLCL on 6th April; Participants: 25, Faculty (Int.) - Mr. T.K. Prem kumar

Anxiety Management Online Program on Covid-19 Lock down Situation for staffs of CNCL / HYCL, on 6 April, 2020, Participants: 22, Faculty (Int.): Mr. T. K. Premkumar.

POSH at Work Place for Mumbai RBU - Oberoi Eternia & Oberoi Splendour site staff through Microsoft Teams on Apr 07, 2020; Participants: 30; Faculty (Int.): Mr. Ghansham Mhatre

Anxiety Management & Meditation Skills Online Program for staffs of BLCL on Apr 07, 2020; Participants: 15; Faculty (Int.): Mr TK Premkumar

Code of Conduct, Online Program for EDRC staffs on 8th April, 2020; Participants – 29; Faculty (Int.): Mr. Vivek Ranjan

FINISHES online Program at HIAL Project on April 8, 2020; Participants: 24; Faculty (Int.): Mr. C.J.A. Davidraj

Meditation Techniques for managing difficult times - Online Program for staffs of DLCL on 8th April; Participants:25, Faculty (Int.): Mr. T.K. Prem kumar

POSH at Work Place for Mumbai RBU -LTR Powai site staff through

Microsoft Teams on Apr 08, 2020; Participants: 23; Faculty (Int.): Mr. Ghansham Mhatre

Anxiety Management Online Program on Covid-19 Lock down Situation for staffs of CNCL / HYCL, on 8 April, 2020, Participants: 22, Faculty (Int.): Mr. T. K. Premkumar.

Power Quality Solutions Earthing Concepts & Panel Design Aspects online program for KKLC staffs during April 08th to 09th 2020; Participants: 16; Faculty (Ext.): M/s. L&T EBG

Anxiety Management & Meditation Skills Online Program for staffs of BLCL on Apr 09, 2020; Participants: 20; Faculty (Int.): Mr. TK Premkumar

POSH at Work Place for Mumbai RBU - Godrej Trees site staff through Microsoft Teams on Apr 09, 2020; Participants: 18; Faculty (Int.): Mr. Ghansham Mhatre

Positive Thinking Online Program for staffs of DLCL on 9th April; Participants: 25, Faculty (Int.) - Mr. T.K. Prem kumar

BIM 360 - Implementation online program for EDRC staffs on 12th April, 2020; Participants – 5; Faculty (Int.): Mr. Hardik Patel

How to reduce and Finish your fears during difficult times Online Program for staffs of DLCL on 13th April; Participants: 39, Faculty (Int.): Mr. T.K. Prem kumar

POSH at Work Place for Orchid Crown site staff through Microsoft Teams on Apr 13, 2020; Participants: 56; Faculty (Int.): Mr. Ghansham Mhatre

POSH at Work Place for Minerva & Bombay Dyeing site staff through Microsoft Teams on Apr 14, 2020; Participants: 45; Faculty (Int.): Mr. Ghansham Mhatre

POSH at Work Place for CIDCO site staff through Microsoft Teams on Apr 15, 2020; Participants: 55; Faculty (Int.): Mr. Ghansham Mhatre

Tips for Meditation at HIAL / HMRP on April 16, 2020; Participants: 26; Faculty (Int.): Mr. T. K. Premkumar

POSH at Work Place for Peninsula site staff through Microsoft Teams on Apr 16, 2020; Participants: 43; Faculty (Int.): Mr. Ghansham Mhatre

Meditation Techniques for managing difficult times Online Program for staffs of DLCL on 17th April; Participants: 30, Faculty (Int.) - Mr. T.K. Prem kumar

Code of Conduct, Online Program for EDRC staffs on 18th April, 2020; Participants – 28; Faculty (int.): Mr. Vivek Ranjan

FINISHES Programme at HIAL Project on April 18, 2020; Participants: 29; Faculty (Int.): Mr. C.J.A. Davidraj

BIM 360 - Beat the Lock Down (DDGH & DDH) online program for EDRC staffs on 18th April, 2020; Participants – 10; Faculty (Int.): Mr. Hardik Patel

Interactive Session on Waterproofing System online program for KKCL staffs on April 18th 2020; Participants: 18; Faculty (Int.): Mr. A Muthu

POSH at Work Place for Piramal Aranya site staff through Microsoft Teams on Apr 20, 2020; Participants: 43; Faculty (Int.): Mr. Ghansham Mhatre

Positive Thinking for Mumbai RBU site staff through Microsoft Teams on Apr 20, 2020; Participants: 43; Faculty (Int.): Mr. T.K.Prem Kumar

Anxiety Management Online Program on Covid-19 Lock down Situation for staffs of CNCL / HYCL, on 20 April, 2020, Participants: 16, Faculty (Int.): Mr. T. K. Premkumar.

How to reduce and Finish your fears during difficult times Online Program for staffs of DLCL on 21st April; Participants: 44, Faculty (Int.): Mr. T.K. Prem kumar

POSH at Work Place for Crescent Bay, Omkar Worli, Omkar Malad, Seawoods site staff through Microsoft Teams on Apr 21, 2020; Participants: 39; Faculty (Int.): Mr. Ghansham Mhatre

POSH at Work Place for Oberoi Skycity site staff through Microsoft Teams on Apr 22, 2020; Participants: 40; Faculty (Int.): Mr. Ghansham Mhatre

Anxiety Management & Positive Attitude online program at HIAL/ HMRP on April 23, 2020; Participants: 25; Faculty (Int.): Mr. T. K. Premkumar

Presentation and Live demonstration of Bentley's Collaboration Tool ProjectWise 365 online program for EDRC staffs on 24th April, 2020; Participants – 30; Faculty (Int.) – Mr. Hardik Patel

Meditation Techniques for managing difficult times Online program for staffs of DLCL on 24th April; Participants: 34, Faculty (Int.) - Mr. T.K. Prem kumar

Anxiety Management' Online Program on Covid-19 Lock down Situation for staffs of CNCL/HYCL, on 24 April, 2020, Participants: 26, Faculty (Int.): Mr. T. K. Premkumar.

Next generation Construction Chemicals & Painting Technologies online program for KKCL staffs on April 25th 2020; Participants: 15; Faculty (Ext.): M/s. Akzo Nobel India Ltd

Anxiety Management' Online Program on Covid-19 Lock down Situation for staffs of CNCL/HYCL, on 27 April, 2020, Participants: 56, Faculty (Int.): Mr. T. K. Premkumar.

Positive Thinking, Fear Management & Motivation for GETs online

Program on April 28th 2020; Participants: 26; Faculty (Int.): Mr. T.K Premkumar

Affirmations for Difficult Times Online program for staffs of DLCL on 29th April; Participants: 43, Faculty (Int.): Mr. T.K. Prem kumar

Positive Thinking, Fear Management & Motivation for DETs online Program on April 29th 2020; Participants: 33; Faculty (Int.): Mr. T.K Premkumar

Self-care to make your Family Happier Online Program on Covid-19 Lock down Situation for staffs of CNCL / HYCL, on 30 April, 2020, Participants: 30, Faculty (Int.): Mr. T. K. Premkumar.

Positive Thinking & Tips For Meditation online programme at HIAL on April 30, 2020; Participants: 16; Faculty (Int.): Mr. T. K. Premkumar

Fire Detection & Building Management System online program for KKCL Staffs on May 01st 2020; Participants: 13; Faculty (Ext.): M/s. Siemens Ltd.

Structural Steel execution Online Program for Execution Engineers of Civil, Mechanical and QA / QC staffs of CNCL / HYCL, on 2 May, 2020, Participants: 31, Faculty (Int.): Dr. Venkatesan MV.

Online LIVE interactive sessions on Dry Walls – The Future, Acoustic Grid Ceilings, Building Acoustics & Exterior Dry Walls for KKCL Staffs on May 04th 2020; Participants: 57; Faculty (Ext.): M/s. USG Boral India Ltd.

Creativity and Innovation Online Program for staffs of CNCL / HYCL, on 4 May, 2020, Participants: 20, Faculty (Int.): Mr. Tareh Varshney - Centre of Excellence Team.

Anxiety Management for Mumbai RBU Sites site staff through Microsoft Teams on May 04, 2020; Participants: 29; Faculty (Int.): Mr. T. K Prem Kumar

Total Quality Management Online Program for all Execution staffs of CNCL / HYCL, on 5 May, 2020, Participants: 24, Faculty (Int.): Mr. Prasad M N - Centre of Excellence Team.

Anxiety Management Online Program on Covid-19 Lock down Situation for staffs of CNCL / HYCL, on 5 May, 2020, Participants: 19, Faculty (Int.): Mr. T. K. Premkumar.

Welding Procedure Specification (WSP) online program for KKCL Staffs from May 06th to 07th 2020; Participants: 30; Faculty (Int.): Dr. MV Venkatesan

Anxiety Management and importance of Positive Thinking & Self Motivation during difficult times at Bangalore (Online) on May 07, 2020; Participants: 18; Faculty (Int.): Mr. TK Premkumar

Anxiety Management & Meditation Skills Online Program for

staffs of BLCL on May 07, 2020; Participants: 10; Faculty (Int.): Mr. TK Premkumar

Creativity and Innovation Online Program for staffs of CNCL / HYCL, on 8 May, 2020, Participants: 22, Faculty (Int.): Mr. Tareh Varshney - Centre of Excellence Team.

Anxiety Management - Positive Thinking & Self-Motivation Online Program on Covid-19 Lock down Situation for staffs of CNCL / HYCL, on 11 May, 2020, Participants: 28, Faculty (Int.): Mr. T. K. Premkumar

Code of Conduct for CIDCO site staff through Microsoft Teams on May 11, 2020; Participants: 41; Faculty (Int.): Mr. N. Rama Subramanian

Anxiety Management - Positive Thinking & Self-Motivation Online Program on Covid-19 Lock down Situation for staffs of CNCL / HYCL, on 12 May, 2020, Participants: 26, Faculty (Int.): Mr. T. K. Premkumar.

EDGE (Employee Development for Growth and Excellence) for staffs of DLCL thru MS Teams during May 12-14, 2020; Participants: 29, Faculty (Ext.): Col Suman Khare & Col K. Kataria

Refresher Programme on Formwork online program for MCH Madhepura staff on May 13th 2020; Participants: 18; Faculty (Int.): Mr. Kushal Das

Online Training on Post COVID interpersonal communication @ workplace for KKCL Staffs on May 13th 2020; Participants: 35; Faculty (Int.): Mr. Dhruvajyoti Majumdar

Code of Conduct for Piramal Aranya site staff through Microsoft Teams on May 13, 2020; Participants: 36; Faculty (Int.): Mr. N. Rama Subramanian

Anxiety Management - Positive Thinking & Self-Motivation Online Program on Covid-19 Lock down Situation for staffs of CNCL / HYCL, on 13 May, 2020, Participants: 35, Faculty (Int.): Mr. T. K. Premkumar

Anxiety Management and importance of Positive Thinking & Self-Motivation during difficult time for staffs of DLCL thru MS Teams on 14th May; Participants: 17, Faculty (Int.) - Mr. T.K. Prem kumar

Anxiety Management online Program for Mumbai RBU site staff on May 14, 2020; Participants: 18; Faculty (Int.): Mr. T. K Prem Kumar

Corrosion protection & fire retardant of structural steel Online Program for all Mechanical QA / QC and Execution staffs of CNCL / HYCL, on 14 May, 2020, Participants: 33, Faculty (Int.): Dr. Venkatesan MV.

Interactive online learning session on Glass Technology for KKCL

Staffs on May 15th 2020; Participants: 24; Faculty (Ext.): M/S Saint-Gobain

Code of Conduct for LTR Powai & Oberoi Splendour site staff through Microsoft Teams on May 15, 2020; Participants: 36; Faculty (Int.): Mr. Govindaradjou

Euclid - Fibre Reinforced Concrete and new Opportunities Online Program for Execution Engineers and QA/QC staffs of CNCL / HYCL, on 16 May, 2020, Participants: 132, Faculty (Ext.): Mr. Anil Anjanappa - Executive Director (The Tremco Flowcrete India Pvt.Ltd).

Code of Conduct for Orchid Crown Site staff through Microsoft Teams on May 18, 2020; Participants: 36; Faculty (Int.): Mr. Govindaradjou

Health & Nutrition online program for EDRC staffs on 20th May, 2020; Participants – 413; Faculty (Ext.): Ms. Daphnee.D.K from Apollo Hospital

Change Management in New Normal for staffs of DLCL thru MS Teams on 20th May; Participants: 33, Faculty (Int.): Mr. T.K. Prem kumar

Code of Conduct for Crescent Bay Site staff through Microsoft Teams on May 20, 2020; Participants: 36; Faculty (Int.): Mr. Govindaradjou

Effective Knowledge Management Online Program for staffs of CNCL/HYCL, on 20 May, 2020, Participants: 29, Faculty (Int.): Dr. Rajiv Sinha - Head Centre of Excellence.

Anxiety Management - Positive Thinking & Self-Motivation Online Program on Covid-19 Lock down Situation for staffs of CNCL / HYCL, on 21 May, 2020, Participants: 18, Faculty (Int.): Mr. T. K. Premkumar.

Anxiety Management - Positive Thinking & Self-Motivation Online Program on Covid-19 Lock down Situation for staffs of CNCL/ HYCL, on 22 May, 2020, Participants: 25, Faculty (Int.): Mr. T. K. Premkumar.

Conquer for Execution Team Online Program for all Execution staffs of CNCL / HYCL, on 23 May, 2020, Participants: 37, Faculty (Int.): Mr. Muthiah

ACCF-BIM 360 - Session-0018 online program for EDRC staffs on 26th May, 2020; Participants – 10; Faculty (Int.): Mr. Hardik Patel

POSH at Work Place for Mumbai RBU site staff through Microsoft Teams on May 26, 2020; Participants: 45; Faculty (Int.): Mr. Ghansham Mhatre

Lean Thinking – Beyond Tools & Processes online programme at HIAL on My 26, 2020; Participants: 30; Faculty (Ext.): Dr. Subhash

C Rastogi & Mr. Mani James

Creativity & Innovation online program for BLCL staffs on May 27, 2020; Participants: 22; Faculty (Int.): Mr. TK Premkumar

Anxiety Management & Change Management online program for Mumbai RBU site staffs on May 28 2020; Participants: 16; Faculty (Int.): Mr. T. K Prem Kumar

Anxiety Management & Change Management online program for Mumbai RBU site staffs on May 29 2020; Participants: 18; Faculty (Int.): Mr. T. K Prem Kumar

POSH at Work Place for Mumbai RBU site staff through Microsoft Teams on June 03, 2020; Participants: 25; Faculty (Int.): Mr. Ghansham Mhatre

Nutrition & Health care Online program for EDRC staffs on 3rd June, 2020; Participants: 337; Faculty (Int.): Mr. K Veerappan

BIM 360 - Document Management Training online program for EDRC staffs on 4th June, 2020; Participants – 5; Faculty (Int.): Mr. Hardik Patel

Business Excellence Online Program for staffs of CNCL/HYCL, on 5 June, 2020, Participants: 17, Faculty (Int.): Dr. Rajiv Sinha - Head Centre of Excellence.

Change Management Online for staffs of CNCL/HYCL, on 5 June, 2020, Participants: 31, Faculty (Int.): Mr. T. K. Premkumar.

ACCF-BIM 360 - Session-0019 online Program for EDRC staffs on 8th June, 2020; Participants – 6; Faculty (Int) – Mr. Hardik Patel

Anxiety Management, importance of Positive Thinking & Self-Motivation online program for Bettiah site staffs on June 08th 2020; Participants: 44 Faculty (Int.): Mr. TK Premkumar

Leadership Development, Online Program for EDRC staffs on 10th June, 2020; Participants – 50; Faculty (Int.): Mr. K Veerappan

Anxiety Management, importance of Positive Thinking & Self-Motivation online program for Ranchi Convention Centre site staffs on June 10th 2020; Participants: 35 Faculty (Int.): Mr. TK Premkumar

Anxiety Management, importance of Positive Thinking & Self-Motivation online program for GMC&H Dumka site staffs on June 15th 2020; Participants: 20 Faculty (Int.): Mr. TK Premkumar

Anxiety Management, importance of Positive Thinking & Self-Motivation online program for GMC&H Jamshedpur site staffs on June 17 2020; Participants: 20 Faculty (Int.): Mr. TK Premkumar

Anxiety Management, importance of Positive Thinking & Self-Motivation online program for IGIMS Patna site staffs on June 20 2020; Participants: 20 Faculty (Int.): Mr. TK Premkumar

Heavy Civil Infrastructure IC



Faculty Development Program (March 02 & 03, 2020 at Chennai , HQ)



In order to build the technical training faculty capabilities to meet the growing need for technical and functional training in Heavy Civil IC, TD has organised a special initiative of Train the Trainer on March 02 & 03rd, 2020, where-in a renowned trainer Ms Aparna Chandrasekhar, (who is also DDI certified) was engaged to provide trainer skills workshop for 20 internal trainers. The workshop provided them exposure on aspects of facilitation and how to engage participants. The workshop was highly appreciated by the participants with a rating of 95%. One of the key aspects of the workshop involved mapping of each trainer through a video before and after the training and the feedback provided by their peers, so the concept of peer learning was effectively used. This workshop will be followed by a mentoring call as to share learnings of actual experience of facilitation post training. We intend to do more such programs to build technical training capabilities.

Onboarding of FLS Batch 21 on January 3, 2020



As part of the strategic initiatives, 40 FLS Trainees of Batch 21 onboarded on January 03, 2020 at CSTI Jadcherla. They are undergoing 12-month training at CSTI, IIPM Kansbahal, CTEA Mysuru and Chennai HQ. Batch 21 has four lady FLS in the trade of Survey to be deployed in Metros Business Unit in Bangalore Metro UG Project. Other FLS would be deployed in formwork, marine civil, fabrication and quality roles across various project sites.

Roy George, Head of Formwork, inaugurated the batch and shared his experience across industry and at L&T and welcomed the trainees. Barttanu Kumar Das, Head of HR wished the trainees and shared his thoughts on this program, their career in L&T, the roles they will perform at site to which will take them to greater heights.

Till date, 510 FLS trainees are inducted through in-house programs. FLS programme is certified and accredited by City & Guilds, UK, one of the most reputed global body for skill development and certification.



Special ATL Training Drive : Lockdown

At HCI Talent Development , we formulated Special ATL Training Drives by creating special programs for staff segments wherein there was great demand. Special communication flyers were sent through mails to specific staff segments to promote learning while working from home during lock down. Flyer's were made based on ATL courses for trainees to understand the objectives, program brief, so that it could help in faster assimilation of insights.

Identified few ATL Special Training Dive

- Digital Transformation
- Understanding Innovation

- Fundamentals of Design Thinking
- Campus to Corporate - Make Smart Decisions
- Campus to Corporate - Innovation and Creativity
- Customer Centricity
- Certification in Business Etiquette

6270 staff had completed 121 courses during the period Jan to June 2020, covering 26200 learning hours.

Understanding Innovation

HR Talent development invites you to take this E-learning Course on Understanding Innovation. Get the benefit of the various program modules from ATL online platform.

Click on the link below to know how innovation can help you
<https://atlnext.larsentoubro.com/>

Download ATLnextbot from Playstore, use same credentials to login for learning.

Boost Motivation for excellence everyday | Motivation for innovation | Unveiling the myth of innovation

For any queries, Contact Vasanthi G at 9600039798 or write to her @ Vasanthi@intecc.com

Assessments & Certification included

Critical Thinking

HR Talent development HCIIC invites you to take this E-learning Course on Critical Thinking. Get the benefit of the various program modules mentioned.

Download ATLnextbot from Playstore, use same credentials to login for learning.

So what are you waiting for? Click on the link below to jumpstart your learning journey
<https://atlnext.larsentoubro.com/>

For any queries, Contact Vasanthi G at 9600039798 or write to her @ vasanthi@intecc.com

January

Two Days-In-house Program on Delay Disruption and Claims on 6th Jan & 7th Jan at-MTHL PKG 1 Project Office, with Participants: 25, Faculty-R Venkat.

One-Day In-house Program on Team Building Batch - 1 on 21st, 22nd, 23rd Jan at-Hotel Fortune, with Participants: 78, Faculty-Benny Theodore.

One-Day In-house Program on Feedback and Performance Dialogue on 6th Jan at-Mumbai cluster office, with Participants: 88, Faculty-Dr G Rajkumar.

Two Days-In-house Program on Form work - Performance Productivity and quality on 6th & 7th Jan at-HQ . Chennai, with Participants: 30, Faculty-Prajeesh, KBM and USP.

Four Days-In-house Program on IOSH MANAGING SAFELY on 7th to 10th Jan at-Kachchidarga Project, Patna, with Participants: 51, Faculty-Sudharsan R.

Two Days-In-house Program on STEP UP B1 M04- OBL on 9th & 10th Jan at-Pegasus Pune, with Participants: 17, Faculty-Pegasus Faculty.

One-Day In-house Program on Block Chain Program on 10th Jan at-HQ . Chennai, with Participants: 37, Faculty-R K Amit of IIT Madras.

One-Day In-house Program on Building Personal Image through Clothing on 17th Jan at-Cochin Drydock Site, with Participants: 16, Faculty-Akhouri Baibhav Prasad

Two Days-In-house Program on Drive for Results on 17th & 18th Jan at-HQ . Chennai, with Participants: 28, Faculty-Benny Theodore.

One-Day In-house Program on Cost Statement Analysis on 23rd Jan at-MTHL PKG 1 Project Office, with Participants: 21, Faculty-Alkesh

Two Days-In-house Program on Unlimited Success on 21st & 22nd Jan at-Mumbai cluster office, with Participants: 24, Faculty-Jayapriya.

Two Days-In-house Program on Tunnel Safety& Emergency Procedures on 23rd & 24th Jan at-Tunnelling Academy, Kanchipuram, with Participants: 9, Faculty-Russell Brown.

Half-a-day session on Knowledge sharing session on Ground Instability and Instrumentation, monitoring in Geotech Engineering during 30th Jan at-HQ . Chennai, with Participants: 31, Faculty-Dr Raju.

February

28-Days In-house Program on Formwork- Induction, Practise for DET Formwork during 3rd Feb at-HQ . Chennai, with Participants: 5 , Faculty-Prajeesh, K Balamurugan and U S Prabakaran

Five Days-In-house Program on IIM - Kolkata Supply Chain Management, Module 04 on 8th to 14th Feb at-IIM - Kolkata, with

Participants: 18 , Faculty-IIM faculty.

Two Days-In-house Program on Unlimited Success on 19th & 20th Feb at-CTP3R Project, Ahmedabad, with Participants: 25 , Faculty-Jayapriya.

March

Two Days-In-house Program on Faculty Development Program on 2nd & 3rd March at-HQ . Chennai, with Participants: 20, Faculty-Aparna Chandrasekar.

Half-a-day session on Own Your Life during 5th Mar at-HQ . Chennai, with Participants: 23, Faculty-Jayapriya.

Half-a-day session on Enjoying Creative Construction on 31st March at-HQ . Chennai, with Participants: 25, Faculty-AL Sekar.

Half-a-day session on Enjoying Creative Construction on 31st March at-HQ . Chennai, with Participants: 24, Faculty-AL Sekar.

Three Days Online Behavioural Module on Building Confidence, with Participants: 12- on-29th to 31st Mar with duration of 1.5 hour of each session, led by Faculty-Jayapriya.

Two Days Online Behavioural Module on Customer Centricity, with Participants: 15- on-30 & 31 of Mar with duration of 2 hour of each session, led by Faculty-Akhouri Baibhav Prasad.

April

Three Days Online Behavioural Module on 10 tips to Work from Home effectively- 3 batches, with Participants: 103- on-01st to 03rd April with duration of One hour of each session, led by Faculty-Benny Theodore.

Three Days Online Behavioural Module on 7C of communication, with Participants: 93- on-02nd to 9th Apr with duration of 1.5

hour of each session, led by Faculty-Benny Theodore.

One day Online Technical Module on Train the trainer for online internal faculty, with Participants: 21- on-04th April with duration of One hour of each session, led by Faculty-Jayapriya and Akhouri baibhav Prasad.

One day Online Behavioural Module on 10 tips to Work from Home effectively, with Participants: 14- on-06th Apr with duration of One hour of each session, led by Faculty-Benny Theodore.

Five Days Online Technical Module on TEA-Tunnel & TBM with Metro and Hydel Projects team, with Participants: 21- on-06th to 10th April with duration of 1.5 hour of each session, led by Faculty-Russell Robert Brown, Rajeshwar Rao, Srinivasan of Tunnel Academy, Kanchipuram.

Two Days Online Behavioural Module on Change Management with 2 batches, with Participants: 31- on-06th to 14th Apr with duration of 2 hour of each session, led by Faculty-Akhouri Baibhav Prasad.

Six Days Online Technical Module on TEA-Tunnel Safety with two batches from Metro, Hydel projects team, with Participants: 58- on-06th to 18th of April with duration of 1.5 hour of each session, led by Faculty-Russell Robert Brown, Rajeshwar Rao, Srinivasan of Tunnel Academy, Kanchipuram.

Two Days Online Behavioural Module on Building Confidence - 5 batches, with Participants: 86- on-06th to 30th April with duration of 1.5 hour of each session, led by Faculty-Jayapriya.

Four Days Online Technical Module on EHS-Nuclear Safety- 3 batches from nuclear project sites, with Participants: 103- on-07th to 13,22 to 26th, 27th to 30 Apr with duration of 1.5 hour of each session, led by Faculty-Dr Kalirajan, Mahesh babu and Ashitha.

Two Days Online Behavioural Module on Networking skills, with Participants: 21- on-09 & 10, 23 & 24 Apr with duration of 2 hour of each session, led by Faculty-Akhouri Baibhav Prasad.

One day Online Technical Module on Environment, Health & Safety, with Participants: 34- on-09th Apr with duration of 2.5 hour of each session, led by Faculty-Sudharsan .

One day Online Technical Module on Concreting - 2 batches, with Participants: 41- on-09th Apr to 14th Apr with duration of 1.5 hour of each session, led by Faculty-Martha Satheesh Kumar.

One day Online Functional Module on Quality Management System, with Participants: 34- on-09th April with duration of 2 hour of each session, led by Faculty-Prasad Selvam.

One day Online Functional Module on Concrete Quality- 3 batches, with Participants: 53- on-13,14,15 of April with duration of 1.5 hour of each session, led by Faculty-Poongodhai .

Four Days Online Technical Module on TEA-Shotcreting with four batches from Metro, Hydel Projects team, with Participants: 75- on-13th to 30th of April with duration of 1.5 hour of each session, led by Faculty-Russell Robert Brown, Rajeshwar Rao, Srinivasan of Tunnel Academy, Kanchipuram.

Two Days Online Technical Module on Rebar Cutting & fixing,

with Participants: 32- on-14-21 of April with duration of 1.5 hour of each session, led by Faculty-Martha Satheesh Kumar.

Two Days Online Behavioural Module on Customer Centricity - 2 batches, with Participants: 30- on-15th to 21st Apr with duration of 2 hour of each session, led by Faculty-Akhouri Baibhav Prasad.

Three Days Online Behavioural Module on Conflict Management- 3 batches, with Participants: 85- on-15th to 23rd April with duration of 1.5 hour of each session, led by Faculty-Benny Theodore.

Two Days Online Behavioural Module on Communicating & Influencing - 4 batches, with Participants: 137- on-15th to 30th April with duration of 2 hour of each session, led by Faculty-Jayapriya.

One day Online Technical Module on Quality in Formwork- 3 batches, with Participants: 55- on-18, 20, 22 of Apr with duration of One hour of each session, led by Faculty-Poongodhai

One day Online Technical Module on Barbending Schedule and Preparation, with Participants: 32- on-18th to 22nd of April with duration of 1.5 hour of each session, led by Faculty-Martha Satheesh Kumar.

Three Days Online Behavioural Module on Critical thinking & Analytical Ability - 2 batches, with Participants: 57- on-18th to 27th April with duration of 2.5 hour of each session, led by Faculty-Benny Theodore.

One day Online Technical Module on Formwork Design - 4 batches across all BU projects team, with Participants: 108- on-20th to 26th of April with duration of 1.5 hour of each session, led by Faculty-U S Prabakaran .

Two Days Online Behavioural Module on Time Management, with Participants: 61- on-20th to 30th Apr with duration of 2 hour of each session, led by Faculty-Akhouri Baibhav Prasad.

Two Days Online Functional Module on Design Thinking, with Participants: 25- on-21st & 22nd of Apr with duration of 2 hour of each session, led by Faculty-Taresh Varshney of COE Team.

Three Days Online Behavioural Module on Critical Thinking Skills- 3 batches, with Participants: 73- on-21st to 30th April with duration of 1.5 hour of each session, led by Faculty-Benny Theodore.

One day Online Technical Module on Formwork Productivity- 4 batches across all BU projects team, with Participants: 106- on-24th 30th of April with duration of 1.5 hour of each session, led by Faculty-Prajeesh kumar.

One day Online Technical Module on Mass concrete in mix design - 3 batches, with Participants: 54- on-25, 27, 28 of Apr with duration of 1.5 hour of each session, led by Faculty-Prasad Selvam.

Four Days Online Functional Module on SCM & E Source, with

Participants: 130- on-27th to 30th of April with duration of One hour of each session, led by Faculty-Sowmya.

Four Days Online Technical Module on Grouting - first batch with

May

Two Days Online Technical Module on Formwork - Formwork Productivity, with Participants: 60- on-01st & 2nd of May with duration of 1.5 hour of each session, led by Faculty-Prajeesh kumar .

One day Online Functional Module on SCM & E Source- 2 batches, with Participants: 39- on-01st & 2nd of May with duration of One hour of each session, led by Faculty-Sowmya.

Two Days Online Behavioural Module on Time Management, with Participants: 13- on-01st & 2nd of May with duration of 2 hour of each session, led by Faculty-Akhouri Baibhav Prasad.

Five Days Online Behavioural Module on Resumption workshop - 5 batches for HQ, clusters staff, with Participants: 287- on-04, 11, 18, 20 & 25 of May with duration of 0.5 hour of each session, led by Faculty-Akhouri Baibhav Prasad.

Three Days Online Technical Module on TEA-Shotcreting with Defence projects team, with Participants: 17- on-04th to 06th of May with duration of 1.5 hour of each session, led by Faculty-Russell Robert Brown, Rajeshwar Rao, Srinivasan of Tunnel Academy, Kanchipuram.

Two Days Online Behavioural Module on Networking skills- 5 batches, with Participants: 100- on-05 & 6, 7 & 8, 15 & 16, 18 & 19, 21 & 22, 29 & 30 May with duration of 2 hour of each session, led by Faculty-Akhouri Baibhav Prasad.

Two Days Online Behavioural Module on Effective Influencing skills- 2 batches, with Participants: 56- on-05th & 6th of May with duration of 2 hour of each session, led by Faculty-JayaPriya.

One day Online Functional Module on Statistical Quality Control for Quality Team, with Participants: 20- on-06th Apr with duration of 2.5 hour of each session, led by Faculty-MN Prasad.

Three Days Online Behavioural Module on Business Writing- with 4 batches, with Participants: 93- on-06th to 22nd May with duration of 1.5 hour of each session, led by Faculty-Benny Theodore.

Four Days Online Functional Module on Root Cause analysis, with Participants: 163- on-07, 11, 19 & 26 May 2020 with duration of 2 hour of each session, led by Faculty-MN Prasad, Taresh and Dr Sreeram.

One day Online Functional Module on Value Engineering - 3 batches, with Participants: 100- on-07, 12 & 18 of May with duration of 2 hour of each session, led by Faculty-M N Prasad, Taresh and Dr Sreeram.

metro, hydel project team, with Participants: 37- on-27th to 30th of April with duration of 1.5 hour of each session, led by Faculty-Russell Robert of Tunnel Academy,Kanchipuram.

Four Days Online Technical Module on TEA-Slurry TBM from Metro, Hydel Projects team, with Participants: 29- on-11th to 14th of May with duration of 1.5 hour of each session, led by Faculty-Russell Robert Brown, Rajeshwar Rao, Srinivasan of Tunnel Academy, Kanchipuram.

Three Days Online Behavioural Module on Building Confidence - 3 batches, with Participants: 71- on-11th to 27th May with duration of 2 hour of each session, led by Faculty-Jayapriya.

One day Online Functional Module on Quality - QMS Orientation, with Participants: 21- on-12th May with duration of 2.5 hour of each session, led by Faculty-Prasad Selvam.

Three Days Online Behavioural Module on Critical Thinking Skills, with Participants: 11- on-13th to 15th May with duration of 2 hour of each session, led by Faculty-Benny Theodore.

Four Days Online Functional Module on EHS-Nuclear Safety- 4th batch from EDRC Nuclear team, with Participants: 50- on-13th to 16th May with duration of 1.5 hour of each session, led by Faculty-Dr Kalirajan, Mahesh babu and Ashitha.

Six Days Online Technical Module on TEA-Tunnel Safety- 2 batch of all EHS across Project sites, with Participants: 69- on-18 to 23rd, 25th 30th of May with duration of 2 hour of each session, led by Faculty-Russell Robert Brown, Rajeshwar Rao, Srinivasan of Tunnel Academy, Kanchipuram.

One day Online Functional Module on EHS Leadership- 4 batches, with Participants: 70- on-18, 19, 28 & 29 of May with duration of 2 hour of each session, led by Faculty-Sudharsan .

One day Online Technical Module on Construction Productivity for CTP3R Project team, with Participants: 23- on-19th May with duration of 6 hour of each session, led by Faculty-Sunil Kumar Singh of IPM.

Eleven days Online Leadership Module on EPL-Batch -01- Module 02, with Participants: 23- on-19th to 29th May with duration of 1.5 hour of each session, led by Faculty-IIM Trichy faculties.

Three Days Online Behavioural Module on Conflict Management, with Participants: 18- on-20th to 22nd May with duration of 2 hour of each session, led by Faculty-Benny Theodore.

Five Days Online Functional Module on EHS Risk Management- 5 batches across all BU projects, with Participants: 90- on-21, 22, 26, 27 & 30 of May with duration of 2 hour of each session, led by Faculty-Sudharsan.

One day Online Technical Module on Rebar-Barbending

Schedule and Preparation, with Participants: 12- on-21st May with duration of 3 hour of each session, led by Faculty-Martha Satheesh Kumar.

One day Online Technical Module on Tunnel instrumentation for UG projects team, with Participants: 25- on-23rd May with duration of 2 hour of each session, led by Faculty-Dr Raju.

One day Online Technical Module on Piling Techniques for CTP3R Project Team, with Participants: 35- on-26th May with duration of 2 hour of each session, led by Faculty-Debarshi Chatterjee.

Five Days Online Technical Module on TEA - Drilling & Blasting,

June

Two Days Online Technical Module on TBM & Tunnelling- 2nd batch, with Participants: 26- on-1st to 6th of June with duration of 1.5 hour of each session, led by Faculty-Russell Robert Brown, Rajeshwar, Srinivasan and Rethinasamy.

Two Days Online Behavioural Module on POSH for women staff-2 batches, with Participants: 68- on-6th, 13th June with duration of One hour of each session, led by Faculty-Jayapriya.

Two Days Online Technical Module on Tunnel Safety - Batch 05 with Metros project staff, with Participants: 12- on-8th to 13th Jun with duration of 1.5 hour of each session, led by Faculty-Russell Robert Brown, Rajeshwar, Srinivasan and Rethinasamy.

One day Online Functional Module on EHS Risk Management - 4 batches, with Participants: 140- on-04, 06, 11, 13 of June' with duration of 2 hour of each session, led by Faculty-Sudharsan.

One day Online Functional Module on EHS Leadership- 2 batches,

with Participants: 31- on-26th to 30th of May with duration of 2 hour of each session, led by Faculty-Russell Robert Brown, Rajeshwar Rao, Srinivasan of Tunnel Academy, Kanchipuram.

Three Days Online Behavioural Module on 7C of communication, with Participants: 14- on-28-30 of May with duration of 1.5 hour of each session, led by Faculty-Benny Theodore.

Two Days Online Functional Module on Process Excellence Workshop for EDRC, Procurement team, with Participants: 37- on-29 & 30 of May with duration of 4 hour of each session, led by Faculty-Dr Sreeram.

with Participants: 45- on-03rd & 09th June with duration of 2 hour of each session, led by Faculty-Sudharsan.

One day Online Technical Module on Quantity Estimation & Costing, with Participants: 24- on-9th June with duration of 3 hour of each session, led by Faculty-Satheesh Kumar.

One day Online Technical Module on Basic Construction Skills, with Participants: 22- on-11th June with duration of 3 hour of each session, led by Faculty-Satheesh Kumar.

One day Online Technical Module on Concrete - Placement, Compaction and Finishing Techniques, with Participants: 22- on-12th June with duration of 3 hour of each session, led by Faculty-Satheesh Kumar.

One day Online Technical Module on Geotech Investigations, with Participants: 31- on-13th June with duration of 3 hour of each session, led by Faculty-Dr Raju.



The 'Why' and 'How' of Performance Feedback Programme held at Faridabad on Feb 29th, 2020



Business Communication programme held at Webinar on MS Teams on April 17th, 2020

January

Box Pushing Techniques for Underpass Construction on Jan 11, 2020 at Pragati Maidan Project; Participants: 17

The Why and How of giving Feedback on Jan 18, 2020 at Faridabad; Participants: 16

MS Excel VBA during Jan 31 – Feb 1, 2020 at Mumbai; Participants: 17

You are the Message on Jan 4, 2020 at MNEP; Participants: 16

Campus to Corporate during Jan 20-21, 2020 at Chennai; Participants: 23

Technical Competency Building Programme RBG DETs Batch 1 during Jan 22 – Feb 25, 2020 at Kanchipuram; Participants: 23

Mining Engineers' Development Programme during Jan 30 – Feb

1, 2020 at LDA Lonavala; Participants: 28

Scaffold Competency Building during Jan 20 - 23, 2020 at Panvel; Participants: 16

Lab Training LSC during Jan 6 - 30, 2020 at CSTI Ahmedabad; Participants: 17

Stress Management and Office Ergonomics on Jan 27, 2020 at DIAL; Participants: 17

Modified Bitumen Binders on Jan 31, 2020 at Mumbai; Participants: 36

The Why and How of giving Feedback on Jan 31, 2020 at DIAL; Participants: 13

Transportation Infrastructure IC



Technical Competency Building Programme for RBG DETs held at Kanchipuram on Jan 22nd – Feb 25th, 2020



Rigid Pavement Construction Techniques Programme held at Mumbai Nagpur Expressway Project on Feb 14th - 15th, 2020

February

Rigid Pavement Construction Techniques during Feb 14-15, 2020 at MNEP; Participants: 11

Safe Scaffolding Erection on Feb 10, 2020 at CP 303; Participants: 20

MS Excel on Feb 20, 2020 at NMIAL; Participants: 19

Precast Segmental Bridge Construction on Feb 7, 2020 at Dwarka; Participants: 22

DC2 Development Programme RT 9 on Jan 7, 2020 on Zoom; Participants: 18

The Why and How of giving Feedback on Feb 29, 2020 at Faridabad; Participants: 24

Organized Success on Feb 29, 2020 at NMIAL; Participants: 24

Lab Training LSC during Feb 1 - 8, 2020 at CSTI Ahmedabad; Participants: 17

Survive and Thrive under Pressure on Feb 7, 2020 at Bidkin; Participants: 20

Goal Setting - from Dreams to Action on Mar 30, 2020 on Zoom; Participants: 12

P Way on Mar 31, 2020 on Zoom; Participants: 27

QC in Road works on Mar 31, 2020 on Zoom; Participants: 27

March

Goal Setting - from Dreams to Action on Mar 30, 2020 on Zoom; Participants: 12

P Way on Mar 31, 2020 on Zoom; Participants: 27

QC in Road works on Mar 31, 2020 on Zoom; Participants: 27

April

3 L's of Project Head on 20-Apr-2020 on Zoom; Participants: 66

Concrete Microstructure on 06-Apr-2020 on Zoom; Participants: 35

9 P's of Success on 11-Apr-2020 on Zoom; Participants: 73

Concrete Mix Design on 02-Apr-2020 on Zoom; Participants: 29

Air Compressors on 23-Apr-2020 on Zoom; Participants: 60

Concrete Mix Design on 10-Apr-2020 on Zoom; Participants: 34

Application of Loctite Solutions in Crushing Plants on 10-Apr-2020 on Zoom; Participants: 105

Concrete Mix Design on 17-Apr-2020 on Zoom; Participants: 30

Arrow Curb Casting Machine on 24-Apr-2020 on Zoom; Participants: 58

Conveyor Belt Products on 30-Apr-2020 on Zoom; Participants: 102

Assertiveness on 03-Apr-2020 on Zoom; Participants: 14

Conveyor Idlers and Vibro Motor on 21-Apr-2020 on Zoom; Participants: 109

Assertiveness on 28-Apr-2020 on Zoom; Participants: 17

Cost Saving measures on 13-Apr-2020 on Zoom; Participants: 11

Basic Hydraulics on 08-Apr-2020 on Zoom; Participants: 67

Creating Your Brand on 07-Apr-2020 on Zoom; Participants: 15

Basics of Bearing on 16-Apr-2020 on Zoom; Participants: 101

Creating Your Brand on 09-Apr-2020 on Zoom; Participants: 16

Bearing Basics & SKF Seals on 22-Apr-2020 on Zoom; Participants: 120

Creating Your Brand on 27-Apr-2020 on Zoom; Participants: 18

Bearings Maintenance - best practices on 25-Apr-2020 on Zoom; Participants: 95

Creating Your Brand on 30-Apr-2020 on Zoom; Participants: 20

Critical method statements, Mix Designs, Production and productivity on 11-Apr-2020 on Zoom; Participants: 11

Business Communication 1 on 17-Apr-2020 on Zoom; Participants: 27

Cummins Engine on 20-Apr-2020 on Zoom; Participants: 127

Business Communication 1 on 24-Apr-2020 on Zoom; Participants: 23

Design Principles of Formwork on 04-Apr-2020 on Zoom; Participants: 34

Business Communication 1 on 30-Apr-2020 on Zoom; Participants: 21

Design Principles of Formwork on 14-Apr-2020 on Zoom; Participants: 35

Business Communication 2 on 20-Apr-2020 on Zoom; Participants: 22

Design Principles of Formwork on 21-Apr-2020 on Zoom; Participants: 30

Business Communication 2 on 25-Apr-2020 on Zoom; Participants: 22

Design Principles of Formwork on 30-Apr-2020 on Zoom; Participants: 24

Business Communication 3 on 22-Apr-2020 on Zoom; Participants: 26

Deutz Products on 30-Apr-2020 on Zoom; Participants: 60

Business Communication 3 on 29-Apr-2020 on Zoom; Participants: 21

DG Care Products on 17-Apr-2020 on Zoom; Participants: 74

Change Management on 10-Apr-2020 on Zoom; Participants: 66

Dodge Products on 18-Apr-2020 on Zoom; Participants: 129

Chilling Plants on 20-Apr-2020 on Zoom; Participants: 63

Drive way in life on 14-Apr-2020 on Zoom; Participants: 65

Compaction Equipment on 19-Apr-2020 on Zoom; Participants: 81

Dynapac & Tandem Rollers on 10-Apr-2020 on Zoom; Participants: 91

Compactors on 27-Apr-2020 on Zoom; Participants: 40

Eicher Engines on 18-Apr-2020 on Zoom; Participants: 74

Concrete Boom Placer on 15-Apr-2020 on Zoom; Participants: 112

Fenner Products on 17-Apr-2020 on Zoom; Participants: 188

Filtration on 09-Apr-2020 on Zoom; Participants: 123

From Force to Power on 18-Apr-2020 on Zoom; Participants: 21

From Force to Power on 23-Apr-2020 on Zoom; Participants: 19

Goal Setting on 17-Apr-2020 on Zoom; Participants: 21

Healthy Relationships for Healthy Lives on 13-Apr-2020 on Zoom; Participants: 18

Healthy Relationships for Healthy Lives on 14-Apr-2020 on Zoom; Participants: 16

Healthy Relationships for Healthy Lives on 22-Apr-2020 on Zoom; Participants: 22

Healthy Relationships for Healthy Lives on 29-Apr-2020 on Zoom; Participants: 25

Hot Mix Plant on 14-Apr-2020 on Zoom; Participants: 95

Hydraulic Circuits on 22-Apr-2020 on Zoom; Participants: 59

Influencing Skills on 10-Apr-2020 on Zoom; Participants: 19

Job Cost Report on 08-Apr-2020 on Zoom; Participants: 24

Komatsu Grader 555 on 27-Apr-2020 on Zoom; Participants: 58

Lab Training LSC (Zoom) on 01-Apr-2020 on Zoom; Participants: 16

Leadership Styles on 16-Apr-2020 on Zoom; Participants: 76

Lubricants on 11-Apr-2020 on Zoom; Participants: 80

Lubricants for Rock Processing Industry on 14-Apr-2020 on Zoom; Participants: 100

Manage Expectation on 13-Apr-2020 on Zoom; Participants: 58

MORT&H section 100 to 400 on 01-Apr-2020 on Zoom; Participants: 8

MORT&H section 1000 to 1500 on 04-Apr-2020 on Zoom; Participants: 9

MORT&H section 1600 to 1700 on 06-Apr-2020 on Zoom; Participants: 11

MORT&H section 1800 and site related issues on 07-Apr-2020 on Zoom; Participants: 11

MORT&H section 1900 to 2300 on 08-Apr-2020 on Zoom; Participants: 11

MORT&H section 2400 to 3000 on 09-Apr-2020 on Zoom; Participants: 11

MORT&H section 3100 to 3200 on 10-Apr-2020 on Zoom; Participants: 11

MORT&H section 500 to 600 on 02-Apr-2020 on Zoom; Participants: 8

MORT&H section 700 to 900 & ITP on 03-Apr-2020 on Zoom; Participants: 9

Overhead Electrification on 02-Apr-2020 on Zoom; Participants: 36

Overhead Electrification on 08-Apr-2020 on Zoom; Participants: 32

Overhead Electrification on 17-Apr-2020 on Zoom; Participants: 36

Overhead Electrification on 22-Apr-2020 on Zoom; Participants: 39

Overhead Electrification on 29-Apr-2020 on Zoom; Participants: 32

Pavement Design reports on 14-Apr-2020 on Zoom; Participants: 11

Perkins Engine on 21-Apr-2020 on Zoom; Participants: 66

Points & Crossings on 06-Apr-2020 on Zoom; Participants: 42

Points & Crossings on 20-Apr-2020 on Zoom; Participants: 40

Points and Crossings on 13-Apr-2020 on Zoom; Participants: 38

Points and Crossings on 27-Apr-2020 on Zoom; Participants: 35

Preconstruction Activities on 11-Apr-2020 on Zoom; Participants: 62

Presentation Skills on 02-Apr-2020 on Zoom; Participants: 13

Presentation Skills on 13-Apr-2020 on Zoom; Participants: 20

Presentation Skills on 20-Apr-2020 on Zoom; Participants: 20

Q&A on Flexible Pavement on 16-Apr-2020 on Zoom; Participants: 33

Q&A on Flexible Pavement on 29-Apr-2020 on Zoom; Participants: 27

Q&A on Prestressing Techniques on 09-Apr-2020 on Zoom; Participants: 33

Q&A on Prestressing Techniques on 20-Apr-2020 on Zoom; Participants: 29

Q&A on Prestressing Techniques on 28-Apr-2020 on Zoom; Participants: 27

Q&A on Rigid Pavement on 07-Apr-2020 on Zoom; Participants: 32

Q&A on Rigid Pavement on 15-Apr-2020 on Zoom; Participants: 29

Q&A on Rigid Pavement on 22-Apr-2020 on Zoom; Participants: 30

Qualities of a Leader on 09-Apr-2020 on Zoom; Participants: 24

Quality Control in Road works on 08-Apr-2020 on Zoom; Participants: 32

Quality Control in Road works on 23-Apr-2020 on Zoom; Participants: 35

Quality Control in Road works on 28-Apr-2020 on Zoom; Participants: 26

RE Wall on 18-Apr-2020 on Zoom; Participants: 35

RE Wall on 27-Apr-2020 on Zoom; Participants: 32

Resolving Differences on 14-Apr-2020 on Zoom; Participants: 17

Resolving Differences on 16-Apr-2020 on Zoom; Participants: 21

Resolving Differences on 22-Apr-2020 on Zoom; Participants: 27

SKF Bearing Life Cycle & Practical Maintenance on 23-Apr-2020 on Zoom; Participants: 94

Slipform Paver on 06-Apr-2020 on Zoom; Participants: 126

Stress Management on 07-Apr-2020 on Zoom; Participants: 16

Stress Management on 21-Apr-2020 on Zoom; Participants: 18

Supplementary Cementitious Materials on 17-Apr-2020 on Zoom; Participants: 30

Supplementary Cementitious Materials on 24-Apr-2020 on Zoom; Participants: 30

Upside of Stress on 21-Apr-2020 on Zoom; Participants: 63

Vogele Paver on 07-Apr-2020 on Zoom; Participants: 123

Wear Resistant Screening Media for Increased Uptime of Crushing Plant on 27-Apr-2020 on Zoom; Participants: 92

Welding works on 04-Apr-2020 on Zoom; Participants: 35

Welding works on 15-Apr-2020 on Zoom; Participants: 36

West Asia Maritime Products on 29-Apr-2020 on Zoom; Participants: 81

Wheel Loader on 25-Apr-2020 on Zoom; Participants: 61

Emotional Intelligence on 14-May-2020 on Zoom; Participants: 32

Emotional Intelligence on 18-May-2020 on Zoom; Participants: 29

English Communication on 29-May-2020 on Zoom; Participants: 25

Excavator and Motor Grader on 16-May-2020 on Zoom; Participants: 51

Executive Presence on 27-May-2020 on Zoom; Participants: 36

Executive Presence on 28-May-2020 on Zoom; Participants: 3

Exide Battery on 02-May-2020 on Zoom; Participants: 73

Expansion Joints on 15-May-2020 on Zoom; Participants: 30

Expansion Joints on 22-May-2020 on Zoom; Participants: 33

Formwork Solutions for Infrastructure Projects on 11-May-2020 on Zoom; Participants: 61

GD555 Motor Grader Hydraulics on 14-May-2020 on Zoom; Participants: 84

Getting Things Done on 21-May-2020 on Zoom; Participants: 29

Getting Things Done on 26-May-2020 on Zoom; Participants: 22

Global 8D Problem Solving Technique on 26-May-2020 on Zoom; Participants: 48

Goal Setting on 05-May-2020 on Zoom; Participants: 15

HE Cranes and Piling Rigs on 18-May-2020 on Zoom; Participants: 43

Healthy Relationships for Healthy Lives on 06-May-2020 on Zoom; Participants: 18

Healthy Relationships for Healthy Lives on 08-May-2020 on Zoom; Participants: 17

High Performance Concrete on 13-May-2020 on Zoom; Participants: 25

Hot Mix Plant on 07-May-2020 on Zoom; Participants: 65

Influencing with emails on 14-May-2020 on Zoom; Participants: 26

Influencing with emails on 12-May-2020 on Zoom; Participants: 39

Influencing with emails on 19-May-2020 on Zoom; Participants: 32

JCB Compactor on 01-May-2020 on Zoom; Participants: 53

Lab Training LSC (Zoom) on 01-May-2020 on Zoom; Participants: 16

Lubrications/ Hydraulic oil Filtration on 06-May-2020 on Zoom; Participants: 101

Marini Hot Mix Plant on 15-May-2020 on Zoom; Participants: 141

Mob HLC1000- Wheel Loader Scale on 11-May-2020 on Zoom; Participants: 40

Mobile Automation products on 06-May-2020 on Zoom; Participants: 74

Modern Lubrication Solutions on 04-May-2020 on Zoom; Participants: 118

MS Excel on 02-May-2020 on Zoom; Participants: 41

MS Excel on 20-May-2020 on Zoom; Participants: 64

MS Excel on 22-May-2020 on Zoom; Participants: 95

MS Excel on 27-May-2020 on Zoom; Participants: 42

MS Excel on 28-May-2020 on Zoom; Participants: 91

New QMC - Tech Savvy, Smart & Automated on 02-May-2020 on Zoom; Participants: 155

Overhead Electrification on 06-May-2020 on Zoom; Participants: 31

PQC paving on 30-May-2020 on Zoom; Participants: 37

Presentation Skills on 06-May-2020 on Zoom; Participants: 23

Q&A on Bituminous Construction on 29-May-2020 on Zoom; Participants: 26

Q&A on Flexible Pavement on 05-May-2020 on Zoom; Participants: 22

Q&A on Prestressing Techniques on 08-May-2020 on Zoom; Participants: 15

RE Wall on 04-May-2020 on Zoom; Participants: 22

Resilience on 13-May-2020 on Zoom; Participants: 17

Safe Load Indicators on 03-May-2020 on Zoom; Participants: 83

Scaffolding Principles on 06-May-2020 on Zoom; Participants: 20

Track Machines on 20-May-2020 on Zoom; Participants: 25

Train Detection on 30-May-2020 on Zoom; Participants: 24

Ultrasonic Testing of Rail Welds on 08-May-2020 on Zoom; Participants: 34

Value Engineering on 09-May-2020 on Zoom; Participants: 32

Variable Frequency Drives on 05-May-2020 on Zoom; Participants: 52

May

5S Workplace Organization on 22-May-2020 on Zoom; Participants: 35

ACE Products on 02-May-2020 on Zoom; Participants: 56

Assertiveness on 07-May-2020 on Zoom; Participants: 17

Basic concepts of Railway Signaling on 28-May-2020 on Zoom; Participants: 25

Business Communication 1 on 05-May-2020 on Zoom; Participants: 14

Business Communication 2 on 02-May-2020 on Zoom; Participants: 24

Business Communication 2 on 06-May-2020 on Zoom; Participants: 18

Business Communication 3 on 04-May-2020 on Zoom; Participants: 18

Business Communication 3 on 07-May-2020 on Zoom; Participants: 20

Common Fuel Rail Systems on 04-May-2020 on Zoom; Participants: 48

Concrete Equipment, Batching plant 120TPH, Boom Placer on 20-May-2020 on Zoom; Participants: 59

Constzon - Formwork Trading Platform on 26-May-2020 on Zoom; Participants: 41

Constzon - Formwork Trading Platform on 27-May-2020 on Zoom; Participants: 20

Cracks in Concrete on 18-May-2020 on Zoom; Participants: 36

Cracks in Concrete on 25-May-2020 on Zoom; Participants: 27

Creating Your Brand on 07-May-2020 on Zoom; Participants: 21

Crusher Plant Automation Solutions on 01-May-2020 on Zoom; Participants: 121

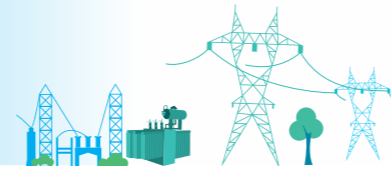
Designing of Railway Curves on 04-May-2020 on Zoom; Participants: 44

Designing of Railway Curves on 12-May-2020 on Zoom; Participants: 34

Designing of Railway Curves on 16-May-2020 on Zoom; Participants: 27

Developing Strength & Staying Positive during Challenging Times on 20-May-2020 on Zoom; Participants: 29

Power Transmission & Distribution IC



Participants of Enterprise Risk Management Programme held at Chennai HQ held on Jan 18th, 2020



Workshop on Quality aspects of site grading, Concrete works, Cube casting & T



Participants of Performance Review Workshop Programme



Participants of Workshop on Safety at SS & Cable – Hazard & Risk Assessments Programme

January - June

Performance review workshop -1 on 30th March, 2020; Participants: 14

Performance review workshop -2 on 4th April, 2020; Participants: 35

UPD Training Program on 13th April, 2020; Participants: 138

Webinar on Concepts and importance of civil execution at Project site on 6th April, 2020; Participants: 152

Webinar on Risk Management in Metro Projects on 7th April, 2020; Participants: 175

Webinar on EHV Cabling, Laying, trenching & installation in metro jobs on 8th April, 2020; Participants: 169

Webinar on Civil Work Execution on 9th April, 2020; Participants: 174

Webinar on Time & Conflict Management on 10th April, 2020; Participants: 118

Webinar on Working Capital Management on 11th April, 2020; Participants: 140

Webinar on Communication Skills on 12th April, 2020; Participants: 80

Webinar on MIS on 14th April, 2020; Participants: 123

Webinar on Challenges In underground cabling on 16th April, 2020; Participants: 84

Webinar on Stepping Toward Metro Project on 17th April, 2020; Participants: 55

Webinar on Execution Methodology in Nuclear Power Plant on 15th April, 2020; Participants: 113

Webinar on Best Installation Practices during (10-11) April, 2020; Participants: 241

Webinar on Planning (Sub-Contractor Billing & Material Reconciliation) during (29-30) April, 2020; Participants: 46

Webinar on Planning (Progress Monitoring & Control) on 2nd May, 2020; Participants: 50

Webinar on Performance Planning Workshop on 2nd April, 2020; Participants: 21

Webinar on Pile foundation on 4th March, 2020; Participants: 62

Webinar on Kaizen & 7 QC Tools on 4th April, 2020; Participants: 43

Webinar on 5 S implementation at Factories on 6th April, 2020; Participants: 276

Webinar on Basics of 5S and implementation at TL Stores on 7th April, 2020; Participants: 156

Webinar on Stringing methodologies on 8th April, 2020; Participants: 123

Webinar on Stringing methodologies on 9th April, 2020; Participants: 73

Webinar on EnMS – ISO 50001 – 2018 Transition on 9th April, 2020; Participants: 68

Webinar on Design aspects of TL Foundation on 10th April, 2020; Participants: 132

Webinar on Design aspects of TL Foundation on 11th April, 2020; Participants: 83

Webinar on 7 QC tools on 13th April, 2020; Participants: 70

Webinar on Basic Design concepts on substation Engineering on 2nd April, 2020; Participants: 184

Webinar on Basic Design concepts on substation Engineering on 2nd April, 2020; Participants: 1544

Webinar on Layout engineering of switchyard on 3rd April, 2020; Participants: 1181

Webinar on T&C for UPD Project Part 1 on 3rd April, 2020; Participants: 1181

Webinar on Technical aspects of electrical equipments w.r.to UPD on 4th April, 2020; Participants: 1078

Webinar on T&C for UPD Projects- Part 2 on 4th April, 2020; Participants: 1078

Webinar on Technical aspects of electrical equipments w.r.to UPD

Part-2 on 6th April, 2020; Participants: 1261

Webinar on T&C for Transformers on 6th April, 2020; Participants: 1261

Webinar on Earthing, lightning protection for UPD Projects on 7th April, 2020; Participants: 1212

Webinar on Protection system up to 33KV on 7th April, 2020; Participants: 1212

Webinar on Basic Civil Engineering & Design aspects of PD Projects on 8th April, 2020; Participants: 1144

Webinar on Civil Execution for Electrical Engineers in UPD Projects on 8th April, 2020; Participants: 1144

Webinar on Enhance Product Quality in Civil- execution works and minimize cost of reworks on 9th April, 2020; Participants: 1276

Webinar on Electrical equipment Installation in SS Works, Line Works, UG Cabling Works on 10th April, 2020; Participants: 1161

Webinar on SCADA on 13th April, 2020; Participants: 1295

Webinar on Stores & Logistics Management on 14th April, 2020; Participants: 1180

Webinar on Communication Skills on 14th April, 2020; Participants: 1180

Webinar on Enhancing personal effectiveness & Interpersonal Skills on 16th April, 2020; Participants: 1409

Webinar on Scheduling, JCR Preparation and Analysis & Reconciliation - Part-1 on 17th April, 2020; Participants: 1185

Webinar on How to Learn in Digital Age on 17th April, 2020; Participants: 1185

Webinar on Scheduling, JCR Preparation & Analysis and Reconciliation - Part-2 on 18th April, 2020; Participants: 1592

Webinar on Covid-19 Prevention measures when we resume work on 18th April, 2020; Participants: 1592

Webinar on Value Stream Mapping & Lean Management on 20th April, 2020; Participants: 931

Webinar on Overview of SS BU on 30th April, 2020; Participants: 34

Webinar on Overview of TL BU on 2nd May, 2020; Participants: 90

Webinar on ALIGN Training on 30th April, 2020; Participants: 49

Webinar on Progress Monitoring & Control on 2nd May, 2020; Participants: 50

Webinar on Training program on OM of MS ACE on 19th May 2020; Participants: 21

Webinar on Refresher Course on Basic Hydraulics on 11th May, 2020; Participants: 78

Stores Management Executive Program at Vedic Village,Rajarhat during January 20-24; Participants :40; Faculty (Int.): Mr. L Krishnan, Mr. Ramamoorthy, Mr. E Satheesh Kumar, Mr. Shivanand Mohan, Mr. A M Balaji, Mr. Dipak Lahiri, Mr. Biplab Roy, Mr. Sabyasachi Pradhan; Faculty (Ext.): M/s. IIMM

Stores Management Executive Program at Delhi during February 17-21; Participants :40; Faculty (Int.): Mr. L Krishnan, Mr. V Babu, Mr. Shivanand Mohan, Mr. K Shanmuganathan, Mr. Lenin Kumar, Mr. Parvez Ahamad , Mr. E Satheesh Kumar, Mr. Arun Meher Faculty (Ext.): M/s. IIMM

Contract Management Workshop Webinar on 13th April 2020; Participants: 38; Faculty (Ext): Jamie Duncan, PMCC Corporation

Performance Management Workshop for all Immediate Superiors on 23rd March, 2020; Participants: 18; Faculty: Mr. S Padmanabhan

Webinar on Align User Workshop (Shrajah) on 29th April, 2020; Participants: 13

Webinar on Align User Workshop (Kenya & Ethiopia) on 28th April, 2020; Participants: 16

Webinar on Align User Workshop (Tanzania & Botswana) on 27th April, 2020; Participants: 51

Webinar on Quality Control Workshop for LEA Region on 18th April, 2020; Participants: 18

Webinar on Align User Workshop (Egypt, Morocco & Algeria) on 18th April, 2020; Participants: 62

Webinar on Operation Management Process - NA Region on 15th April, 2020; Participants: 26

Webinar on Operation Management Process - UEA Region on 16th April, 2020; Participants: 11

Webinar on Operation Management Process - LEA Region on 18th April, 2020; Participants: 16

Webinar on Stores Management for FAA team on 13th April, 2020; Participants: 30

Webinar on Webinar by Ecube Consultancy- Preserving Emotional Wellbeing & Mental Health on 5th April, 2020; Participants: 55

B Webinar on e the Best in Managing Subcontractor Performance on 3rd April, 2020; Participants: 32

Webinar on T&C for Transformers on 6th April, 2020; Participants: 20

Webinar on Technical aspects of electrical equipment w.r.to UPD Part-2 on 6th April, 2020; Participants: 20

Webinar on be the Best in Cost Monitoring and Control in EPC Projects on 6th April, 2020; Participants: 42

Webinar on be the Best in Cost Monitoring and Control in EPC

Projects on 8th April, 2020; Participants: 19

Webinar on enjoy and Learn MS Excel VBA on its own on 11th April, 2020; Participants: 50

Webinar on Iceberg Of COVID 19 in Construction Operations on 14th April, 2020; Participants: 21

Webinar on Stores Management on 14th April, 2020; Participants: 3

Webinar on Be the Best in Managing Stakeholder Engagements on 15th April, 2020; Participants: 13

Webinar on Enhancing personal effectiveness & Interpersonal Skills on 16th April, 2020; Participants: 19

Webinar on Be the Best in Scheduling ,Monitoring and Controlling Linear Projects on 17th April, 2020; Participants: 10

Webinar on How to enhance communication skills on 19th April, 2020; Participants: 34

Webinar on Be the Best in Managing Force Majeure Claims (Covid-19 Context) on 20th April, 2020; Participants:10

Webinar on ALIGN TRAINING on 25th April, 2020; Participants: 13

Webinar on Qualitative Fault Tree Analysis (FTA) on 25th April, 2020; Participants: 20

Webinar on T&C for Transformers on 6th April, 2020; Participants: 4

Webinar on Technical aspects of electrical equipments w.r.to UPD Part-2 on 6th April, 2020; Participants: 4

Webinar on Basic Civil Engineering & Design aspects of PD Projects on 8th April, 2020; Participants: 7

Webinar on Civil Execution for Electrical Engineers in UPD Projects on 8th April, 2020; Participants: 7

Webinar on Enhance Product Quality in Civil- execution works and minimize cost of reworks on 9th April, 2020; Participants: 5

Webinar on Electrical equipment Installation in:

- Sub Station works

- Line works

- UG Cabling works on 10th April, 2020; Participants: 2

Webinar on Basics of SCADA for UPD Projects on 13th April, 2020; Participants: 6

Webinar on Communication Skills on 13th April, 2020; Participants: 7

Webinar on Stores Management on 14th April, 2020; Participants: 6

Webinar on Enhancing personal effectiveness & Interpersonal Skills on 16th April, 2020; Participants: 11

Webinar on Civil Execution for Electrical Engineers in UPD Projects on 8th April, 2020; Participants: 1

Webinar on Basics of SCADA for UPD Projects on 13th April, 2020; Participants: 2

Webinar on Communication Skills on 13th April, 2020; Participants: 2

Webinar on Enhancing personal effectiveness & Interpersonal Skills on 16th April, 2020; Participants: 2

Webinar on Enhancing personal effectiveness & Interpersonal Skills on 16th April, 2020; Participants: 3

Webinar on Enhancement of Product Quality in Civil execution works and minimize cost of reworks on 9th April, 2020; Participants: 14

Webinar on Healthy Worries and Unhealthy Worries on 9th April, 2020; Participants: 26

Webinar on Electrical equipment Installation on 10th April, 2020; Participants: 18

Webinar on Time & conflict Management on 10th April, 2020; Participants: 17

Webinar on online Session on Communication skills on 13th April, 2020; Participants: 47

Webinar on Basics of SCADA for UPD Projects on 13th April, 2020; Participants: 25

Webinar on Online Programme, on Stores Management on 14th April, 2020; Participants: 13

Webinar on Enhancing personal effectiveness & Interpersonal Skills on 16th April, 2020; Participants: 27

Webinar on Scheduling, JCR Preparation & Analysis and Reconciliation on 18th April, 2020; Participants: 16

Webinar on Covid-19 Prevention measures when resumes work on 18th April, 2020; Participants: 12

Webinar on Be the Best in Scheduling ,Monitoring and Controlling Linear Projects on 17th April, 2020; Participants: 2

Webinar on Be the Best in Managing Force Majeure Claims on 20th April, 2020; Participants: 3

Webinar on Programme on Fundamentals of Change Management on 23rd April, 2020; Participants: 13

Webinar on Basic Civil Engineering & Design aspects on 8th April, 2020; Participants: 11

Webinar On line Civil Execution on 8th April, 2020; Participants: 11

Webinar on Technical aspects of electrical equipment w.r.to UPD Part-2 on 6th April, 2020; Participants: 12

Webinar on line session T&C for Transformers on 6th April, 2020; Participants: 12

Webinar on Creating Constructive Relationships on 29th April, 2020; Participants: 3

Webinar on Managing Working Capital in EPC Projects on 22nd April, 2020; Participants: 1

Webinar on L&T Qatar TOASTMASTER Meeting on 9th April, 2020; Participants: 20

Webinar on Creating Constructive Relationships on 29th April, 2020; Participants: 3

Webinar on Achieving Concrete Durability on 14th May, 2020; Participants: 1

Webinar on Reinforced Concrete for Construction Engineers on 14th May, 2020; Participants: 6

Webinar on Awareness Session on Microsoft Teams for Internal Trainers on 15th May, 2020; Participants: 13

Webinar on ALIGN IMPLEMENTATION on 21st May, 2020; Participants: 9

Webinar on Train The Trainer on Situational Leadership on 22nd May, 2020; Participants: 2

Webinar on Role Clarification Exercise (RCE) on 27th May, 2020; Participants: 1

Webinar on Quality Management Systems on 28th May, 2020; Participants: 19

Webinar on Online MVG Demo-Guided UAT on 28th May, 2020; Participants: 2

Webinar on Neuroscience and building Emotional Resilience on 27th May, 2020; Participants: 7

Webinar on Knowledge Sharing session on JCR (Egypt, Morocco, Sharjah) on 10th May, 2020; Participants: 18

Webinar on Knowledge Sharing session on JCR (Algeria, Botswana, Mozambique, Uganda) on 9th May, 2020; Participants: 24

Webinar on Knowledge Sharing session on JCR (Kenya, Tanzania, Ethiopia) on 7th May, 2020; Participants: 22

Webinar on Email Etiquette Training (All regions) on 7th May, 2020; Participants: 36

Webinar on Basics of SCM on 5th May, 2020; Participants: 48

Webinar on Stores Management for Technical team on 2nd May, 2020; Participants: 72

Leap Training Programme on Project Management programme held at Holiday Inn, Al Khobar on Jan 05th, 2020; Participants: 29; Faculty (Int.): Mr. Balasubramanian S

Leap Training Programme on Interpersonal Effectiveness and Power of Feedback held at Holiday Inn, Al Khobar on Jan 06th, 2020; Participants: 27; Faculty (Int.): Mr. Rajesh Mishra

Leap Training Programme on Project Finance and Supply Chain Management held at Holiday Inn, Al Khobar on Jan 07th, 2020; Participants: 27; Faculty (Int.): Mr. Rajashekar PC, Mr. Sujeet Kumar

Leap Training Programme on Performance Management held at Holiday Inn, Al Khobar on Jan 08th, 2020; Participants: 30; Faculty (Int.): Mr. Babu V

Training on Outdoor Air Insulated SS held at Chennai during (30-31) Jan, 2020; Participants: 19

Training on Testing Relays for secondary engineering held at Chennai on 23rd Jan, 2020; Participants: 17

Training on SCM Interphase & Effectiveness at Sharjah on 18th Jan, 2020; Participants:17

Training on QMS Internal Auditor Course - ISO 9001:2015 at Botswana on 21st Feb, 2020; Participants: 31

Training on Behavioural Based Program at Delhi on 1st Feb, 2020; Participants:15

Training on Road Safety Program at 18th Jan, 2020; Participants: 15

Training on Behavioural Based Program at Delhi on 21st Jan, 2020; Participants:24

Training on Behavioural Based Program for safety Officer at Delhi on 27th Jan, 2020; Participants: 26

Internal Auditor Training TL9000 at Chennai during (23rd – 24th) Jan, 2020; Participants: 20

Training on Industrial Safety & Ergonomics at Egypt on 9th Jan, 2020; Participants: 15

Training on Enterprise Risk Management at Chennai on 18th Jan, 2020; Participants: 29

Webinar on Emerging Trends and complexities in Project Management on 8th Jan, 2020; Participants: 10

Training on Digital Substation at Chennai on 29th Jan, 2020; Participants: 19

Training on Digital Substation at Chennai on 28th Jan, 2020; Participants: 18

Training on Behavioural Based Program at Ranchi on 8th Jan, 2020; Participants:18

Training on Behavioural Based Program at Ranchi on 28th Jan, 2020; Participants:14

Webinar on Critical Rating System for Managing Quality on 18th Jan, 2020; Participants: 4

Webinar on Emerging Trends and complexities in Project Management on 8th Jan, 2020; Participants: 10

Knowledge Sharing Session- Different types of Taxes and Duties on 23rd Jan, 2020; Participants: 11

Knowledge Sharing Session on Air Insulated Substations during (29-30) Jan, 2020; Participants: 9

Knowledge Sharing Session on Engineering Techniques & Engineering Disasters during (14-15) Feb, 2020; Participants: 10

Knowledge Sharing Session on HVAC Systems during (19-20) Feb, 2020; Participants: 8

Knowledge Sharing Session on Project Management Systems during (14-15) Feb, 2020; Participants: 6

Knowledge Sharing Session on Stake Holder Management during (19-20) Feb, 2020; Participants: 7

Store Management (4066 users), Behavioral Based Safety (1024 users), Environment (596 users), Business Continuity Plan, Employee Engagement, Value Chain Analysis, Solar PV (4066 users) launched on RapL

Recognition for Rapid Learners (RapL) of the month in the IC based on points & badges accrued

Celebrated Safety Awareness Month on RapL through a quiz contest during (23-24) Jan, 2020; Participants: 1487

Celebrated Wellness Month on RapL through a quiz contest during (12-15) Feb, 2020; Participants: 1424

3rd highest learning hours (20699 hrs) on ATL/ATLNext in the month of April during lockdown



Abhas Kumar Rai
(Delhi-TL)



Naresh
(Chennai-EDRC)



Prabhakaran L
(Chennai-EDRC)

PT&D shines in Bizathon- Business Simulation Marathon during (6-12) Apr, 2020; Individual Winners: 3, Individual Consolation Prize: 1



Ponvinothan
Muruganandam
(Chennai-EDRC)



Abhinandan Misra
(Chennai-CPC)



Ashim Harsh
(Chennai-HR)

PT&D shines in Bizathon-Business Simulation Marathon during (6-12) Apr, 2020; Team Winners: 2, Team Consolation Prize: 2

PT&D (International)



Participants of the Workshop Program on Quality aspects of site grading, Concrete works held at Qatar on Jan 18th, 2020



Participants of the Workshop Programme on Safety at SS & Cable – Hazard & Risk Assessments held at Qatar on Feb 22nd, 2020



Participants of QMS Internal Auditor Training Programme at Cairo



Participants of the Performance Review Workshop held at Qatar on March 5th, 2020

January - June

Programme on Challenges in OHL Design and Execution held at KOC Project office, Kuwait on 19th February, 2020; Participants: 14; Faculty (Int.): Mr. Mohammed Jabir and Mr. N. Anandakrishnan

Performance Review Workshop held at Kuwait office on 09th March, 2020; Participants:07; Faculty (Int.): Mr. R. Ravichandran

Leap Training Programme on Project Management programme held at Holiday Inn, Al Khobar, KSA on Jan 05th,2020; Participants:29; Faculty (Int.): Mr. Balasubramanian S

Leap Training Programme on Interpersonal Effectiveness and Power of Feedback held at Holiday Inn, Al Khobar, KSA on Jan 06th, 2020; Participants: 27; Faculty (Int.): Mr. Rajesh Mishra

Leap Training Programme on Project Finance and Supply Chain Management held at Holiday Inn, Al Khobar, KSA on Jan 07th, 2020; Participants: 27; Faculty (Int.): Mr. Rajashekar PC, Mr. Sujeet Kumar

Leap Training Programme on Performance Management held at

Holiday Inn, Al Khobar, KSA on Jan 08th, 2020; Participants: 30; Faculty (Int.): Mr. Babu V

Training Programme on How to Enhance Communication Skills held on Zoom (KSA) on April 19th, 2020; Participants:34; Faculty (Int.): Mr. Rajesh Mishra

Training Program on Align Training held on Zoom (KSA) on April 25th, 2020 Participants:13:FACULTY (Int.): Mr. Chandrasekaran K

Training Programme on Qualitative Fault Tree Analysis (FTA) held on Zoom (KSA) on April 25th, 2019; Participants:20; Faculty (Int.): Mr. Rajeev Ramakrishnan Saraswathy

Training Program on Align Implementation held on Zoom for Rabig Project (KSA) on May 21st, 2020: Participants: 09: Faculty (Int.): Mr. Chandrasekaran K

Training Program on Quality Management Systems held on Microsoft Teams (Online) (KSA) on May 28th,2020: Participants: 29: FACULTY (Int.): Mr. Murugan KS

Workshop on Quality aspects of site grading, Concrete works at Qatar on 18th Jan 2020; Participants: 17; Faculty (Int.): Mr. Pankaj Jadeja & Mr. Murali Kumar Voomiti

Toastmasters - Meeting at Qatar on 18th Jan 2020; Participants: 24; Faculty (Int.): Mr. Sachindra Prakash Pandey

Workshop on Safety at SS & Cable – Hazard & Risk Assessments at Qatar on 22nd Feb 2020; Participants: 10; Faculty (Int.): Mr. Reece Chahal & Mr. Proloy Kumar Das

Phygital Sessions at Qatar on 5th Feb 2020; Participants: 9; Faculty (Int.): Mr. Sachindra Prakash Pandey

Performance Review Workshop at Qatar on 5th March 2020; Participants: 14; Faculty (Int.): Mr. Sachindra Prakash Pandey

Performance Feedback Workshop at Qatar on 4th April 2020; Participants: 17; Faculty (Int.): Mr. Rajesh Mishra

Workshop on SCM Interphase & Effectiveness at UAE on 18th Jan 2020; Participants: 16; Faculty (Int.): Mr. M Thangapandian

Knowledge Sharing Session on Leadership & Motivation at UAE on 4th Jan 2020; Participants: 9; Faculty (Int.): Mr. Makesh Kumar Jayakumar

Knowledge Sharing session on Air Insulated Substations at UAE on 30th Jan 2020; Participants: 9; Faculty (Int.): Mr. Makesh Kumar Jayakumar

Knowledge Sharing session on Engineering Techniques & Engineering Disasters at UAE on 15th Feb 2020; Participants: 11; Faculty (Int.): Mr. Stalin Raj Ramaian

Knowledge Sharing session on Project Management Systems at UAE on 15th Feb 2020; Participants: 7; Faculty (Int.): Mr. Rahangdale Dhananjay Dileshwar

Knowledge Sharing session on HVAC at UAE on 20th Feb 2020; Participants: 8; Faculty (Int.): Mr. Mohammed Azeem

Knowledge Sharing session on Stake Holder Management at UAE on 20th 2020; Participants: 7; Faculty (Int.): Mr. S. Vaithilingam

Performance Review Workshop at UAE on 24th March 2020; Participants: 32; Faculty (Int.): Mr. S Padmanabhan

Interactive session on Operational Efficiency - Civil Works at UAE on 21st May 2020; Participants: 32; Faculty (Int.): Mr. Chayan Purkayastha

January - June

Effective Communication Skills at HQ Chennai: January 3 - 4, 2020. Participants: 25; Faculty (Ext.): Dr. Purnima Rao.

CSTI Programme for GETs at CSTI: January 3 - 9, 2020. Participants: 20; Faculty (Int.): Mr. N. G. Pramod; M/s. (Ext.): Gyaneshwar Sawant, Devarang Multar, Alagar Surani, P. Balaji.

Safe Execution Engineer – Level 5 at Jaipur: January 6 - 7, 2020. Participants: 27; Faculty (Int.): M/s. Rashmikant Chauhan, Dharmendra Kumar, S. Karthikeyan, Reddi Rakesh.

Programme on Leadership & Motivation at Chennai: January 7– 8, 2020. Participants: 19; Faculty (Ext.): Mr. Arvind Chandhoke.

Safe Execution Engineer – Level 5 at Srilanka: January 8 - 9, 2020. Participants: 17; Faculty (Int.): M/s. Goura Chandra Pradhan, Narayan Sarkar, E. Sivasudhan, MD. Haniffa Mohamed Riskhan, W.W.C Nishantha Kumara.

IMS Internal Auditor Training at Bhubaneswar: January 8 - 10, 2020. Participants: 24; Faculty (Ext.): Mr. Rajendran.

Safe Execution Engineer – Level 5 at Bhubaneswar: January 9 - 10, 2020. Participants: 21; Faculty (Int.): M/s. Venugopal Sunkara, Naidana Rama Krishna, Ramajaneyulu, Kasapu Surendra, Satyajit Patra, Abhishek Sathua.

Safe Execution Engineer – Level 5 at New Delhi: January 9 – 10, 2020. Participants: 20; Faculty (Int.): M/s. M. V. Abijith, Arpit Khanna, E.S. Sudhev, V.T. Sarath Sivan.

Programme on Lifestyle Modification & Stress Management at Kolkata: January 14 - 15, 2020. Participants: 18; Faculty (Ext.): Mr. Vinod Kumar.

IMS Internal Auditor Training at Delhi: January 16 – 18, 2020. Participants: 22; Faculty (Ext.): Mr. Rajendran.

Safe Execution Engineer – Level 5 at Indore: January 17 - 18, 2020. Participants: 39; Faculty (Int.): M/s. Manoj Kumar Mohapatra, P. Rajaguru, Dinesh Kharbanda.

Programme on Managerial Excellence at Pune: January 17 - 18, 2020. Participants: 24; Faculty (Ext): Mr. G.D. Sharma.

Programme on Teamwork & Cohesiveness at Bangalore: January 20, 2020. Participants: 20; Faculty (Ext.): Mr. Arvind Chandhoke.

Engineering Management Excellence (EMEX) Programme – Module 1 at HQ Chennai: January 20 - 22, 2020. Participants: 25; Faculty (Ext.): Prof. VTCS Rao, Prof. Suresh Nair from L&T IPM, Chennai.

Programme on Construction Management at New Delhi: January 21 – 22, 2020. Participants: 24; Faculty (Ext.): M/s. J. K. Tiwari, Prakhar Singh, Sanjoy Banerjee, Tushar Saxena, Madan Mohan Bhatt, T. K. Sharma, R. J. Das.

Programme on Business Communication at Hyderabad: January 22 - 23, 2020. Participants: 25; Faculty (Ext.): Mr. Srinivas Potru.

Programme on EIP Training for Planning Engineers at Bangalore: January 23, 2020. Participants: 27; Faculty (Int.): M/s. Ananda Srinivasan, Prathyusha VL.

Programme on Water & Sewerage Treatment Plant & Network Design: January 23 – 24, 2020. Participants: 23; Faculty (Ext.): Mr. Durga Prasad Singh.

Programme on Basic First Aid at Indore: January 27 - 28, 2020. Participants: 29; Faculty (Ext.): M/s. Dr. Sudheer Sharma, Dr. Reenu Sharma.

Programme on Formwork Management at Ahmedabad: January 28 – 29, 2020. Participants: 26; Faculty (Int.): Mr. N. Subramanian.

Safe Execution Engineer – Level 5 at CSTI, Attibele: January 29 - 30, 2020. Participants: 18; Faculty (Int.): M/s. B. Anandan, Prasanna, A. Narayanan, Madhukrishna Kintali, B. I. Rethish, Devarajan.

IMS Internal Auditor Training at Indore: January 29 – 31, 2020. Participants: 18; Faculty (Ext.): Mr. Rajendran.

Practical Orientation for GETs at CSTI Jadcherla: January 27 – February 1, 2020. Participants: 28; Faculty (Ext.): M/s. R. Samroy, Manohar, Prasad Babu, D. Vijayan, P. Ramalingam, G.L. Barki, S. Ganesan, D. Vijay Bhaskar.

Orientation for GETs at CSTI Attibele: January 27 – February 1, 2020. Participants: 13; Faculty (Ext.): M/s. A. Narayanan, R. S. Devarajan, Manjanath Rane, Madhukrishna Kintali, Prasanta Kumar Sahoo, S. Surendra, K. N.Prakash.

CMA Orientation Programme at HQ Chennai: February 3 – 4, 2020. Participants: 24; Faculty (Int.): Mr. T. Nagarajan, K. Krishna Kumar, K. Balamurali, G. Muthukrishnan, S. Kumar, A. Srinivasan, M. C. Manikanadan.

Safe Execution Engineer – Level 5 at Bhubaneswar: February 3 - 4, 2020. Participants: 37; Faculty (Int.): M/s. Choudhury Nirmal Prasad Behera, Ranbir Singh, Naidana Rama Krishna, Kasapu Surendra, Maddi Bharath Chandra, Abhishek Sathua.

Programme on Problem Solving & Decision Making at HQ Chennai: February 4 - 5, 2020. Participants: 23; Faculty (Ext.): Mr. Arvind Chandhoke.

Programme on Team Building & Conflict Management at New Delhi: February 6 - 7, 2020. Participants: 24; Faculty (Ext.): Dr. Archana Sharma.

Programme on Creativity & Innovation at Bhubaneswar: February 7 - 8, 2020. Participants: 26; Faculty (Ext.): Mr. Vivek Randeria.

Programme on Effective Communication Skills at Jaipur: February 12 - 13, 2020. Participants: 32; Faculty (Ext.): Dr. Ashish Johri.

Safe Execution Engineer – Level 5 at New Delhi: February 12 - 13, 2020. Participants: 18; Faculty (Int.): M/s. Arpit Khanna, M. V. Abijith.

Water & Effluent Treatment IC



Participants of "Managerial Excellence" held at Pune during January 17th – 18th, 2020



Participants of "Engineering Management Excellence (EMEX) Programme" held at HQ Chennai during January 20th - 22nd, 2020



Participants of "Pravin Programme" held at CSTI, Jadcherla during February 5th - 26th, 2020



Participants of "Safe Execution Engineer – Level 5" held at Indore during February 28th - 29th, 2020

Safe Execution Engineer – Level 5 at CSTI, Attibele: February 14 - 15, 2020. Participants: 14; Faculty (Int.): M/s. B. Anandan, Prasanna, A. Narayanan, Madhukrishna Kintali, B. I. Rethish, Devarajan, Ajith Vijayan.

Safe Execution Engineer – Level 5 at Bhopal: February 14 - 15, 2020. Participants: 31; Faculty (Int.): M/s. P. Mathivanan, Abhinav Kotiya, Dinesh Kumar.

Safe Execution Engineer – Level 5 at Pune: February 17 – 18, 2020. Participants: 26; Faculty (Int.): M/s. Pramod Ghaywat, D. Dhanapal, B. Siva Subramanian, Paul Debashish, Amrut Shipkar, Diksha Dubey, Nelapudi Shrivanthi, Poornima Zalte, Ashish Tekade, Aditya Shelar.

Safe Execution Engineer – Level 5 at Jaipur: February 17 - 18, 2020. Participants: 36; Faculty (Int.): M/s. Rashmikant Chauhan, Surendra Singh, Atul Kumar Mishra, P. Vasanth, Yagana Khan.

Programme on Resource Management at Mumbai: February 20, 2020. Participants: 17; Faculty (Ext.): Ms. Meenakshi from L&T, IPM – Chennai.

Programme on Finance for Non-Finance at Bhubaneswar: February 24 - 25, 2020. Participants: 47; Faculty (Int.): M/s. Chakradhara Nayak, R.K. Subramani, P. Praveen Kumar, Puthran Kaushal Hemant, Nikhil Kaliya, Manab Basak.

Engineering Management Excellence (EMEX) Programme (Module 2) at HQ Chennai: February 24 – 26, 2020. Participants: 23; Faculty (Ext.): Prof. Deepa Philip, Prof. K P Reghunath, Prof. Umesh Metar from L&T IPM, Chennai.

Safe Execution Engineer – Level 5 at Bhubaneswar: February 25 - 26, 2020. Participants: 36; Faculty (Int.): M/s. Venugopal Sunkara, Chandra Mouli Gatta, Satyajit Patra, Bishnu Debananda Agarwal, Abhishek Sathua.

Orientation Programme for Lateral Recruits at HQ Chennai: February 27 - 28, 2020. Participants: 13; Faculty (Int.): M/s. K. Krishna Kumar, S. Viswanathan, J. Venkatesh, L. Sakthivel, R. Thilagaraj, K. S. Sudheesh Kumar, A. Srinivasan, M. C. Manikanadan.

Programme on Office Ergonomics Awareness at HQ Chennai: February 28, 2020. Participants: 28; Faculty (Int.): Mr. K. S. Sudheesh Kumar.

Programme on Financial Management at Bangalore: February 28, 2020. Participants: 24; Faculty (Int.): M/s. K. T. S. Keerthy, Amith Ashly Dsilva.

Safe Execution Engineer – Level 5 at Indore: February 28 & 29, 2020. Participants: 31; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Dinesh Kharbanda, Parthiban Mohan, Mukesh Batham, Divesh Prakash.

Safe Execution Engineer – Level 5 at Kolkata: February 28 & 29, 2020. Participants :19; Faculty (Int.): M/s. Sunil Kumar Maharana,

Tirth Raj Gupta, Bapi Barik.

Programme on Productivity Improvement at Pune: March 3 - 4, 2020. Participants: 17; Faculty (Ext.): Prof. Sunil Kumar from L&T IPM, Chennai.

Safe Execution Engineer – Level 5 at Bhopal: March 6 - 7, 2020. Participants: 12; Faculty (Int.): M/s. P. Mathivanan, Abhinav Kotiya.

Programme on Concrete Practices at Bhubaneswar: March 7, 2020. Participants: 47; Faculty (Int.): Mr. V. Umamaheswaran.

REVIT Training at HQ Chennai: March 16 - 18, 2020. Participants: 25; Faculty (Int.): Mr. Karunakaran.

Programme on Risk Management at HQ Chennai: March 20, 2020. Participants: 29; Faculty (Int.): Mr. R. Thilagaraj.

24 x7 WSS at Delhi: April 1, 2020. Participants: 31; Faculty (Int.): Mr. Sachin Rana.

Effect of COVID-19 on World Economy at Delhi: April 2, 2020. Participants: 31; Faculty (Int.): Mr. Abhiroop Bose.

Contractual Conditions at Delhi: April 3, 2020. Participants: 31; Faculty (Int.): Ms. Gurpreet Kaur.

Septage Management at Delhi: April 4, 2020. Participants: 31; Faculty (Int.): Ms. Mayur Agrawal.

Welding Basics at Indore: April 4, 2020. Participants: 25; Faculty (Int.): Mr. Kumar Abhishek.

Requirements of Codes & Standards at Indore: April 6, 2020. Participants: 28; Faculty (Int.): M/s. Meshram Kailash Vithalrao, Uma Ramanan.

Compressed Biogas (CBG) Potential and Opportunities at Delhi: April 6, 2020. Participants: 32; Faculty (Int.): Mr. Rabjot Singh Isher.

State of the Art testing Lab & R&D Centre along with present Research & Tieups at Delhi: April 7, 2020. Participants: 30; Faculty (Int.): Mr. P. Ganesh Kumar.

Concrete Technology at Indore: April 7, 2020. Participants: 41; Faculty (Int.): Mr. Narendra Shende.

Paints, epoxy Coatings Inspection & Quality Control at Indore: April 8, 2020. Participants: 54; Faculty (Int.): Mr. Anuja Nand.

Overview of Drinking Water Treatment Technologies at Delhi: April 8, 2020. Participants: 31; Faculty (Int.): Mr. Rajesh Khanzode.

Introduction to Key Financial Parameters at Delhi: April 9, 2020. Participants: 31; Faculty (Int.): Mr. Harsh Gandhi.

Effluent disposal pipeline opportunities in Gujarat at Delhi: April 9, 2020. Participants: 31; Faculty (Int.): Mr. Bhavesh Prajapati.

Welding Defects at Indore: April 9, 2020. Participants: 52; Faculty (Int.): Mr. Shailesh Deorao Padole.

Compaction of Concrete at Indore: April 10, 2020. Participants: 48; Faculty (Int.): Mr. Suryakanta Padhi.

Micro Irrigation Systems at Delhi: April 10, 2020. Participants: 31; Faculty (Int.): Mr. MS Khan.

Reinforcement cutting, bending and binding at Indore: April 11, 2020. Participants: 58; Faculty (Int.): Mr. Jenamani Suryanarayan.

Problems faced in HDPE Pipe Laying at Indore: April 13, 2020. Participants: 63; Faculty (Int.): Mr. K. M. Varun.

DYE PENETRATION TEST at Indore: April 14, 2020. Participants: 61; Faculty (Int.): Mr. Anuja Nand Choudhary.

Non-destructive test (NDT) at Indore: April 15, 2020. Participants: 54; Faculty (Int.): Mr. Kumar Abhishek.

Non-Destructive Test of concrete element at Indore: April 16, 2020. Participants: 54; Faculty (Int.): Mr. Santosh Kumar Parida.

Sampling and Acceptance Criteria of Concrete at Indore: April 17, 2020. Participants: 46; Faculty (Int.): Mr. Suryakanta Padhi.

Brick Masonry and Plastering at Indore: April 18, 2020. Participants: 43; Faculty (Int.): Mr. Jenamani Suryanarayan.

Concrete Defects and it's Remedial Measures at Indore: April 20, 2020. Participants: 41; Faculty (Int.): Mr. Narendra Shende.

Basics of Radiations at Indore: April 21, 2020. Participants: 47; Faculty (Int.): Mr. Anuja Nand Choudhary.

Digital Initiatives of L&T at Delhi: April 21, 2020. Participants: 31; Faculty (Int.): Mr. Sakthi Vel

Business Excellence at Delhi: April 22, 2020. Participants: 31; Faculty (Int.): Mr. Deepak Kotecha

Microtunnelling at HQ Chennai: April 22, 2020. Participants: 266; Faculty (Int.): M/s. K. Hariharan, Mohammad Hussain, Nagaraj Sohale.

Radiation Technical Requirements at Indore: April 22, 2020. Participants: 40; Faculty (Int.): Mr. Anuja Nand Choudhary.

Weld Joint Design at Indore: April 23, 2020. Participants: 45; Faculty (Int.): Mr. Nesakumar Kalaiarasan.

BIM at Delhi: April 23, 2020. Participants: 31; Faculty (Int.): Mr. Arun Venkadesh

Tertiary Treatment at Delhi: April 24, 2020. Participants: 31; Faculty (Int.): Mr. P. Ganesh Kumar.

Basics and Types of Formwork at Indore: April 24, 2020. Participants: 61; Faculty (Int.): Mr. Karthick Swaminathan.

FM Series: Module 1 - Business Concepts & Finance at HQ Chennai: April 24, 2020. Participants: 39; Faculty (Int.): Mr. V.S.R. Pratap.

MS Pipe Guniting at Indore: April 25, 2020. Participants: 50; Faculty (Int.): Mr. M. Raja.

Erection, Commissioning and Testing of Motors at Indore: April 26, 2020. Participants: 57; Faculty (Int.): Mr. Rahmatullah Ali Shani Parwez Alam.

FM Series: Module 2 - Profit & Loss Analysis at HQ Chennai: April 27, 2020. Participants: 36; Faculty (Int.): Mr. G. Muthukrishnan.

Indirect Taxation and its impact on Contracts at Delhi: April 27, 2020. Participants: 31; Faculty (Int.): Mr. S. Kumar.

Different Types of Flooring Works at Indore: April 28, 2020. Participants: 21; Faculty (Int.): Mr. Jainendra Kumar

FM Series: Module 3 - Balance Sheet Analysis at HQ Chennai: April 28, 2020. Participants: 42; Faculty (Int.): Mr. G. Muthukrishnan.

Programme on Quality Assurance Procedures at Hyderabad: April 28, 2020. Participants: 31; Faculty (Int.): Mr. C. Govindarajan.

FM Series: Module 4 – PMS at HQ Chennai: April 29, 2020. Participants: 37; Faculty (Int.): Mr. V.S.R. Pratap.

Digital tools of Project Monitoring at HQ Chennai: April 29, 2020. Participants: 321; Faculty (Int.): M/s. M. M .Vinaya, K. S. Teju, K. Arun Venkadesh.

Programme on Concrete Practices at Kolkata: April 29, 2020. Participants: 67; Faculty (Int.): Mr. C. Govindarajan.

FM Series: Module 5 - Treasury Management & Working Capital Management at HQ Chennai: April 30, 2020. Participants: 37; Faculty (Int.): Mr. Kalyan Gogineni.

FM Series: Module 6 - GST at HQ Chennai: April 30, 2020. Participants: 36; Faculty (Int.): Mr. S. Kumar.

Safe Execution Engineer Level- V (Module-1) at Jaipur: April 30, 2020. Participants: 19; Faculty (Int.): Mr. Rashmikant Chauhan.

Programme on Operation & Maintenance at Chennai: April 30, 2020. Participants: 17; Faculty (Int.): Mr. Naveen Francis, V. Nagarajan, K. Murugan Babu, Manoj Kumar Bisht.

Safe Execution Engineer Level- V (Module-1) at Bhubaneswar: April 30, 2020. Participants: 30; Faculty (Int.): Mr. Mr. Manoranjan Behera.

Safe Execution Engineer Level- V (Module-1) at Pune: May 2, 2020. Participants: 30; Faculty (Int.): Mr. Debashish Paul

Safe Execution Engineer Level- V (Module-1) at Indore: May 2, 2020. Participants: 30; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Rajaguru.

Safe Execution Engineer Level- V (Module-2) at Jaipur: May 5, 2020. Participants: 21; Faculty (Int.): Mr. Dharmendra Kumar.

Contracts Management Series - I at HQ Chennai: May 7, 2020. Participants: 275; Faculty (Int.): M/s. Rakesh Kumar Jain, M. Chandrasekar, Suraj Ramachandran.

Safe Execution Engineer Level- V (Module-2) at Bhubaneswar: May 7, 2020. Participants: 29; Faculty (Int.): Mr. Chandra Mouli Gatta, Manoranjan Behera.

Safe Execution Engineer Level- V (Module-2) at Indore: May 11, 2020. Participants: 28; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Rajaguru.

Safe Execution Engineer Level- V (Module-1) at Bhopal: May 11, 2020. Participants: 42; Faculty (Int.): Mr. P. Mathivanan.

Safe Execution Engineer Level- V (Module-1) at Delhi: May 11, 2020. Participants: 37; Faculty (Int.): Mr. Arpit Khanna.

Safe Execution Engineer Level- V (Module-3) at Jaipur: May 11, 2020. Participants: 18; Faculty (Int.): Mr. Yedida Ajit Kumar

Safe Execution Engineer Level- V (Module-2) at Delhi: May 12, 2020. Participants: 37; Faculty (Int.): Mr. Vikas Gupta.

Safe Execution Engineer Level- V (Module-2) at Pune: May 12, 2020. Participants: 28; Faculty (Int.): Ms. Poornima Zalte.

Contracts Management Series – II at HQ Chennai: May 12, 2020. Participants: 262; Faculty (Int.): M/s. Murali Mohan Murthy, M. Chandrasekar, Suraj Ramachandran.

BIM Awareness & Benefits for Sites at HQ Chennai: May 12, 2020. Participants: 45; Faculty (Int.): M/s. Arun Venkadesh, CS. Madan.

Safe Execution Engineer Level- V (Module-2) at Bhopal: May 13, 2020. Participants: 38; Faculty (Int.): Mr. P. Mathivanan.

Safe Execution Engineer Level- V (Module-3) at Delhi: May 13, 2020. Participants: 38; Faculty (Int.): Mr. Zala Kinnarraj Piyushsinh.

EIP - Work Order Management & SCM Module at Indore: May 13, 2020. Participants: 56; Faculty (Int.): Mr. A. Srinivasan.

Safe Execution Engineer Level- V (Module-3) at Bhubaneswar: May 14, 2020. Participants: 29; Faculty (Int.): Mr. Chandra Mouli Gatta, Bishnu Debananda Agrawal.

Safe Execution Engineer Level- V (Module-3) at Bhopal: May 15, 2020. Participants: 38; Faculty (Int.): Mr. P. Mathivanan.

GST Compliance at Indore: May 15, 2020. Participants: 37; Faculty (Int.): Mr. S. Kumar.

Dusk to Dawn Construction at HQ Chennai: May 16, 2020. Participants: 393; Faculty (Int.): Mr. R. Thilagaraj, BU Operations Team & Project Managers.

Safe Execution Engineer Level- V (Module-3) at Pune: May 16, 2020. Participants: 22; Faculty (Int.): Ms. Shravanti Nelapudi

GST Compliance at Bhopal: May 16, 2020. Participants: 40; Faculty (Int.): Mr. S. Kumar.

Safe Execution Engineer Level- V (Module-1) at Bhubaneswar: May 18, 2020. Participants: 36; Faculty (Int.): M/s. Maddi Bharath Chandra, Bhaskar Sekhar Parichha.

Safe Execution Engineer Level- V (Module-3) at Indore: May 19, 2020. Participants: 28; Faculty (Int.): M/s. Manoj Kumar

Mohapatra, Rajaguru.

Safe Execution Engineer Level- V (Module-1) at Chennai: May 20, 2020. Participants: 44; Faculty (Int.): Mr. Dinesh

Safe Execution Engineer Level- V (Module-2) at Chennai: May 21, 2020. Participants: 41; Faculty (Int.): Mr. J. Denis.

Safe Execution Engineer Level- V (Module-1) at Jaipur: May 21, 2020. Participants: 47; Faculty (Int.): Mr. Vasanth Pugazhendhi

Safe Execution Engineer Level- V (Module-2) at Bhubaneswar: May 22, 2020. Participants: 34; Faculty (Int.): M/s. Choudhury Nirmal Prasad Behera, Bhaskar Sekhar Parichha.

Construction behind the mask at HQ Chennai: May 22, 2020. Participants: 268; Faculty (Int.): M/s. N.S.R. Venkattessan, S. Saravanan, Raja Suresh.

Safe Execution Engineer Level- V (Module-3) at Chennai: May 22, 2020. Participants: 37; Faculty (Int.): Mr. Dinesh

Safe Execution Engineer Level- V (Module-2) at Jaipur: May 23, 2020. Participants: 45; Faculty (Int.): Mr. Dharmendra Kumar.

Safe Execution Engineer Level- V (Module-3) at Jaipur: May 25, 2020. Participants: 42; Faculty (Int.): Mr. Yedida Ajit Kumar.

Safe Execution Engineer Level- V (Module-3) at Bhubaneswar: May 26, 2020. Participants: 34; Faculty (Int.): M/s. Choudhury Nirmal Prasad Behera, Bhaskar Sekhar Parichha.

Effective Communication at Indore: May 26, 2020. Participants: 27; Faculty (Ext.): Ms. Sharmila.

Safe Execution Engineer Level- V (Module-1,2 &3) at Ahmedabad: May 27 - 28, 2020. Participants: 69; Faculty (Int.): M/s. Roopesha Kumar Jain, Prakash Rao Bhandaru, Bhanu Prakash Chaturvedi.

Leadership through horses (Module 1) at HQ Chennai: May 27, 2020. Participants: 20; Faculty (Ext.): Ms. Isabelle Hasledar.

Mastering the Art of Virtual Trainings at HQ Chennai: May 28, 2020. Participants: 30; Faculty (Ext.): Ms. Sharmila.

Safe Execution Engineer Level- V (Module-1) at Delhi: May 28, 2020. Participants: 32; Faculty (Int.): Mr. Arpit Khanna.

ePragati at HQ Chennai: May 28, 2020. Participants: 331; Faculty (Int.): M/s. Anirudh, Meenu Unnikrishnan, Shaik Yesdani Ahmed, Vivekanand Rai, Dheeraj K Ubhayakar.

Mastering the Art of Virtual Trainings at HQ Chennai: May 29, 2020. Participants: 24; Faculty (Ext.): Ms. Sharmila.

Safe Execution Engineer Level- V (Module-2) at Delhi: May 29, 2020. Participants: 30; Faculty (Int.): Mr. Vikas Gupta.

Safe Execution Engineer Level- V (Module-3) at Delhi: May 30, 2020. Participants: 31; Faculty (Int.): Mr. Zala Kinnarraj Piyushsinh.

Divisional Corporate



Participants of 5 Days - Cybersecurity Foundation Programme held at Chennai on Jan 6th - 18th, 2020



Participants of 2 Days - Excellence in Formwork & Scaffolding Programme held at Delhi on Jan 20th - 21st, 2020



Participants of Get Ready to Own and Win Programme held at Chennai on Jan 10th, 2020



Participants of 5 Days – FLLP5 Batch8 Module2 – Leading Others on Jan 20th - 24th, 2020



Participants of 6 Days – FLLP5 Batch7 Module3 – Leading Business on Feb 10th - 15th, 2020

January - June

5 Days - Cybersecurity Foundation from 6th to 18th January, 2020 at Chennai. Participants: 20. Faculty – External.

5 Days - Cybersecurity Foundation from 6th to 18th January, 2020 at Chennai. Participants: 20. Faculty – External.

2 Days - Vue.JS from 7th to 10th January, 2020 at Chennai. Participants: 12. Faculty – External.

Get Ready to Own and Win Coaching Programme at Chennai. Participants: 10. Faculty – External.

2 Days - Power BI for HR Professionals on 8th & 9th January, 2020 at Chennai. Participants: 16. Faculty – External.

1 Day - Angular Crash Course on 10th January, 2020 at Chennai. Participants: 33. Faculty – External.

2 Days - Excellence in Formwork & Scaffolding on 20th & 21st January, 2020 at Delhi. Participants: 23. Faculty – Internal.

3 Days - Strategic Thinking & Leadership from 20th to 22nd January, 2020 at Chennai. Participants: 19. Faculty – External.

2 Days - EI Certification Programme on 28th & 29th January, 2020 at Chennai. Participants: 15. Faculty – External.

2 Days - High Impact Presentation Skills on 14th & 15th February, 2020 at Chennai. Participants: 18. Faculty – External

1 Day - Executive Presence on 17th February, 2020 at Chennai. Participants: 17. Faculty – External

2 Days - Feed Forward on 18th & 19th February, 2020 at Chennai. Participants: 8. Faculty – External

3 Days - Excellence in Formwork & Scaffolding on 23rd , 24th & 25th February, 2020 at Mysuru. Participants: 33. Faculty – Internal.

5 Days - Angular 8 on Saturdays – February, 2020 at Chennai. Participants: 20. Faculty – External.

5 Days - Angular 8 on Saturdays – March, 2020 at Chennai. Participants: 20. Faculty – External.

Webinar on “Leading in Uncertain Times” on 6th May, 2020. Participants: 33. Faculty – External.

Webinar on “Customer Centricity ” on 8th May, 2020. Participants: 33. Faculty – External.

Webinar on “Time Management” on 11th May, 2020. Participants: 23. Faculty – External.

Webinar on “Critical Conversations with virtual / WFH teams” on 11th May, 2020. Participants: 23. Faculty – External.

6 Days – FLLP5 Batch7 Module3 – Leading Business from 10th to 15th February, 2020 at Chennai. Participants: 61. Faculty – External (enParadigm).

5 Days – FLLP5 Batch7 Module4 – Leading Projects from 28th April to 2nd May, 2020 (Online). Participants: 61. Faculty – Internal (L&T IPM).

5 Days – FLLP5 Batch8 Module2 – Leading Others from 20th to 24th January, 2020 at Chennai. Participants: 63. Faculty – External (Belbin, TVRLS, Greatlakes, Pegasus).

6 Days – FLLP5 Batch8 Module3 – Leading Business from 30th April to 5th May, 2020 (Online). Participants: 63. Faculty – External (enParadigm).

10 Days – FLLP5 Batch8 Module4 – Leading Projects from 15th to 25th June, 2020 (Online). Participants : 63. Faculty – Internal (L&T IPM).

Webinar on “Business Acumen” on 12th May, 2020. Participants: 20. Faculty – External.

Webinar on “Effective Delegation” on 13th May, 2020. Participants: 26. Faculty – External.

Webinar on “Formwork Material Specifications and Digital (Trading) Platform” on 14th May, 2020. Participants: 30. Faculty – Internal.

Webinar on “Automation & Mechanization and New Products by CoE” on 15th May, 2020. Participants: 32. Faculty – Internal

Webinar on “Formwork Material Specifications and Digital (Trading) Platform” on 21st May, 2020. Participants: 71. Faculty – Internal.

Webinar on “Automation & Mechanization and New Products by CoE” on 22nd May, 2020. Participants: 67. Faculty – Internal

Webinar on “Formwork Material Specifications and Digital (Trading) Platform” on 28th May, 2020. Participants: 91. Faculty – Internal.

Webinar on “Automation & Mechanization and New Products by CoE” on 29th May, 2020. Participants: 53. Faculty – Internal

Webinar on “Awareness on Microsoft Teams” on 15th May, 2020. Participants: 455. Faculty – Internal.

Webinar on “BIM for Digital Transformation” on 30th May, 2020. Participants: 1131. Faculty – Internal.

Webinar on “Concrete Materials & Mixture Proportioning” on 26th May, 2020. Participants: 101. Faculty – Internal.

Webinar on “Water and Admixtures” on 27th May, 2020. Participants: 75. Faculty – Internal.

Webinar on “Geotechnical and Pavement Materials” on 28th May, 2020. Participants: 68. Faculty – Internal.

Webinar on “Quality testing of Rebars, Strands, Plywood & NDT” on 29th May, 2020. Participants: 59. Faculty – Internal.

Webinar on “Safety Intervention at Workplace” on 9th June, 2020. Participants: 108. Faculty – Internal.

Webinar on “Safety in Confined Space” on 12th June, 2020. Participants: 93. Faculty – Internal.

Webinar on “Safety in Chemical Handling ” on 19th June, 2020. Participants: 95. Faculty – Internal.

Webinar on “Safety in Chemical Handling” on 20th June, 2020. Participants: 169. Faculty – Internal.

L&T GeoStructure



Participants of Equipment Filtrations Awareness Programme held at Head Qrts on Jan 13th, 2020

January - June

Equipment Filtrations Programme at Head Qrts, on 13th January 2020; Participants: 19; Faculty Member: Mr. Anand Pujar (In House Team, L&T GeoStructure & External Faculty from M/s Donaldson India

Smart World & Communication



Make an Impact Program for Staff in HQ at Auditorium B, TC 3 Tower A, Chennai on 14th -15th February, 2020



Business Communication Skills Program for Staff in Mumbai at Multi-Purpose Hall 3, North Block II, Gate no 1, Powai on 2nd - 3rd March, 2020



Electrical Safety for Staff in Delhi at L&T Switchgear Training Centre on 6th March, 2020;



Safe Execution Engineer Level 3 for Staff in EESL Project at Varanasi on 13th & 14th March 2020; Participants: 22; Faculty (Int.): Mr. Sujan Kumar Dey and Mr. Manohar Kumar

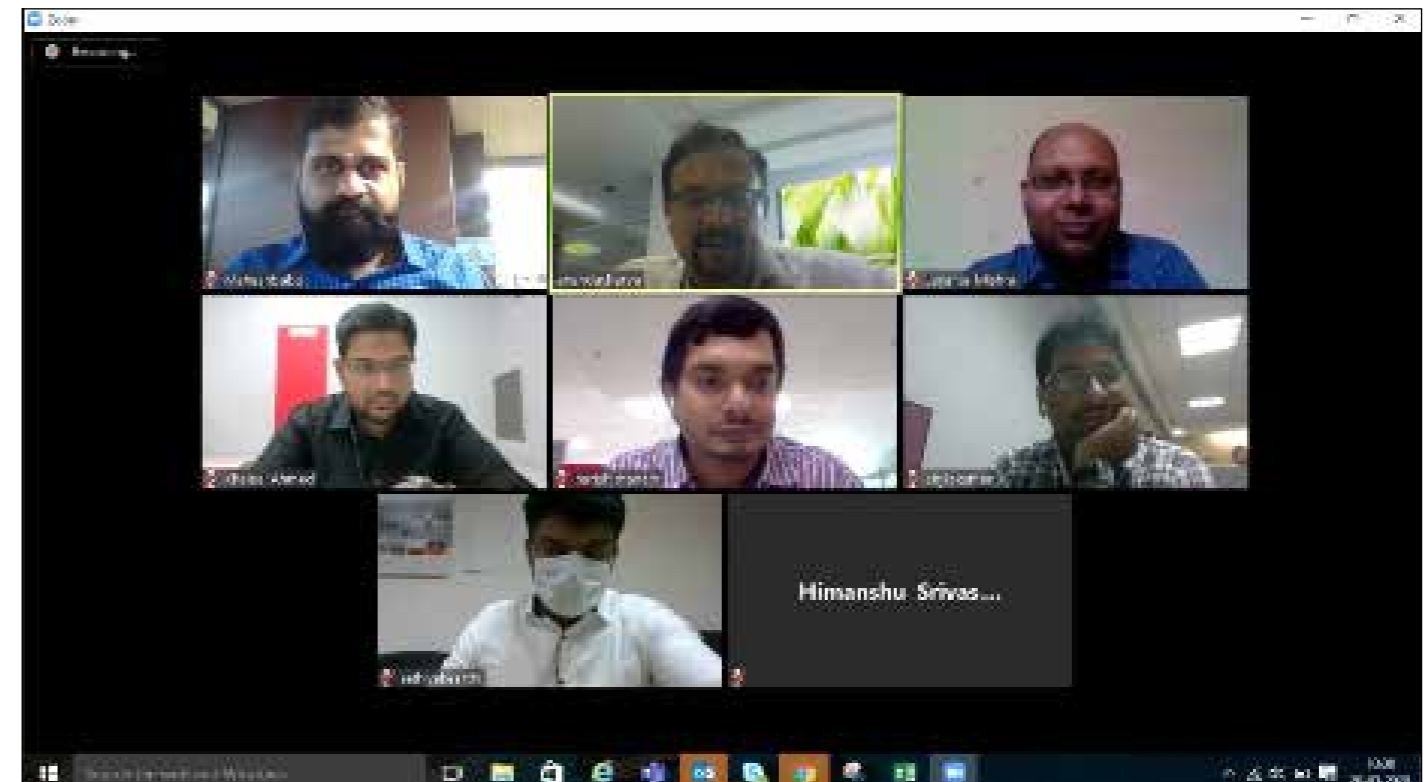
Virtual introduction & V-Induction @ Smart World, a new perspective:

For Smart World working virtually is a way of life. The HR team supports all sites seamlessly through phone, email, WhatsApp, and a virtual help desk. An occasional but regular visit by our Site HR Head brings the personal touch that may be missed by few traditional L&Tites. As a lot of new staff come from varied industries like IT, IT infra, Software, Telecom etc., they have a lots of questions to be clarified. Unlike the other ICs, SWC has sites with limited staff manning the offices with most of the personnel on the field. SWC has smartly overcome this hurdle by introducing a simple but effective strategy to make sure the new comer has comfort and is assured that his queries are resolved in a reasonable time.

On the day a new person joins, he is contacted on phone by the HR Department and informed about the activities like PS number generation, email id & EIP activation etc that will be done post his joining. The staff is informed about the reporting relationships like name of IS, NS and DH. This is followed by a detailed email with all procedures explained and complete with contact numbers of key contact persons like HR and ISD contact details. This serves two benefits: the staff knows the way ahead and for any queries, he knows whom to approach. This also builds a belongingness to the new staff.

One month in to SWC, the new staff may have a lot of queries on salary agreed and salary received, insurance procedure, leave policy, etc. To answer the queries, we have introduced a "Know Your Pay Slip" session. This session brings awareness regarding various aspects of HR including payroll. New joinees are briefed on the procedures and basics of EIP. They are educated on analysing the payslip, insurance policy procedure leaves policy & PF. Doubts regarding payroll, insurance, salary, EIP etc are resolved in this session. This session is administered via zoom call so that the staff may attend using his smart phone from any location.

After 2 hours of comprehensive coverage, the new staff has a lot more clarity of various policies, procedures and more than anything else, a sense of being an L&Tite...



April

SWC Induction Session for New Staff through zoom on 3rd April, 2020; Participants: 5; Faculty(Int.): Mr. Acharya Anand Shrikant, Mr. Prakash R

SWC Webinar Session on Cloud Orchestration for Staff through webinar on 06th April, 2020; Participants:187; Faculty(Int.): Mr. Logesh Rajendran

SWC Webinar Session on Operations Support Systems (OSS) for Staff through webinar on 07th April, 2020; Participants:157; Faculty(Int.): Mr. Prem Kumar B & Mr. Jahfer Abdulazeez

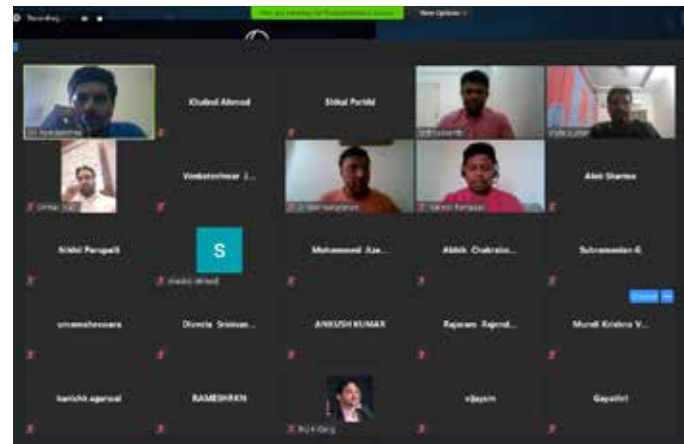
SWC Webinar Session on Multiprotocol Label Switching (MPLS) for Staff through webinar on 08th April, 2020; Participants:138; Faculty(Int.): Mr. Prem Kumar B

POSH Awareness Program for Staff through webinar on 8th April, 2020; Participants: 19; Faculty(Ext.): Ms. Garima Goyal, Ken Interactive

SWC Webinar Session on Data Centre for Staff through webinar on 09th April, 2020; Participants:166; Faculty(Int.): Mr. Ajay Devnath, Mr. Sridhar Jayaraman & Mr. Logesh Rajendran

POSH Awareness Program for Staff through webinar on 9th April, 2020; Participants: 73; Faculty(Ext.): Ms. Garima Goyal, Ken Interactive

POSH Awareness Program for Staff through webinar on 10th April, 2020; Participants: 75; Faculty(Ext.): Ms. Garima Goyal, Ken Interactive



SWC Webinar Session on Network Management System & Element Management System for Staff through webinar on 13th April, 2020; Participants:133; Faculty(Int.): Mr. Sridhar Jayaraman

POSH Awareness Program for Staff through webinar on 13th April, 2020; Participants: 67; Faculty(Ext.): Ms. Garima Goyal, Ken Interactive

POSH Awareness Program for Staff through webinar on 14th April, 2020; Participants: 77; Faculty(Ext.): Ms. Garima Goyal, Ken Interactive

POSH Awareness Program for Staff through webinar on 15th April, 2020; Participants: 60; Faculty(Ext.): Ms. Garima Goyal, Ken Interactive

SWC Webinar Session on Building blocks of Platform for Staff through webinar on 15th April, 2020; Participants:160; Faculty(Int.): Mr. Ramakrishna JVS

SWC Webinar Session on Smart Cities - Our journey and way forward for Staff through webinar on 16th April, 2020; Participants:166; Faculty(Int.): Mr. Shankaran R

POSH Awareness Program for Staff through webinar on 16th April, 2020; Participants: 69; Faculty(Ext.): Ms. Garima Goyal, Ken Interactive

POSH Awareness Program for Staff through webinar on 17th April, 2020; Participants: 55; Faculty(Ext.): Ms. Garima Goyal, Ken Interactive

SWC Webinar Session on Server and Storage for Staff through webinar on 17th April, 2020; Participants:157; Faculty(Int.): Mr. Logesh Rajendran & Mr. Shriram S

SWC Webinar Session on ATCS, ITMS for Staff through webinar on 18th April, 2020; Participants:146; Faculty(Int.): Mr. Aravindhkumar B

POSH Awareness Program for Staff through webinar on 20th April, 2020; Participants: 52; Faculty(Ext.): Ms. Garima Goyal, Ken Interactive

SWC Webinar Session on Surveillance, VMS & VA for Staff through webinar on 20th April, 2020; Participants:150; Faculty(Int.): Mr. Sudhir Singh, Mr. Azar Sha Basheer

SWC Webinar Session on GIS for Staff through webinar on 21st April, 2020; Participants:150; Faculty(Int.): Mr. Govindarajulu Gururaj

SWC Webinar Session on Cyber Security - Overall perspective for Staff through webinar on 23rd April, 2020; Participants:157; Faculty(Int.): Mr. Venkatasubramanian Ramakrishnan

POSH Awareness Program for Staff through webinar on 24th April, 2020; Participants: 74; Faculty(Ext.): Ms. Garima Goyal, Ken Interactive

SWC Webinar Session on Application & API Security for Staff through webinar on 24th April, 2020; Participants:118; Faculty(Int.): Mr. Naveenkumar S & Mr. Harish Babu Manam

SWC Webinar Session on IOT Security for Staff through webinar on 27th April, 2020; Participants:117; Faculty(Int.): Mr. Harish Babu Manam & Mr. Syed Khaleel Ahmed

SWC Webinar Session on IDAM & PKI for Staff through webinar on 28th April, 2020; Participants:101; Faculty(Int.): Mr. Syed Khaleel Ahmed

SWC Webinar Session on SIEM & Incident Forensic for Staff through webinar on 29th April, 2020; Participants:93; Faculty(Int.): Mr. Mohammad Swaheeb Saikh & Mr. Naveenkumar S

SWC Webinar Session on Network Security for Staff through webinar on 30th April, 2020; Participants:97; Faculty(Int.): Mr. Harikrishnan Subramanian



SWC Webinar Session on VoIP for Staff through webinar on 02nd May, 2020; Participants:92; Faculty(Int.): Mr. Kodihalli Seetharamaiah Rajeev

SWC Webinar Session on Cloud Security and Cyber Security Governance for Staff through webinar on 04th May, 2020; Participants:125; Faculty(Int.): Mr. Puneet Jain

Code of Conduct Session for Staff through webinar on 5th May, 2020; Participants: 9; Faculty(Int.): Mr. N. Rama Subramanian, B&F & Ms. Ushasree, Milcom

SWC Webinar Session on Contracts - Fundamentals for Staff through webinar on 06th May, 2020; Participants:129; Faculty(Int.): Mr. Sachidananda Mishra

Code of Conduct Session for Staff through webinar on 6th May, 2020; Participants: 86; Faculty(Int.): Ms. Ushasree, Milcom

SWC Webinar Session on Broadband - An Overview for Staff through webinar on 07th May, 2020; Participants:89; Faculty(Int.): Mr. Brij Kishor Garg, Mr. Prem Kumar B

Code of Conduct Session for Staff through webinar on 7th May, 2020; Participants: 62; Faculty(Int.): Ms. Ushasree, Milcom

Code of Conduct Session for Staff through webinar on 8th May, 2020; Participants: 56; Faculty(Int.): Ms. Ushasree, Milcom

SWC Webinar Session on Supply Chain - Process & Negotiations for Staff through webinar on 12th May, 2020; Participants:88; Faculty(Int.): Mr. Vijaya Bhaskar Inakoti

SWC Webinar Session on A revisit on Projects - Job learnings for Staff through webinar on 13th May, 2020; Participants:129;

Faculty(Int.): Mr. Shinde Dattatray Pandurang, Mr. Chandrashekar Reddy G

Code of Conduct Session for Staff through webinar on 15th May, 2020; Participants: 40; Faculty(Int.): Ms. Ushasree, Milcom

SWC Webinar Session on Finance for Non Finance for Staff through webinar on 16th May, 2020; Participants:109; Faculty(Int.): Mr. Dilip Kumar Maloo

SWC Induction Session for New Staff through zoom on 18th May, 2020; Participants: 13; Faculty(Int.): Mr. Acharya Anand Shrikant, Ms. Muthamizh

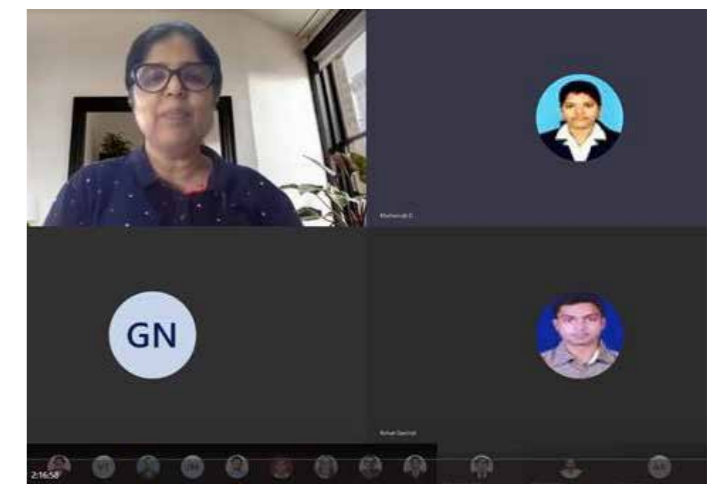
SWC Induction Session for Milcom Staff through zoom on 22nd May, 2020; Participants: 73; Faculty(Int.): Mr. Shankaran, Mr. Acharya Anand Shrikant, Mr. Prakash

SWC Webinar Session on TETRA- Mission Critical Communication Technology for Staff through webinar on 25th May, 2020; Participants:109; Faculty(Int.): Mr. Shatish Chandra Sati

SWC Webinar Session on O&M Operation - Proactive & Reactive approach for Staff through webinar on 26th May, 2020; Participants:141; Faculty(Int.): Mr. G Sivasubramanian, Mr. Amruth Ravindran Channar

SWC Webinar Session on Quality Management System for Staff through webinar on 28th May, 2020; Participants:86; Faculty(Int.): Ms. Saraswathi R

SWC Webinar Session on ISO 45001 - Risk based approach towards Safety for Staff through webinar on 03rd June, 2020; Participants:91; Faculty(Int.): Mr. Gopakumar PD



SWC Webinar Session on Crucial Conversations for Staff through webinar on 06th June, 2020; Participants:69; Faculty(Ext.): Ms. Vidya Thakur

SWC Webinar Session on Risk and Hazards associated with Plant & Machinery for Staff through webinar on 08th June, 2020; Participants:73; Faculty(Int.): Mr. Dambhare Chetan Damodhar

EMPLOYEE NEWS

Buildings & Factories IC

New Joiners

Mr. Nachiappan M, Dgm (Ehs), Chennai Head Qrts.

Mr. Devendrasamy Duraisamy, Sr. Principal Architect, Edrc - Hq, Chennai

Mr. Aayush Srivastava, Sr. Manager – Façade, Hial Expansion

Promotions

Mr. Bhoothalingam N, Head - Procurement (Cb&A Sbg), Hq - Chennai

Mr. Venugopala Kurup P, Deputy Project Director, Hyderabad Intl. Airport

Mr. Arul E, Chief Project Manager, Srilanka

Mr. Arunkumar S, Chief Project Manager, Chennai

Mr. Manishkumar Prahladray Chauhan, Chief Project Manager, Kolkata

Mr. Parthasarathi Chakraborti, Jgm & Head - Talent Acquisition, Hq - Chennai

Mr. Rajesh Shukla, Chief Project Manager, Mumbai - Cba

Mr. Sathyanarayanan K G, Jgm & Head - Development Initiatives, Hq - Chennai

Mr. Sekar Tg, Chief Project Manager, Bangalore

Mr. Somasundaramurty Jyothula, Chief Project Manager, Mumbai - Cba

Mr. Chundru Muralidhar, Chief Project Manager, Vijayawada

Mr. Balaji V, Jgm (Contracts), Hq - Chennai

Mr. Suresh P, Jgm (Contracts), Hq - Chennai

Mr. Amit Kumar Jain, Chief Project Manager, Delhi Intl. Airport

Mr. George Abraham, Cluster Project Manager, Bangalore

Mr. Rajesh S, Chief Project Manager, Mumbai - Cba

Mr. Tadigotla Sasidhar, Chief Engineering Manager (Civil), Hq - Chennai

Mr. Ved Prakash Sinha, Sr. Dgm (Civil), Delhi

Mr. Nirmal Kumar Saha, Sr. Dgm (Civil), Kolkata

Mr. Yegappan V, Sr. Dgm (Qa/Qc), Bangalore Intl. Airport

Mr. Lakshmanan Cs, Sr. Dgm (Accounts & Admin), Srilanka

Mr. Singiri Konda Sudhakar, Sr. Dgm (Mech), Hyderabad Intl. Airport

Mr. Surendran Mappoth, Project Manager, Bangalore Intl. Airport

Mr. Sukanta Majumdar, Project Manager, Mumbai - Cba

Mr. Sadeesh Niranjana T, Sr.dgm (Accounts), Oman

Mr. Pradeep Kumar Js, Project Manager, Delhi

Mr. Prasanna Kumar Cp, Project Manager, Vijayawada

Mr. Partha Das, Project Manager, Kolkata

Mr. Ashok Kumar, Project Manager, Odisha

Mr. Ranjeet Kumar, Project Manager, Mumbai - Rbf

Mr. Manoharan S, Head-Finance, Accounts & Admn. (Cba), Hq - Chennai

Mr. Janarthanan L, Project Manager, Srilanka

Mr. Ranjan K, Sr. Dgm (Qc/Ct), Chennai

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Ms. Hema Mukundan, Asst. Engineering Manager (Civil), Edrc - Hq, Chennai
Mr. Vara Prasad Kapusetty V, Asst. Construction Manager (Elec), Chennai
Mr. Balaji S, Asst. Manager (P&M), Hyderabad Intl. Airport
Mr. Chandan Mondal, Asst. Construction Manager (Civil), Kolkata
Mr. Soumik Hazra, Asst. Construction Manager (Civil), Kolkata
Mr. Sadhu Roak Y, Asst. Engineering Manager (Elec), Edrc - Hq, Chennai
Mr. Manoj Kumar Pandey, Asst. Manager (P&M), Delhi
Mr. Ganesh Kumar S, Asst. Construction Manager (Elec), Uae
Mr. Nagasundar Hn, Asst. Manager (P&M), Chennai

Mr. Raja B, Asst. Engineering Manager (Civil), Hq - Chennai
Mr. Kesavan Ss, Asst. Construction Manager (Civil), Bangalore Intl. Airport
Mr. Manik Chand Singh Chauhan, Asst. Manager (Ehs), Delhi
Mr. Sivaraj A, Asst. Construction Manager (Civil), Delhi
Mr. Vimal R, Asst. Manager (Ehs), Chennai
Mr. Balaji A, Asst. Manager (Mech), Fw, Pondy
Mr. Wagh Deepak Bhikaji, Asst. Manager (Systems), Motera
Mr. Sankar Ganesh S, Asst. Construction Manager (Civil), Qatar
Mr. Dhinesh Sk, Asst. Construction Manager (Mech), Bangalore Intl. Airport
Mr. Manimaran T, Asst. Manager (Accounts), Fw, Pondy
Mr. Manimaran G, Asst. Construction Manager (Civil), Chennai
Mr. Nikhil Kharb, Asst. Manager (Ehs), Delhi
Mr. Sathikali A, Asst. Construction Manager (Civil), Saudi
Mr. Muruganatham R, Asst. Construction Manager (Civil), Bangalore Intl. Airport
Mr. Suresh S, Asst. Manager (Mech), Fw, Pondy
Mr. Datla Praveen Kumar, Asst. Construction Manager (Civil), Mumbai - Rbf
Mr. Kandimuthu V, Asst. Construction Manager (Civil), Motera
Mr. Atul Kumar Srivastava, Asst. Construction Manager (Civil), Delhi
Mr. Uday Vir Singh, Asst. Manager (Qa/Qc), Lucknow
Mr. Saravanan P, Asst. Engineering Manager (Elec), Edrc - Hq, Chennai
Ms. Hima Bindu N, Asst. Manager (Admin), Hmrl
Mr. Subbiah P, Asst. Engineering Manager (Mech), Edrc - Hq, Chennai
Mr. Bhargava Kishangari, Asst. Construction Manager (Civil), Chennai
Mr. Pappu Dutta, Asst. Engineering Manager (Mech), Bangalore Intl. Airport
Mr. Muthukumarasamy Sv, Asst. Engineering Manager (Elec), Edrc - Hq, Chennai
Mr. Balaphani Vemula, Asst. Engineering Manager (Mech), Edrc - Hq, Chennai
Mr. Saumya Sankar Sil, Asst. Construction Manager (Civil), Kolkata
Mr. Sudipta Mallick, Asst. Construction Manager (Civil), Kolkata
Mr. Vinoth V, Asst. manager (Accounts), Hq - Chennai
Mr. Madarapu Santhosh Kumar, Asst. Construction Manager (Civil), Vijayawada

Mr. Prateek Gupta, Asst. Construction Manager (Civil), Mumbai - Rbf
Mr. Mayank Bhutada, Asst. manager (Qa/Qc), Mumbai - Rbf
Mr. Adheesh Kr, Asst. Manager (Civil), Hq - Chennai
Mr. Kala Snehal Kailas, Asst. Construction Manager (Mech), Mumbai - Rbf
Mr. Manish Kumar Jha, Asst. Construction Manager (Elec), Hq - Mumbai
Mr. Abhishiktha Varma D, Asst. Construction Manager (Mech), Chennai
Mr. Karthikeyan J, Asst. Construction Manager (Civil), Chennai
Mr. Silambarasan Tr, Asst. Engineering Manager (Civil), Bangalore Intl. Airport
Mr. Suresh Babu K, Asst. Manager (Accounts), Vijayawada
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Ms. Debashree Sahoo, Asst. Manager (Civil), Hq - Chennai
Mr. Kuttalam B, Asst. Manager (Accounts), Bangalore
Mr. Melvin Dhas A, Asst. Construction Manager (Civil), Bangalore
Mr. Udit Nag, Asst. Construction Manager (Civil), Kolkata
Mr. Livingston Praveen Kumar M, Asst. Construction Manager (Mech), Bangalore Intl. Airport
Mr. Neeraj Kumar, Asst. Construction Manager (Elec), Odisha
Mr. Mukul Arora, Asst. Construction Manager (Mep), Delhi
Mr. Venkatesh P, Asst. Construction Manager (Civil), Bangalore
Mr. Vignesh Sl, Asst. Engineering Manager (Mech), Edrc - Hq, Chennai
Mr. Konduru Santhosh Kumar, Asst. Construction Manager (Civil), Vijayawada
Mr. Sivaratri Venkata Sai Ramakrishna, Asst. Construction Manager (Civil), Mumbai - Cba
Mr. Pawan Kumar Singh, Asst. Construction Manager (Mech), Odisha
Mr. Vaibhav Aggarwal, Asst. Construction Manager (Civil), Delhi
Mr. Rajiv Naskar, Asst. Construction Manager (Civil), Delhi Intl. Airport
Mr. Avinash V, Asst. Construction Manager (Civil), Chennai
Mr. Avinash Kumar Singh, Asst. Construction Manager (Civil), Odisha
Mr. Praveen Kumar S, Asst. Manager (P&M), Mumbai
Mr. Amit Pal, Asst. Construction Manager (Civil), Odisha
Ms. Aradhna Rawat, Sr. Architect, Delhi Intl. Airport

Mr. Dineshbabu S, Asst. Construction Manager (Civil), Bangalore
Mr. Modem Srikanth, Asst. Engineering Manager (Mech), Edrc - Hq, Chennai
Mr. Mudit Jaithalia, Asst. Engineering Manager (Elec), Delhi
Mr. Goriparthi Sivaprasad, Asst. Construction Manager (Civil), Hmrl
Mr. Prabhat Sengupta, Asst. Manager (Qa/Qc), Delhi
Mr. Raju Konda, Asst. Manager (Accounts), Chennai
Mr. Siripurapu Krishna Chaitanya, Asst. Construction Manager (Civil), Chennai
Mr. Venice Raja D, Asst. Construction Manager (Civil), Delhi
Mr. Harsh Nahata, Asst. Manager (Civil), Hq - Chennai
Mr. Ashutosh Agrawal, Asst. Manager (Civil), Hq - Chennai
Mr. Anshul Jain, Asst. Construction Manager (Civil), Daicec
Mr. Vigneshram Sk, Asst. Construction Manager (Mech), Chennai
Mr. Sourabh Kumar Rana, Asst. Construction Manager (Civil), Mumbai - Cba
Mr. Nitin Gupta, Asst. Construction Manager (Civil), Motera
Mr. Rajesh Kumar M, Asst. Manager (Ehs), Bangalore
Mr. Ramanathan R, Asst. Construction Manager (Mech), Chennai
Mr. Kaushar Raza, Asst. Construction Manager (Civil), Delhi
Mr. Vipul Nayan, Asst. Construction Manager (Civil), Kolkata
Mr. Ranajit Saha, Asst. Construction Manager (Civil), Kolkata
Mr. Gopala Krishnan P, Asst. Engineering Manager (Civil), Hq - Chennai
Mr. Subrata Sen, Asst. Engineering Manager (Elec), Delhi Intl. Airport
Mr. Selvaraj N, Asst. Engineering Manager (Civil), Edrc - Hq, Chennai
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Mr. Barun Kumar, Asst. Engineering Manager (Elec), Edrc - Hq, Chennai
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Mr. Gowtham Raja K, Asst. Engineering Manager (Civil), Edrc - Hq, Chennai
Mr. Vivek B, Asst. Engineering Manager (Civil), Edrc - Hq, Chennai
Mr. Siva Nanda Reddy M, Asst. Manager (Ehs), Chennai
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Mr. Akhil Rp, Asst. Construction Manager (Mech), Chennai
Mr. Khan Abdullah Khurshid Ahmed, Asst. Engineering Manager (Civil), Mumbai - Cba
Mr. Vijayaraghavan S, Asst. Manager (Hr), Hq - Chennai
Mr. Muneeswaran S, Asst. Construction Manager (Mech), Chennai
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Mr. Koripelly Srikanth Reddy, Asst. Construction Manager (Civil), Vijayawada
Mr. Chunduru Purna Vamsee, Asst. Manager (Planning), Hq - Chennai
Mr. Naveen Kumar G, Asst. Manager (Planning), Hq - Chennai
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Mr. Gaurav Gupta, Asst. Construction Manager (Civil), Delhi Intl. Airport
Mr. Ronak J Dand, Asst. Construction Manager (Civil), Mumbai - Rbf
Mr. Gorantla Ashok Babu, Asst. Manager (Civil), Hq - Mumbai
Mr. Vineeth Ms, Asst. Manager (Civil), Hq - Mumbai
Mr. Ganesh Kumar Vm, Asst. Manager (Procurement), Hq - Chennai
Mr. Karipireddi Sreenivasarao, Asst. Manager (Stores), Mumbai - Rbf
Mr. Kurnekar Avadhut Ganpat, Asst. Construction Manager (Mech), Mumbai - Cba
Mr. Vijayanandan C, Asst. Manager (Ehs), Chennai
Mr. Anish R, Asst. Manager (Stores), Bangalore
Mr. Pravin L, Asst. Manager (Civil), Bangalore
Mr. Lakshme Gowda Kn, Asst. Manager (P&M), Bangalore
Mr. Ramprasad Km, Asst. Manager (Ehs), Bangalore
Mr. Saikat Hazra, Asst. Construction Manager (Civil), Kolkata
Ms. Revathi S, Asst. Manager (Admin), Edrc - Hq, Chennai
Mr. Rambabu Kolli, Asst. Manager (Ehs), Delhi
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Mr. Sanjib Kumar Mohanty, Asst. Manager (Ehs), Kolkata
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Mr. Gopal Gupta, Asst. Construction Manager (Mech), Delhi

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Mr. Sumit Garai, Asst. Construction Manager (Civil), Mumbai - Rbf
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Mr. Deepak Khera, Asst. Manager (Accounts), Delhi Intl. Airport
Mr. Mohammed Amir Khan, Asst. Manager (Admin), Delhi
Mr. Souvik Ghosh, Asst. Manager (Admin), Kolkata
Mr. Raman M, Asst. Manager (Systems), Hq - Chennai
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Mr. Rahul Bhaskar, Asst. Manager (Accounts), Gurgaon
Mr. Arulraj S, Asst. Construction Manager (Mech), Bangalore Intl. Airport
Mr. Satheesh, Asst. Construction Manager (Civil), Mumbai - Cba
Mr. Govindarajan N, Asst. Construction Manager (Mech), Mumbai - Rbf
Mr. Kathiresan P, Asst. Manager (Mech), Fw, Pondy
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Mr. Arokiasaranraj J, Asst. Construction Manager (Civil), Mumbai - Rbf
Mr. Thirumalai Kumar U, Asst. Construction Manager (Civil), Mumbai - Rbf

Mr. Dev Kumar, Asst. Construction Manager (Civil), Vijayawada
Mr. Yogesh Kumar, Asst. Construction Manager (Civil), Chennai
Mr. Lokare Nilesh Parashuram, Asst. Construction Manager (Mech), Mumbai - Rbf
Mr. Arindam Dhar, Asst. Construction Manager (Civil), Kolkata
Mr. Khagen Roy, Asst. Construction Manager (Civil), Qatar
Mr. Gaurav Kumar, Asst. Construction Manager (Civil), Delhi
Mr. Souma Das, Asst. Manager (Ehs), Kolkata
Mr. Muddashar Nazar, Asst. Construction Manager (Civil), Kolkata
Mr. Amit Kohli, Asst. Construction Manager (Civil), Delhi
Mr. Mandeep Kumar, Asst. Construction Manager (Mech), Delhi
Ms. Swagata Basu, Sr. Architect, Kolkata
Mr. Gaurav Upadhyay, Asst. Manager (Systems), Delhi Intl. Airport
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Mr. Venkatesh V, Asst. Construction Manager (Civil), Bangalore
Mr. Parmar Paras Jayantilal, Asst. Manager (Accounts), Ahmedabad
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Mr. Murikipudi V K Rao, Asst. Construction Manager (Civil), Chennai
Mr. Yashawant Singh, Asst. Manager (Qa/Qc), Mumbai - Rbf
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Mr. Muruganantham S, Asst. Construction Manager (Civil), Bangalore
Mr. Vijayakumar T, Asst. Manager (Stores), Bangalore
Mr. Aurobinda Nayak, Asst. Construction Manager (Elec), Kolkata
Mr. Archunan Ag, Asst. Manager (Qa/Qc), Bangalore Intl. Airport
Mr. Vignesh J, Asst. Manager (Formworks), Kolkata
Mr. Puthiyakumar G, Asst. Manager (Formworks), Delhi
Mr. Vignesh R, Asst. Construction Manager (Civil), Delhi
Ms. Waghmare Manda Bhagwan, Asst. Manager (Hr), Mumbai - Rbf
Mr. Vijayakumar G, Asst. Construction Manager (Civil), Chennai
Mr. Raja S, Asst. Construction Manager (Civil), Bangalore
Mr. Siddharth N, Asst. Construction Manager (Mech), Hyderabad Intl. Airport
Mr. Ajit G V, Asst. Construction Manager (Civil), Bangalore

Mr. Yogesh S, Asst. Manager (Ehs), Mumbai - Rbf
 Mr. Vijay P, Asst. Construction Manager (Mech), Delhi
 Mr. Ashim Debnath, Asst. Construction Manager (Civil), Delhi
 Mr. Kumar Deepankar, Asst. Manager - Planning, Odisha
 Mr. Ayenampudi Vishnu Datta, Asst. Manager (Civil), Motera
 Ms. Shubha Bhapkar, Asst. Construction Manager (Civil), Mumbai - Rbf
 Mr. Shankar E, Asst. Construction Manager (Civil), Chennai
 Mr. Tamilventhan V, Asst. Construction Manager (Civil), Chennai
 Mr. Monish P, Asst. Construction Manager (Civil), Qatar
 Mr. Brij Kumar Roy, Executive (Accounts), Delhi
 Mr. Ram Ratan Pandey, Executive (Stores), Delhi
 Mr. Yuvarajan H, Sr. Engineer (Civil), Edrc - Hq, Chennai
 Mr. Suresh P, Executive (Administration), Hq - Chennai
 Mr. Sowrirajan S, Executive (Accounts), Hq - Chennai
 Mr. Abhisek Chakrabarty, Sr. Engineer (Civil), Kolkata
 Mr. Akshay Kumar Pareek, Sr. Engineer (Civil), Delhi
 Mr. Dipak Rana, Sr. Engineer (Civil), Kolkata
 Mr. Mukul, Sr. Engineer (Mech), Delhi
 Mr. Soumyadeep Datta, Sr. Engineer (Elec), Odisha
 Mr. Suresh Kumar Samantray, Executive (Accounts), Chennai
 Mr. Asit, Sr. Engineer (Mech), Delhi
 Mr. Shailendra Chauhan, Sr. Engineer (Elec), Delhi
 Mr. Sunil Kumar Pandey, Sr. Engineer (Mech), Mumbai - Rbf
 Mr. Akashdeep, Sr. Engineer (Civil), Delhi
 Mr. Manpreet Singh, Sr. Engineer (Mech), Delhi
 Mr. Pradeep Kumar Yadav, Sr. Engineer (Civil), Delhi
 Mr. Akhilesh Majhi, Sr. Engineer (Civil), Kolkata
 Mr. Saurabh Gupta, Sr. Engineer (P&M), Delhi Intl. Airport
 Mr. Hamid Ali, Sr. Engineer (Civil), Odisha
 Mr. Ajit Kumar Biswal, Sr. Engineer (Ehs), Kolkata
 Mr. Satyabrata Sethi, Sr. Engineer (Ehs), Delhi
 Mr. Prafulla Kumar Pattanayak, Sr. Engineer (Ehs), Delhi
 Mr. Deep Guha Roy, Sr. Engineer (Civil), Mumbai - Rbf
 Mr. Avijit Das, Sr. Engineer (Elec), Kolkata
 Mr. Nagella Kiran, Sr. Engineer (Ehs), Hyderabad Intl. Airport
 Mr. R Ashokkumar, Executive (Administration), Hq - Chennai

Mr. Kalyan Sundar Maity, Sr. Engineer (Civil), Kolkata
 Mr. Karthick T, Sr. Engineer (Civil), Chennai
 Mr. Mohamed Niyaz I, Sr. Engineer (Ehs), Mumbai - Rbf
 Mr. Subbiah P, Sr. Engineer (Elec), Mumbai - Rbf
 Mr. Maharajan A, Sr. Engineer (Ehs), Mumbai - Cba
 Mr. Bikram Keshari Jena, Sr. Engineer (Mech), Odisha
 Mr. Karthik R, Sr. Engineer (Civil), Hyderabad Intl. Airport
 Mr. Dhanesh S, Sr. Engineer (Mech), Bangalore
 Mr. Andrew Cyril Micheal A, Sr. Engineer (Civil), Chennai
 Mr. Mahesh Jangid, Sr. Engineer (Qa/Qc), Ahmedabad
 Mr. Dharmadurai K, Sr. Engineer (Mech), Chennai
 Mr. Asfaq Ahmed Khan T, Sr. Engineer (Mech), Motera
 Mr. Purnendu Shekhar Samanta, Sr. Engineer (Civil), Kolkata
 Mr. Ashish Ghosal, Executive (Accounts), Odisha
 Mr. Pradeep Achar, Sr. Engineer (Qa/Qc), Bangalore
 Mr. Naveena, Sr. Engineer (Civil), Qatar
 Mr. Ranjith R, Sr. Engineer (Civil), Chennai
 Mr. Jithumon Nr, Sr. Engineer (Ehs), Bangalore Intl. Airport
 Mr. Ravoori Venkata Surya Subrahmanyam, Sr. Engineer (Civil), Mumbai - Rbf
 Mr. Sathish M, Sr. Engineer (Civil), Mumbai - Rbf
 Mr. Arpan Dey, Sr. Engineer (Ehs), Mumbai - Rbf
 Mr. Jayendra Singh Chandrawat, Executive (Accounts), Gurgaon
 Mr. Raajavarmen Gn, Executive (Administration), Bangalore
 Mr. Iyyappan V, Sr. Engineer (Ehs), Chennai
 Mr. Anandhan D, Sr. Engineer (Qa/Qc), Chennai
 Mr. Liyakat Khan, Sr. Engineer (Civil), Ahmedabad
 Mr. Nilanjan Das, Sr. Engineer (Civil), Kolkata
 Mr. Vitul, Sr. Engineer (Qa/Qc), Delhi
 Mr. Meraj Ansari, Sr. Engineer (Civil), Delhi
 Mr. Harish Kumar, Sr. Engineer (Civil), Delhi
 Mr. Ankit Kumar Singh, Sr. Engineer (Civil), Chennai
 Mr. Sonu Kumar, Sr. Engineer (Civil), Mumbai - Rbf
 Mr. Pedapati Sanyasi Rao, Executive (Accounts), Chennai
 Mr. Sagi Swaroop Raju, Executive (Administration), Chennai
 Mr. Athalye Lalit Vilas, Executive (Ir), Mumbai - Rbf
 Mr. Suresh B, Sr. Engineer (Ehs), Chennai

Mr. Deshmukh Sachin Yadneshwar, Executive (Accounts), Qatar
 Mr. Shubham Garg, Sr. Engineer (Civil), Delhi
 Mr. Saubhik Dutta, Sr. Engineer (Civil), Mumbai - Rbf
 Mr. Dheeraj Brij Kewlani, Sr. Engineer (Civil), Hq - Chennai
 Mr. Sagi Krishna Varma, Sr. Engineer (Elec), Delhi
 Mr. Sumesh Gopi, Sr. Engineer (Qa/Qc), Delhi
 Mr. Subhadip Paul, Sr. Engineer (Civil), Kolkata
 Mr. Chhatrapal Singh Patel, Sr. Engineer (Civil), Mumbai - Rbf
 Mr. Meyyar M, Sr. Engineer (Civil), Chennai
 Mr. Nallasivam B, Sr. Engineer (Ehs), Mumbai - Rbf
 Mr. Karamore Pratik Tukaramji, Sr. Engineer (Civil), Mumbai - Rbf
 Mr. Sandip Sarkar, Sr. Engineer (Civil), Mumbai - Rbf
 Mr. Saragadam Kasi Parameswara Rao, Sr. Engineer (Civil), Vijayawada
 Mr. Ashish Shrivastava, Sr. Engineer (Civil), Motera
 Mr. Kathirvelan B, Sr. Engineer (Qa/Qc), Qatar
 Mr. Murugan J, Sr. Engineer (P&M), Chennai
 Mr. Mohamed Nazeebtheen R, Sr. Design Engineer (Civil), Edrc - Hq, Chennai
 Ms. Malabika Mukherjee, Sr. Engineer (Civil), Edrc - Hq, Chennai
 Mr. Sujit Bhakta, Sr. Engineer (Civil), Kolkata
 Mr. Veeraprakash S, Sr. Engineer (Civil), Chennai
 Mr. Chand Kishore, Executive (Accounts), Odisha
 Mr. Chhotu Raj, Executive (Accounts), Kolkata
 Mr. Chandan Chetri, Executive (Accounts), Kolkata
 Mr. Vairavan G, Engineer (Civil), Oman
 Mr. Ashab Khan, Engineer (Qa/Qc)-Civil, Hyderabad Intl. Airport
 Mr. Eswaran S A, Engineer (Civil), Chennai
 Mr. Sudipta Chakraborty, Engineer (Qa/Qc), Kolkata
 Mr. Tarak Banik, Engineer (P&M), Kolkata
 Mr. Krishna Murari Chaurasia, Engineer (Qa/Qc), Kolkata
 Mr. Chauhan Maulik Jayeshbhai, Engineer (Mech), Delhi
 Mr. Dhigare Sanjay Shivaji, Engineer (Civil), Vijayawada
 Mr. Kabil M, Engineer (Civil), Mumbai - Rbf
 Mr. Mohammad Irfan, Engineer (Ehs), Odisha
 Mr. Joshwa Emanuvel J, Engineer (P&M), Chennai

Mr. Rupak Kumar Thakur, Engineer (Civil), Bangalore
 Mr. Prashant Parihar, Engineer (Civil), Bangalore
 Mr. Ghormade Ankush Sureshrao, Engineer (P&M), Mumbai - Rbf
 Mr. Vadia Sozal Gulamhusenbhai, Asst. Officer (Admin), Vadodara Statue Of Unity
 Mr. Majji Naveen Kumar, Asst. Officer (Stores), Mumbai - Rbf
 Mr. Jallepalli Srinivas, Asst. Officer (Ir), Kolkata
 Mr. Chinta Zaaswanth, Asst. Officer (Admin), Chennai
 Mr. Komarapu Prem Sai, Asst. Officer (Admin), Vijayawada
 Mr. Ramanathan N, Asst. Officer (Accounts), Bangalore
 Mr. Karthick M, Asst. Officer (Accounts), Hq - Chennai
 Mr. Dalli Chandra Sekhara Reddy, Asst. Officer (Accounts), Hq - Chennai
 Mr. Killamsetty Bhargav, Asst. Officer (Ir), Chennai
 Mr. Alok Debnath, Engineer (Civil), Hyderabad Intl. Airport
 Mr. Jadhav Shubham Suresh, Engineer (Civil), Mumbai - Rbf
 Mr. Natve Nitin Ashok, Engineer (Civil), Mumbai - Rbf
 Mr. Dipendu Mondal, Engineer (Formworks), Kolkata
 Mr. Saravanan P, Asst. officer (Accounts), Hq - Chennai

Retirements

Mr. Swatantrakumar Jain, Dgm (Civil), Delhi
 Mr. Jayanta Ghosh, Dgm (Civil), Bial
 Mr. Unnikrishnan P, Manager (Administration), Chennai
 Mr. Venkatachalababu H, Head Mep Operations, Delhi Intl. Airport
 Mr. Swapan Kumar Sen, Dgm (Civil), Bangalore Intl. Airport
 Mr. Sundararaman S, Cluster Hr Manager, Chennai
 Mr. Thanappa Pillai M, Sr. Manager (Accounts), Vijayawada
 Mr. Gopalakrishnan N, Manager (Accounts), Hq - Chennai
 Mr. Amitabha Chaudhuri, Manager (Ehs), Bangalore
 Mr. Bijaya Kumar Nayak, Ehs Officer, Odisha
 Mr. Tirtha Pati Das, General Foreman (Survey), Lucknow
 Mr. Ramalingam R, Sr. Supervisor (Stores), Fw, Pondy
 Mr. Mahender Singh Rana, General Foreman (Survey), Delhi
 Mr. Ananthan S, Foreman (P&M), Chennai
 Mr. Duryodhan Reddy A, Sr. Chargehand (P&M), Hyderabad Intl. Airport

Power Transmission & Distribution IC

New Joiners

Mr. Biju Puthalath Thazha Kuniyil, Senior Application and Software Leader, Chennai Head Qrs.

Mr. Pawan Kumar, Construction Manager, Delhi.

Mr. Tanmoy Saha Roy, Construction Manager, Ahmedabad.

Mr. N R Vijay, Construction Manager - Electrical, Chennai.

Mr. Madhankumar T K, Engineering Manager (Mech), Chennai Head Qrs.

Mr. Atanu Chakraborty, Construction Manager (Elec), Chennai Head Qrs.

Ms. Vithya Devi Vinayaga Prasad, Manager (Systems), Chennai Head Qrs.

Ms. V Sridevi, Asst. Engineering Manager - Civil, Chennai Head Qrs.

Mr. Abilash Madhusudan Kirani, Assistant Engineering Manager - Civil, Chennai Head Qrs.

Mr. Ahamed Khan, Assistant Engineering Manager - (Civil), Chennai Head Qrs.

Mr. Chandrasekaran S R, Assistant Engineering Manager - Civil, Chennai Head Qrs.

Mr. Thiyagu V, Assistant Engineer Manager-Civil, Chennai Head Qrs.

New Responsibilities

Mr. Patil Narayan Nilkanth, Assistant Supervisor, Delhi.

Mr. Krishna Nand Mishra, Executive - IR & Admin, Delhi.

Mr. Gouttam Kumar Bhanja, Asst. Officer (Stores), Jammu.

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

Mr. Senthilraja R, Asst. Engineering Manager (Elec), Chennai Head Qrs.

Mr. Bezawada Ravi Simon, Asst. Manager (Elec.), Delhi.

Mr. Jeevananth Thangavel, Asst. Manager, Chennai Head Qrs.

Mr. N R Vijay, Project Manager, Chennai.

Mr. Rajendran H, DGM (SCM)-SS BU, Chennai Head Qrs.

Mr. Stalin Babu J, Head-ASEAN Cluster I, West Malaysia.

Promotions

Mr. Santhosh AK, Segment Head - TL (South & East), Chennai Head Qrs.

Mr. Shanmuganathan K, Sr.DGM (Finance & Accounts), Chennai Head Qrs.

Mr. Santhanam B, Sr.DGM- Projects (Electrical), Thailand.

Mr. Stalin Babu J, Area Manager-Sarawak, West Malaysia.

Mr. Sushil Kumar, Cluster Operations Head (UPD)-Varanasi Cluster, Varanasi.

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

Ms. Lakshmi M, DGM (Accounts), Chennai Head Qrs.

Mr. Manivannan R, Chief Engineering Manager (MEP), Chennai Head Qrs.

Mr. Jawahar M, Project Manager (Elec), Bangalore.

Mr. Rajendra Kurup S, DGM (Compensation & Benefits), Chennai Head Qrs.

Mr. Snehasish Debnath, Sr.Construction Manager (Elec), Delhi.

Ms. Veeramal S, Sr.Manager-Operations (Civil)-SS BU, Chennai Head Qrs.

Mr. Sreeramulu B, Sr.Engineering Manager (Detailing), Chennai Head Qrs.

Mr. Rahul Bhardwaj, Head Business Development (Solar BU), Chennai Head Qrs.

Mr. Praveen Kumar K V, Sr.Construction Manager (Elec), Varanasi.

Mr. Subrata Bhunia, Sr.Construction Manager (Elec), Kolkata.

Mr. Manoj Kumar, Sr.Construction Manager (Elec), Patna.

Mr. Shyama Kant Pandey, Sr.Construction Manager (Instrumentation), Lucknow.

Mr. Balaji S, Sr.Manager (Elec), Chennai.

Mr. Natanasabapathy S, Sr.Manager (Accounts), Chennai Head Qrs.

Mr. Sakthivel Murugan A, Sr.Manager (Mech), Chennai Head Qrs.

Mr. Subapavan Kollepara HVSRS, Sr. Manager-SCM, Chennai Head Qrs.

Mr. Narayan Singh, Sr. Manager (Mech), Lucknow.

Mr. Vinod James, Sr. Manager-SCM, Chennai Head Qrs.

Ms. Archana, Sr.Engineering Manager (Elec), Chennai Head Qrs.

Mr. Balasubramanian M S, Sr.Engineering Manager, Chennai Head Qrs.

Mr. Magare Surendra Dhondiram, Sr. Manager (OFC) O&M, Mumbai.

Mr. Venkatesan K, Sr.Construction Manager (Instrumentation), Mumbai.

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

Mr. Muthuramalingam A, Manager (Civil), Chennai Head Qrs.

Mr. Ponraj P, Construction Manager (Civil), Bangalore.

Mr. Karthikeyan P, Construction Manager (Elec), Bhubaneswar.

Mr. Leninkumar V, Segment Head-Materials Management (North & West), Delhi.

Mr. Brahma Nand Mishra, Manager (Accounts), Varanasi.

Mr. Kathiresan K, Construction Manager (Civil), Chennai Head Qrs.

Mr. Ujjwal Kumar Das, Construction Manager (Elec), Kolkata.

Mr. Kirubakaran M, Construction Manager (Elec), Patna.

Mr. Jagtap Amol Ashokrao, Construction Manager (Elec), Delhi.

Mr. Mithilesh Kumar Verma, Manager (Planning), Varanasi.

Mr. Tapabrata Guha, Construction Manager (Elec), Kolkata.

Mr. Ashok Kumar Jaiswal, Construction Manager (Civil), Delhi.

Mr. Abhishek, Manager (Elec), Kolkata.

Mr. Sreedhar S R, Manager (Mech) - O&M, Chennai.

Mr. Prabhakar Choubey, Construction Manager (Elec), Varanasi.

Mr. Sivaganesh V, Manager (Elec.) - SCM, Chennai Head Qrs.

Mr. Surajit Paul, Business Development Manager, Kolkata.

Mr. Neeraj Srivastav, Construction Manager (Mech), Varanasi.

Mr. Rameshbabu Baka, Engineering Manager (Civil), Chennai Head Qrs.

Mr. Uttam Kumar Pahari, Cluster Accounts & Admin Manager, Ranchi.

Mr. Ardhendu Mondal, Construction Manager (Elec), Lucknow.

Mr. Dipankar Chatterjee, Manager (Accounts), Kolkata.

Mr. Srinath S, Manager (Elec), Chennai Head Qrs.

Mr. Debasish Mohanty, Manager- Training & Planning, Kolkata.

Mr. Mohan Rao Sahukar, Construction Manager (Elec), Bangalore.

Mr. Ravishaker K, Manager (Accounts), Delhi.

Mr. Sankar Ganesan B, Construction Manager (Elec), Chennai.

Mr. Arvind Singh, Construction Manager (Elec), Delhi.

Mr. Vinoth Kumar Kesavalu, Construction Manager (Instrumentation), Mumbai.

Mr. Arajit Pratihari, Construction Manager (Elec), Patna.

Mr. Banoj Kumar Parida, Manager (HR), Bhubaneswar.

Mr. Rajasekar R, Cluster EHS Manager (Delhi & Lucknow Clusters), Delhi.

Mr. Kasiraj R, Manager (Elec) - T&C, East Malaysia.

Mr. Saravanan S, Construction Manager (Elec), Patna.

Mr. Kaushik Bhattacharya, Manager (Accounts), Ahmedabad.

Mr. Rajesh K, Construction Manager (Elec), Delhi.

Mr. Sridhar D, Construction Manager (Mech), Lucknow.

Mr. Vijay Rammohan B, Manager (Civil), Chennai Head Qrs.

Mr. Palliwar Mohnish Subhash, Construction Manager (Mech), Patna.

Mr. Rajnish Kumar Singh, Construction Manager (Civil) - Stringing, Ranchi.

Mr. Sabarish C, Engineering Manager, Chennai Head Qrs.

Mr. Rajak D, Construction Manager (Elec), Chennai.

Mr. Vagicharla Maruthi Lokanath, Manager (Accounts), Chennai Head Qrs.

Mr. Chennakrishnan V, Manager (Elec) - T&C, East Malaysia.

Mr. Binod Kumar Mishra, Construction Manager (Elec), Patna.

Mr. Varun B, Engineering Manager (Civil), Chennai Head Qrs.

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

Mr. Dasari Jayaramaiah, Manager (Stores), Delhi.

Ms. Madhangi S, Manager (HR), Chennai Head Qrs.

Mr. Gulab Singh, Manager (Stores), Patna.

Mr. Vishal Bhatnagar, Construction Manager (Elec), Delhi.

Mr. Budda V V Satyanarayana, Asst. Manager (Stores), Bhubaneswar.

Mr. Sridharan K, Asst. Manager (Mech) - QA/QC, TLT Pithampur.

Mr. Surojit Roy Chowdhury, Asst. Manager (Accounts), Kolkata.

Mr. Samabrata Bhadra, Asst. Manager (Stores), Bangalore.

Mr. Mairipudi Gopi, Asst. Manager (Accounts), Delhi.

Mr. Debashis Mishra, Asst. Manager (Stores), Delhi.

Mr. Chandra Sekhar Patro S, Asst. Manager (Stores), Ahmedabad.

Mr. Abdul Ajeer, Asst Manager (IR), Delhi.

Mr. Chittaranjan Jena, Asst. Construction Manager (Elec), Kolkata.

Mr. Rajeeb Sarangi, Asst. Construction Manager (Elec), Bhubaneswar.

Mr. Arindam Bhattacharjee, Asst. Construction Manager (Instrumentation), Kolkata.

Mr. Hareeshkumarkuthati, Asst. Construction Manager (Elec), Patna.

Mr. Madhu Sigatapu, Asst. Manager (Mech) - QA/QC, Mumbai.

Mr. Param Jeet Singh, Asst. Construction Manager (Elec), Lucknow.

Mr. Surndra Prasad, Asst. Manager (Stores), Ahmedabad.

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

Mr. Manickam M, Asst. Manager (Accounts), Chennai.

Mr. Manyala Raj Kumar, Asst. Construction Manager - Stringing, Chennai.

Mr. Gowtham Ram A S, Asst. Construction Manager (Civil), Bangalore.

Mr. Anbalagan M, Asst. Construction Manager (Mech), Delhi.

Mr. Pandiyarajan G, Asst. Manager (Elec) - T&C, Bangalore.

Mr. Murugadas S, Asst. Manager (Accounts), Chennai Head Qrs.

Mr. Sandeep Kumar Pandey, Asst. Construction Manager (Elec), Kolkata.

Mr. Ratikanta Behera, Asst. Construction Manager (Elec) - Stringing, Delhi.

Mr. Hariom Singh, Asst. Construction Manager (Elec), Delhi.

Ms. Nandyala Venkata Lakshmi Lavanya, Asst. Manager (Elec), Chennai Head Qrs.

Mr. Sathish Kumar M, Asst. Manager (Elec) - T&C, Kolkata.

Ms. Chandani Jain, Asst. Manager (Accounts), Chennai Head Qrs.

Mr. Nitish Sethi, Asst. Construction Manager (Elec.), Jammu.

Mr. Sachin Bansal, Asst. Construction Manager (Elec.), Delhi.

Mr. Anish Kumar, Asst. Manager (Elec) - QA/QC, Delhi.

Mr. Rahul Yadav, Asst. Construction Manager (Elec), Delhi.

PT&D - Africa

New Joiners

Sruthi Jalsutram, Chief Engineering Manager (Civil), Chennai

Vinoth Rajendran, Sr. Draughtsperson, Chennai

Amine Meghnoudj, Assistant Manager – Interface, Algeria

Aboo Susan, Assistant Manager - Ass. Manager – Logistics, Uganda

Abilash Madhusudan Kirani, Assistant Engineering Manager – Civil, Chennaiepak Bhaskar, Manager- Logistics, Sharjah, Uae

Mr. Ravi Ranjan, Asst. Construction Manager (Elec.), Patna.

Mr. Ravi Chaubey, Asst. Construction Manager (Elec), Delhi.

Mr. Sakthi Krishnamoorthy A, Asst. Engineering Manager (Electrical), Chennai Head Qrs.

Mr. Vasanth S, Asst. Manager (Elec) - QA&QC, Mumbai.

Mr. Kamalakar Reddy T, Asst. Manager (Accounts), Chennai.

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

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

Mr. Ganesh Anthons Raj, Asst. Manager (Elec), Chennai Head Qrs.

Mr. Venkatasantarao Mavuduru, Asst. Manager (Accounts), Hyderabad.

Mr. Jyotirmoy Roy, Asst. Construction Manager (Elec), Kolkata.

Mr. Sangameswaran K, Asst. Construction Manager (Elec), Chennai.

Mr. Johnson R, Asst. Construction Manager (Elec), Mumbai.

Mr. Ram Dev Diwakar, Asst. Construction Manager (Elec), Varanasi.

Retirements

Mr. Srikant Srinivasan, Vice President & Head-HR (PT&D IC), Chennai Head Qrs.

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

Ms. Anuradha Narayanan, Manager (Administration), Chennai Head Qrs.

Mr. Subrata Ghosh, Manager (Stores), Mumbai.

Mr. Mahmood Raza Khan, Asst. Manager (Stores), Mumbai.

Jayanth, Construction Manager – Civil, Morocco

Alok Kumar, Manager – Electrical, Sharjah, Uae

Saravanan, Engineering Manager – Electrical, Sharjah, Uae

Debashis, Project Director, Morocco

Richard R, Executive - Accounts & Administration,

Alapati Sai Teja, Sr. Design Engineer (Civil), Chennai

PT&D - Middle East

New Joiners

Amanullakhan, Manager- Electrical Saudi

Hari Harasudhan, Asst Manager Electrical (T&C), Qatar

Danaseelan Jayakrishnan, Construction Manager (Electrical), Uae

Abena Korkor Ofori, Manager (Contracts), Uae

Promotions

Francisco Gallardo Navarro, Head-Special Initiatives (Solar Bu) Uae

Tauqeer Mohammed, Project Manager (Elec), Kuwait

Sridharan V, Project Manager, Oman

Nithiyantha Gunasekar B, Project Manager (Elec), Qatar

Abhijit Choudhury P, Cluster Head (Civil), Uae

Ramakrishnan Selvaraj, Project Manager (Elec), Uae

Baskar Elavarasudurai, Sr.construction Manager (Civil), Saudi

Sachindra Prakash Pandey, Sr.manager - Hr, Qatar

Jaffer Rizwan Mohammed, Sr.manager (Procurement), Qatar

Vikas Shetty P, Sr.manager (Civil), Uae

Naga Venkata Muralidhar Eda, Manager (Civil)-Qa/Qc, Saudi

Murugan K S, Manager-Qehs, Saudi

Waseem Ahmed Ms, Manager-Electrical (Planning), Qatar

Palani G, Manager-Electrical (Design), Qatar

Mandir Bhupatray Parekh, Manager (Elec), Uae

Ravi Prannath Ahuja, Manager (Procurement), Uae

Harikumar Meloth, Construction Manager (Elec), Uae

Shaik Abdul Shukoor, Construction Manager (Elec), Saudi

Palanisamy V, Manager (Elec), Saudi

Amal Babu, Manager (Elec), Kuwait

Premachandran E, Manager (Administration), Uae

Suresh Kumar Thattakoti, Manager (Accounts), Uae

Karthikeyan V, Manager (Elec), Oman

Imran Ali Khan, Manager (Civil), Oman

Sivakumar SP, Manager (Civil), Oman

Venkata Satyanarayana K, Manager (Elec) - T&C, Qatar

Hari Kishore P, Manager (Elec) - T&C, Qatar

Pandiarajan Angappathevar, Manager - Electrical (T&C), Qatar

Sudeep S Pillai, Construction Manager (Elec), Qatar

Syed Zabi Ahmed, Manager (Civil), Uae

Gowthem Manikandan Jayakumar, Construction Manager (Civil), Uae

Jijesh P, Manager (Elec), Uae

Ariharasenthil Balakrishnan, Manager - Electrical (T&C), Uae

Abhilash Kulangara, Manager (Elec), Uae

Jegathish P, Manager (Elec), Uae

Petla Yarrayya Naidu, Asst. Construction Manager (Elec), Saudi

Siddhant Singh, Asst. Construction Manager (Civil), Saudi

Haris Mujib Siddiqui, Asst. Manager (Elec), Saudi

Noor Mohamed Sha Abdul Latheeph, Asst.manager (Elec), Saudi

Niranjan Kandasamy Ravindran, Asst.manager (Elec) - T&C, Saudi

Wajidpasha S, Asst. Manager (Civil), Saudi

Kona Veerendranatha Reddy, Asst. Manager (Elec), Uae

Vijeeesh P V, Asst. Manager (Elec), Oman

Ramkumar A, Asst. Construction Manager (Elec), Qatar

Yeshwant Sainath Y P G, Asst. Construction Manager (Civil, Qatar

Abhishek Kumar Goyal, Asst. Construction Manager (Elec), Qatar

Muhammad Muhsin P Saleem, Asst. Construction Manager (Elec) - Planning, Qatar

Senthilnathan Loganathan, Asst. Manager - Electrical (T&C), Qatar

Vivek Viswanath P, Asst.manager (Elec), Qatar

Kalyanasundaram Ramasamy, Assistant Manager-Electrical, Qatar

Mathan SM, Asst. Manager (Accounts & Admn), Uae

Imran Siddiqui, Asst. Manager (Resource Mobilisation), Uae

Baranichandran Ramalingam, Asst. Manager (Elect) - T&C, Uae

Vadivelu P, Asst.manager - Planning, Uae

Ramakrishnan S, Asst. Manager (Accounts), Uae

Veerendra Kumar, Asst. Manager (Accounts), Uae

Water & Effluent Treatment IC

New Joiners

Mr. Shaik Manjur Baksh, Head Qrts
 Mr.Kulkarni Chandrashekhar Keshav, Head Qrts
 Mr. Sanjay Kumar, Head Qrts
 Mr. Sivakumar B, Jaipur
 Mr. Jagdish A Pise, Bhopal
 Mr. Gopal Passi, Mumbai
 Mr. Pathak Chandramauli Pravinkumar, Ahmedabad
 Mr. Rajkumar R, Head Qrts
 Mr. Anuroop Kumar S, Bhopal
 Ms. K Santoshi Manasa, Head Qrts
 Mr. Prabir Kumar Das, Head Qrts
 Mr. Alope Nelson Soreng, Kolkata
 Mr. Jaiganthan Prem Anand, Uae
 Mr. Mainak Jana, Bhopal
 Mr. Rahmathullah Abdul Rahim, Uae
 Mr. Senthamizhselvan, Pune
 Mr. Suvabrata Ghosh, Bhubaneswar
 Mr. Dileep Kumar U, Head Qrts
 Mr. Farhan Ayaz, Bhopal
 Mr. Sai Karthik Piduru Venkata Guru, Uae
 Mr. Sanjeev Singh, Head Qrts
 Mr. Venkatesh A, Head Qrts
 Mr. Vikas, Head Qrts
 Mr. Vimalkumar V, Qatar
 Mr. Abnish Kumar, Chandigarh
 Mr. Anil Harichandra Gharjale, Kolkata
 Mr. Anit Vashisht Singh, Kolkata
 Mr. Anoop Koontholil Thekkethara Raveendran, Uae
 Mr. Anshul Jain, Bhopal
 Mr. Budireddy Satya Narasimha Satish, Qatar
 Mr. Dibyendu Bera, Bhubaneswar
 Mr. Mulla Sayeed Hussain, Bhubaneswar

Mr. Nawas Mammu Kurinchintavida, Uae
 Mr. Pawan Kumar Pandey, Jaipur
 Mr. Piyush Kumar Pandey, Bhopal
 Mr. Sandeep Kumar, Indore
 Mr. Sk Saurav Sidique, Bhubaneswar
 Mr. Syamal Kumar Roy, Qatar
 Mr. Velidi Durga Vara Prasad, Bhubaneswar
 Mr. Venkateswaran S, Qatar
 Mr. Akshay Arun Sawant, Head Qrts
 Mr. Anjan Chakraborty, Bhopal
 Mr. Arvind Kumar Kushwaha, Kolkata
 Mr. Booravalli Manohar, Bhubaneswar
 Mr. Brojogopal Ghosh, Bhubaneswar
 Mr. Chandra Bhan Chaubey, Kolkata
 Mr. Deepan Pal, Bhubaneswar
 Mr. Doddapaneni Venkata Avinash, Chandigarh
 Mr. Guruprit Singh, Bhubaneswar
 Ms. Kavitha J, Head Qrts
 Mr. Mukesh Kumar Jha, Kolkata
 Mr. Naveen Goswami, Head Qrts
 Mr. Neeraj Manchanda, Indore
 Mr. Rajan P, Head Qrts
 Mr. Ramesh Rajendiran, Bengaluru
 Mr. Sahil Shekhar Karkamkar, Jaipur
 Mr. Sakthivel S, Bhopal
 Mr. Sambit Biswas, Ahmedabad
 Mr. Shah Manan, Bengaluru
 Mr. Shivaraj, Bengaluru
 Mr. Simar Pal, Uae
 Mr. Swadhin Dibyajyoti, Bhopal
 Mr. Thejesh S, Bengaluru
 Mr. Uche Darlington Enemuwe, Uae
 Mr. Vignesh R, Bhopal
 Mr. Kiran U, Qatar

Mr. Naveenkumar Kalidass, Head Qrts
 Mr. Pradeep Kumar, Delhi
 Mr. Pradip Kumar Giri, Bengaluru
 Mr. Riyaz Abdul Basheer, Qatar
 Mr. S Dinesh, Head Qrts
 Mr. Sambit Padhihari, Bhubaneswar
 Mr. Sandipan Debnath, Bhubaneswar
 Mr. Shanoj Tharayil Gopi, Uae
 Mr. Visvanathan S, Chandigarh
 Mr. Narayan Dhara, Indore
 Mr. Sethupathy Raja Ganesan, Delhi
 Mr. Ashish Negi, Ahmedabad
 Mr. Avinash Sharma, Indore
 Mr. Chandrashekar S, Bhopal
 Mr. Devarakonda Hemanth Kumar, Kolkata
 Mr. Divyanshu Kumar, Bhubaneswar
 Mr. Mandava Venkatesh, Delhi
 Mr. Pandya Dhruv, Kolkata
 Mr. Pradeep Channappa Koli, Jaipur
 Mr. Pruthiviraj Patra, Kolkata
 Mr. Rahul Nakra, Pune
 Mr. Rahul Sancheti, Bhubaneswar
 Mr. Rajdeb Halder, Pune
 Mr. Rajesh Kumar Sahani, Ahmedabad
 Mr. Sanjay Satish Nukala, Pune
 Mr. Saurabh Das, Bhopal
 Mr. Syed Shadab Alam, Pune
 Mr. V. Nishant, Indore
 Mr. Vishal Gupta, Bhubaneswar
 Mr. Aakash Shukla, Pune
 Mr. Alagar Samy Narayana Samy, Hyderabad
 Mr. Ananda Dutta, Kolkata
 Mr. Arun Gunasekaran, Bengaluru
 Mr. Kapildoss. J, Kolkata

Mr. Murugan, Bhubaneswar
 Mr. Nihal M, Bhopal
 Mr. Raghav S, Head Qrts
 Mr. Tufan Ghosh, Kolkata
 Mr. Venkatesh P, Head Qrts
 Mr. Voloju Meher Baba, Indore
 Mr. Adari Rupesh Kumar, Hyderabad
 Mr. Ajitkumar Babulal Meshram, Jaipur
 Mr. Akash Narendra Raut, Bhopal
 Mr. Akash Vasant Pande, Mumbai
 Mr. Ashish Sukhdeo Lokhande, Bengaluru
 Mr. Bhushan Ashokrao Bure, Bengaluru
 Mr. Boddeti Sai Teja, Delhi
 Mr. Chintalapudi Sanjay, Chandigarh
 Mr. Devendra Ashok Agre, Hyderabad
 Mr. Devendra Shyam Mishra, Mumbai
 Mr. Dikshant Sangam Nimgade, Bhubaneswar
 Mr. Gudisi Rammohan, Chandigarh
 Mr. Kunal Sanjarao Vairagade, Bengaluru
 Mr. Mangesh Bhauraoji Kadukar, Bhopal
 Mr. Maturi Umashankar, Chandigarh
 Mr. Molli Satish, Mumbai
 Mr. Rahul Narendra Kadu, Jaipur
 Mr. Sarang Muralidhar Dongardive, Mumbai
 Mr. Shreyas Kanhaiya Dadape, Mumbai
 Mr. Shubham Gajanan Bambal, Mumbai
 Mr. Shubham Sharad Jari, Kolkata
 Mr. Subhash Devilal Thakre, Bengaluru
 Mr. Surendra Rekhali Kosare, Indore
 Mr. Vilas Vasudeo Divate, Bhubaneswar

Graduate Engineer Trainees

Ms. Madhavi Rajagopalan, Head Qrts
 Mr. Saroj Rishi Kolappan Sorneswari, Bhopal

FLS Trainees

Mr. Abhinav Tripathi, Head Qrts

Mr. Aditya, Head Qrts
 Mr. Akash, Head Qrts
 Mr. Alok Dixit, Head Qrts
 Mr. Aman Sharma, Head Qrts
 Mr. Anirban Biswas, Head Qrts
 Mr. Ashutosh Kumar Singh, Head Qrts
 Mr. Atul Kumar Vishwakarma, Head Qrts
 Mr. Bablu Kumar, Head Qrts
 Mr. Baiju Paswan, Head Qrts
 Mr. Brijkishor Baheliya, Head Qrts
 Mr. Dakshraj Dahiya, Head Qrts
 Mr. Deepak Kumar, Head Qrts
 Mr. Dharam Kumar Sondhiya, Head Qrts
 Mr. Doddi Suryanarayana, Head Qrts
 Mr. Govind, Head Qrts
 Mr. Indrojit Mondal, Head Qrts
 Mr. Jaygopal Biswas, Head Qrts
 Mr. Keshav Jangid, Head Qrts
 Mr. Kona Sai Kumar, Head Qrts
 Mr. Kuldeep Kushwaha, Head Qrts
 Mr. Kunal Vish Kuriya, Head Qrts
 Mr. Manish Kumar, Head Qrts
 Mr. Miraj, Head Qrts
 Mr. Mohit Kumar, Head Qrts
 Mr. Mohit Prasad, Head Qrts
 Mr. Mulagapaka Suresh, Head Qrts
 Mr. Muntazir, Head Qrts
 Mr. Naveen Kumar Vishwakarma, Head Qrts
 Mr. Nishit Bhaskar, Head Qrts
 Mr. Om Prakash Ram, Head Qrts
 Mr. Prabhat, Head Qrts
 Mr. Premraj, Head Qrts
 Mr. Pushendra Kumar Vishwakarma, Head Qrts
 Mr. Puspender, Head Qrts
 Mr. Rajkumar Vishwakarma, Head Qrts
 Mr. Rakesh Kumar, Head Qrts

Mr. Ram Mangal, Head Qrts
 Mr. Rohit Kumar, Head Qrts
 Mr. Santosh Yadav, Head Qrts
 Mr. Satyendra Mahawar, Head Qrts
 Mr. Shabbir Ahmed, Head Qrts
 Mr. Shivam, Head Qrts
 Mr. Shivendra Singh, Head Qrts
 Mr. Sujeet Singh Rathor, Head Qrts
 Mr. Surendra Kumar Prajapati, Head Qrts
 Mr. Vipul Kumar, Head Qrts

New Responsibilities

Mr. Asok Kumar K, Executive Vice President & Head - Water & Effluent Treatment Ic, Head Qrts
 Mr. Masilamani K, Vice President & Head - Irrigation, Industrial & Infrastructure Sbg, Head Qrts
 Mr. Sajit E P, Vice President & Head - Water & Wastewater Sbg, Head Qrts
 Mr. Giridharan S, General Manager & Head Rural Water Supply (Rws) Business Unit, Head Qrts
 Mr. Vidhan Chandra Jha, General Manager & Head - Large Water Systems-I (Lws-I) Business Unit, Bhopal
 Mr. Satish S C, General Manager & Head - Operations, Water International Bu, Head Qrts
 Mr. Chandreaaswaran S, Head - Urban Water & Water Management (Uw&Wm) Business Segment, Head Qrts
 Mr. Dakshinamurthy S, Head - Large Water Systems-II (Lws-II) Business Segment, Head Qrts
 Mr. Saravanan K, Head - Industrial & Desalination Business Segment, Head Qrts
 Mr. Suresh J, Head - Smart Water Infrastructure Business Segment, Head Qrts
 Mr. Balasubramanian G, Project Director, Oman
 Mr. Lakshmanan K, Segment Head (North & West) Rws Bu, Delhi

Mr. Sridhar V S, Segment Head (South & East) Rws Bu, Bengaluru
Mr. Venkatesan N S R, Segment Head (South & East), Wastewater Bu, Chennai
Mr. Murali Mohan Murthy A, Segment Head (North & West), Wastewater Bu, Jaipur
Mr. Rajendra Satheesh Kumar T T, Segment Head (South & East), Uw&Wm Business Segment, Head Qrts
Mr. Shivaram T, Head - Human Resources, Head Qrts

Promotions

Mr. Balasubramani M
Mr. Chandrasekhar C H
Mr. Jaikumar K
Mr. Ramasubramanian S
Mr. Syed Abdul Noor
Mr. Chandraeaswaran S
Mr. Hari Krishna P R
Mr. Rajamohan K
Mr. Ravi Kumar Padnavis
Mr. Sivakumar P
Mr. Venkatesan N S R
Mr. Colin Nithin Nonis
Mr. Guntupalli Mutheswar Rao
Mr. Hariharan K
Mr. Maran E
Mr. Thilagaraj R
Mr. Boopathi R
Mr. Deena Nath Mishra
Mr. Giri R S
Mr. Girirajan A
Mr. Kumar R
Mr. Sivaramakrishnan K
Mr. Sudarshan Joshi
Mr. Suresh P
Mr. Balasubramanian V
Mr. Dinesh Kharbanda

Mr. Rameshkumar R
Mr. Sivasankaran K
Mr. Amit Chakraborty
Mr. Amit Kar
Mr. Ashok Kumar S
Mr. Bhanu Pratap Raghuvansi
Mr. Eluri Venkata Rambabu
Mr. Jagaveerapandian P
Mr. Kothapalli Chinna Ramu
Mr. Kumaran M
Mr. Mediboyina Naga Raju
Mr. Palani R M
Ms. Rajeswari Swaminathan
Mr. Ranjeet Dham
Mr. Ravichandran V
Mr. Simeshwaran Pillai P
Mr. Srinivasan B
Mr. Vinod Kumar
Mr. Vishal
Mr. Arul Murugan R V S
Mr. Bheemji Pantagada
Mr. Debnath Mondal
Mr. Eswaran K P
Mr. Kamal Kant Kaushik
Mr. Kamaraj K
Mr. Madhusudhana Singh R
Mr. Mahendra Kumar
Mr. Manivannan A
Mr. Musale Pravin Vitthal
Mr. Rajasuresh P
Mr. Sabapathy R
Mr. Sampath Kumar V
Mr. Saravana Kumar A
Mr. Satyabrata Panda
Mr. Sourav Bandopadhyay
Mr. Srinivasan N
Ms. Suchorita

Mr. Sureshkumar K V R
Mr. Vinay Kumar Shukla
Mr. Vinoth N
Mr. Alok Ranjan
Ms. Anjali Gautam
Mr. Arun Harsha
Mr. Arvind V
Mr. Ashutosh Kr Dubey
Mr. Balaji J
Mr. Biswanath Chakraborty
Mr. Deepan C
Mr. Devashish Sinha
Mr. Harshavardhan M
Mr. Hemkant Sharma
Mr. Kamalapuram Pradeep Babu
Mr. Kamesh Kumar B
Mr. Kannan S
Mr. Kumaran M
Mr. Kumaresan S
Mr. Kumaresh Pal
Mr. Murali Anand V
Mr. Naidana Rama Krishna
Mr. Prasad Bhupenchandra Rana
Mr. Puppala Jagadish
Mr. Rajeev Kumar Shukla
Mr. Raju Kumar Singh
Mr. Ram Kumar S
Mr. Rameshwaran R
Mr. Ranjoy Bose
Mr. Rohit Dutta Medhi
Mr. Sakthivel L
Mr. Sandeep Manglik
Mr. Sathiyamoorthy N
Mr. Shomesh Kumar Sharma
Mr. Sivakumar N S
Mr. Sri Vishnu Pragash K
Mr. Sukdeo Jha

Ms. Uma J
Mr. Vivek C S
Mr. Vydyam Sivaramaiah
Mr. Abdul Qyyum Khan
Mr. Abhishek Mukherjee
Mr. Aftab Badshah
Mr. Amith Ashly Dsilva
Mr. Anandhkumar G
Mr. Antony Muthu M
Mr. Arumugasamy M
Mr. Ashish Singhal
Mr. Bajrangi Kumar Choudhary
Mr. Dake Sandeep Vishnu
Mr. Dhayanidhi C
Mr. Gomathi Sankaranarayanan U
Mr. Imrankhan B
Mr. Iqbal V A
Mr. Jagdish Chand
Mr. Jethani Sunil Dilip
Mr. Kamalesh Chatterjee
Mr. Krishna Kumar C
Mr. Krishna Kumar G
Mr. Krishna Nutakki
Mr. Madhu M
Mr. Manikkule Nitin Prabhakar Rao
Mr. Manoj Kumar Dash
Mr. Mithilesh Kumar
Mr. Mithlesh Choubey
Mr. Mrinal Das
Mr. Murugan
Mr. Nanagouda Patil
Mr. Navin Dwivedi
Mr. Pawar Pravin Pralhadrao
Mr. Potdar Abhijeet Prakash
Mr. Prabhakaran M
Mr. Pradeep T H
Mr. Prasanna Karmakar

Mr. Prashanth B
Mr. Prateek Singh
Mr. Rahul Pal
Mr. Rajagopal Polisetty
Mr. Rajeev Vibhutti
Mr. Rakesh Kumar
Mr. Ram Nandan N
Mr. Ramasamy K R
Mr. Ranga Rao Kornana
Mr. Ranjith P V
Mr. Sandip Singh
Mr. Santosh Kumar Pandey
Mr. Sayed Samie Shakeel
Mr. Shahnavaz
Mr. Somnath Ganguly
Ms. Soumya Busa
Mr. Subhamay Kundu
Mr. Sudhakar V
Mr. Sujeet Kumar
Mr. Sunilkumar Pathy
Mr. Sushil Kumar
Mr. Tamal Saha
Mr. Viresh Gadpande
Mr. Vivekanandan C
Mr. Abinesh P
Mr. Ajay Ahuja
Mr. Akash Sethi
Mr. Akhilesh Kumar Singh
Mr. Akshay Mimani
Mr. Anwar Hussain I
Mr. Arpan Kumar Maity
Mr. Arun Aggerwal
Mr. Arun Krishna P R
Mr. Arun Nehru A
Mr. Ashesh Avinandan Parida
Mr. Ashok K S
Mr. Ashutosh Kumar Singh

Mr. Ashutosh Mishra
Mr. Avijit Dhara
Mr. Bharaneetharan G
Mr. Bharat Kumar Kowuru
Mr. Bhargav Muddasani
Mr. Boddu Sravan Kumar
Mr. Brahmesh
Mr. Charles Chelliah J
Mr. Cheeranjeevi P
Mr. Choudhury Nirmal Prasad Behera
Mr. Deepak Garg
Ms. Dharaneeshwari P
Mr. Dharmendra Kumar
Mr. Dhilipkumar V
Mr. Dinesh S
Mr. Dinesh S
Mr. Durga Prasad Kambala
Mr. Durgesh Kumar Singh
Mr. Elanthamilan V
Mr. Gerald Sahaya Raj J
Mr. Gireesh G Umesh
Mr. Giridharan S
Mr. Gowthaman S
Mr. Harwani Nikhil Hareshkumar
Mr. Jaikiran P
Mr. Jayaprakash M
Mr. Jayaraj V
Mr. Jaydev Subramaniam
Mr. Jebakumar D
Mr. Josyula Rambabu
Mr. Kakde Suresh Dnyanoba
Mr. Kannan D
Ms. Keerthana Devi L R
Mr. Kiran Kumar
Mr. Kiriti Deo
Mr. Kishore Kalsangra
Mr. Krishnendu Mukherjee

Mr. Kumar Singampalli N	Mr. Rishi Kumar Tiwari	Mr. Vishal Kumar	Mr. Karri Srinivasa Reddy	Mr. Ravi Kumar Lodhi	Mr. Venkateswararao Bikkina
Mr. Lakshmana Kumar Reddy T	Mr. Ritesh Kumar Vishwakarma	Mr. Abhishek Kumar Singh	Mr. Krishna P	Mr. Ravi Raushan	Mr. Vignesh S
Mr. Laxmikant Behera	Mr. Rohit Sahay	Mr. Abhishek Swain	Mr. Krishnan C P	Mr. Redrouthu Bhanu Venkat	Mr. Vikram Singh
Mr. Lelin Bhakta	Mr. Rupankar Dey	Mr. Adarsh Kumar Pandey	Mr. Lakshmanan C	Mr. Rohit Yadav	Mr. Vipin Kumar
Mr. Maddi Bharath Chandra	Mr. Saleem Raza	Mr. Ahad Reza	Ms. Lini M Thomas	Mr. Roshiya Bhavesh Bhimjibhai	Mr. Abhijit Dash
Mr. Mahendran G	Mr. Saravanan M	Mr. Alok Dixit	Mr. Magfoor Ahamad	Mr. Sahabuddin S K	Mr. Alagar Raja S
Mr. Mahiuddin Sekh	Mr. Satyabrata Dash	Mr. Amit Kumar	Mr. Maïnejar Baitha	Mr. Sai Srinivas Inumarthi	Mr. Anupam Halder
Ms. Malini D	Mr. Saurabh Rawal	Mr. Amit Kumar Soni	Mr. Manivannan S	Mr. Sant Kumar Pandey	Mr. Arjun Singh
Ms. Malla Venkata Ganga Lakshmi Alekhya	Mr. Shaik Shajahan	Mr. Ananta Kumar Bhoi	Mr. Marikkannan S	Mr. Saurabh Mishra	Mr. Arun Kumar U
Mr. Manogaran K	Mr. Shibasish Neogi	Mr. Anantha Prabakar A	Mr. Masilamani S	Mr. Senthilkumar N	Mr. Ashish Kumar Padhi
Mr. Manoranjan Behera	Mr. Shiv Kumar Porwal	Mr. Anurag	Mr. Md Imtiyaz Khan	Mr. Shaik Asimulla	Mr. Badgujar Jitendra Ashok
Mr. Mohammad Umar Siddiquee	Mr. Shyamal Kumar Dash	Mr. Arivazhagan S	Mr. Mohit Juneja	Mr. Shaik Hamidulla	Mr. Biswajit Mondal
Mr. Mohandass R	Mr. Sibasankar Pattanaik	Mr. Asharam Nagar	Mr. Monuj Saikia	Mr. Shantanu Ojha	Mr. Biswaranjan Sahoo
Mr. Mokkapati Syam Teja	Mr. Siddharth Saxena	Mr. Atul Jain	Mr. Muhammed Rushaid K V	Mr. Sharma Virendra Jaibhagwan	Mr. Dinesh Kumar M K
Mr. Mubarak A	Mr. Simanchal Mahapatro	Mr. Balaji R	Mr. Naga Kishore Reddy P	Mr. Sheomurti Pandey	Mr. Dipankar Ghosh
Mr. Muthukkumar D	Mr. Somnath Mondal	Mr. Bellad Sachin Satish	Mr. Naveenkumar K	Mr. Sheth Ujjwal Tarunkumar	Mr. Fahim Anwar Ghazi
Mr. Muthukkumaran E	Mr. Soumya Mukherjee	Mr. Bhagwat Prasad Sahu	Mr. Nihal Halkarni	Mr. Shivam Mishra	Mr. Guruprasth V
Mr. Navdeep Kumar Sharma	Mr. Souvik Raha	Mr. Bhanu Prakash Rao	Mr. Padhiyar Kalpesh Manilal	Ms. Shivani Gupta	Mr. Hans Kumar Garg
Mr. Nityanand Pathak	Mr. Sreedhar S	Mr. Bhawna Nand	Mr. Padmanabhan R	Mr. Shivarajkumar	Mr. Harish
Mr. Pandi Kumaran P	Mr. Srither M	Mr. Boomiperumal S	Mr. Panneer Selvam P	Mr. Shubham Srivastava	Mr. Jakkana Sathish
Mr. Pawan Tilekar	Mr. Subhajyoti Majumder	Mr. Chidurala Swagath	Ms. Parvathy K Nair	Ms. Sindhuja P	Mr. Kannan S
Mr. Pohankar Amit Manohar	Ms. Suneela M V S	Mr. Chirantan Guin	Mr. Pasumarthy Vivek	Mr. Singaravelu B	Mr. Karthik Unnikrishnan
Mr. Prabakaran P	Mr. Suresh Kumar R	Mr. Dadi Narsimha Benarjee	Mr. Pawan Kumar Sharma	Mr. Siva Subramanian B	Mr. Karunakaran B
Mr. Pradeep Kumar Tiwari	Mr. Sureshkumar V	Mr. Debapriya Dutta	Mr. Pintu Kumar Chaudhary	Mr. Sk Masubur Rahaman	Mr. Karuppusamy B
Mr. Prakash Kumar V	Mr. Suryakanta Padhi	Mr. Deepak Kumar	Mr. Prabakaran R	Mr. Soumadipta Roy	Mr. Kumaravel S
Mr. Prakhar Srivastava	Mr. Sushil Kumar Tiwari	Mr. Deepak Kumar	Mr. Prabhu K	Mr. Sourav Pramanik	Mr. Lokesh Ranjan Pati
Mr. Pranoy Sinha	Mr. Syed Irphan Mehdi	Mr. Deepak Singh	Mr. Prakash M	Ms. Srinita S	Mr. Madhupada Ravi Kumar
Mr. Prasanth Rajasekaran	Mr. Teju K S	Mr. Dheerendra Singh Rajawat	Mr. Prasanna	Mr. Sudipta Bhusan Bandyopadhyay	Mr. Mageshwaran R
Mr. Pulak Kumar Tewary	Mr. Veeramanikandan M	Mr. Dibya Amrit Pattanayak	Mr. Prasanta Kumar Barick	Mr. Sugumar V	Mr. Mahesh Panwar
Mr. Pushkar Awasthi	Mr. Venkata Raju Kolluru	Mr. Dinesh N	Mr. Prashanth V	Mr. Sumit Kumar Jha	Mr. Manohar Singh
Mr. Ragupathy S	Mr. Venkatesh Kumar P	Mr. Divesh Prakash	Ms. Priya Kumari	Mr. Sumit Sharma	Mr. Md Gulam Ali Hassan
Mr. Rahul Srivastava	Mr. Vibhor Mishra	Mr. Garipally Prashanth Kumar	Mr. Raghavendra Rao Appala	Mr. Sunil Kumar Tiwari	Mr. Mohit Pal
Mr. Rahul Tekade	Mr. Vignesh Mathi M	Mr. Guduru Sri Siva Prasad	Mr. Ragupathy R	Mr. Surendra Pal Singh	Mr. Mohmmad Shahid
Mr. Rajashekar Reddy K	Mr. Vigneshwaran N M	Mr. Jaison Samuel S	Mr. Rahul Sharma	Mr. Utthira Kumar S	Mr. Muruganantham R
Mr. Rajat Jain	Mr. Vikas Gupta	Ms. Jinu Mary Jacob	Mr. Rajesh S	Mr. Vangala V Vamsi Kiran	Mr. Nikhil Kaliya
Mr. Ramkumar A	Mr. Vinay Sagar N B	Mr. Josephet Jebasingh Y A	Mr. Rambha Venkata Rao	Mr. Velkumar N	Mr. Nikhil Sandhu
Mr. Ripul Sarraff	Mr. Vinothkumar T	Mr. Kannan N	Mr. Ramnath Hurmale	Mr. Venkatesh A	Mr. Nikhil Sharma

Mr. Parveen Sikarwar
 Mr. Pavan Kumar Singh
 Mr. Perumal Manikandan M
 Mr. Pradeep Kumar
 Mr. Prasanta Kumar Lenka
 Mr. Premkumar K
 Mr. Raj Kumar S
 Mr. Rajendra Prasad
 Mr. Rajkumar T
 Mr. Rakesh
 Mr. Ranjeet Nandu Ray
 Mr. Ratheeshkumar K T
 Mr. Rohit Das
 Mr. Rudani Natvar Vitthalbhai
 Mr. Sakthivel M
 Mr. Samar Jeet Singh
 Mr. Sandeep Kumar
 Mr. Sandeep Kumar Baijiya
 Mr. Santhosha Kumar Y
 Mr. Sathiyaraj V K
 Mr. Shantanu Panigrahi
 Mr. Sk Shakir Ahmed
 Mr. Subas Chandra Hira
 Mr. Sudip Ghara
 Mr. Sudipta Roy
 Mr. Sugam Kumar Patel
 Mr. Suresh Chandra Nayek
 Mr. Suraj Kumar Singh
 Mr. Tirthraj Gupta
 Mr. Udhaya Vasanthan R
 Mr. Veeramani P
 Mr. Veeramanikandan K
 Mr. Venukuttan M L
 Mr. Vhora Irfanbhai Fakirbhai
 Mr. Yamana Raghava Reddy
 Mr. Achuthan R
 Mr. Arpan Mukherjee

Mr. Atul Kumar Sharma
 Mr. Ayan Ghosh
 Mr. Bhagaban Jena
 Mr. Bharat C S
 Mr. Debabrata Barik
 Mr. Deva Ram Dewasi
 Mr. Dwaipayan Ghosh
 Mr. Gareja Kishorkumar Hajabhai
 Mr. Gopal Bairagya
 Mr. Goswami Hirenपुरi Dineshpuri
 Mr. Haridas Gupta
 Mr. Itikarlapalli Dharahas Kumar
 Mr. Krishna Pathak
 Mr. Krishnamoorthy D
 Mr. Kuldeep Kumar
 Mr. Lokesh Kumar Jangid
 Mr. Magesh S
 Mr. Manikandan P S
 Mr. Mohammed Aleem
 Mr. Paramasivan @ Subburaj J
 Mr. Pavan Kumar Saini
 Mr. Prabakaran P
 Mr. Prakash V
 Mr. Prashant Chaudhary
 Mr. Praveen Singh
 Mr. Purohit Kamlesh Jemalabhai
 Mr. Sangeerth T
 Mr. Sheeraz Alam
 Mr. Shiv Shankar
 Mr. Sourav Kumar Bardhan
 Mr. Sri Ram R
 Mr. Tamal Krishna Das
 Mr. Vadhavana Kamlesh Ratilal

Absorptions PGET NICMAR

Mr. Abhishek Jain
 Ms. Anoop Vinod

Mr. Gaurav Sharma
 Ms. Gutam Keerthana
 Ms. Karanam Prathyusha
 Mr. Kilaram Tirumalesh
 Mr. Kommineni Sahith
 Mr. Lakhan Karwa
 Mr. Lokesh Ranjan
 Mr. Nagubandi Sai Venkatesh
 Mr. Naveen George
 Mr. Nipun Gulati
 Mr. Pavan Kumar
 Ms. Pragati Sunil Rajurkar
 Mr. R Raghava Reddy
 Mr. Sainath Reddy
 Mr. Shashikant Kumawat
 Ms. Shilpa
 Mr. Sourabh Kumar Soni
 Mr. Swarupanand Pravin Waykole
 Mr. Tarlana Nikilesh
 Mr. Vaibhav Rajpurohit
 Mr. Yennam Joseph Showri Anurag

PGT

Mr. Ashwins Kumar Baskar
 Mr. Binu S

GET Absorptions

Ms. Shristy
 Mr. Vijay Kumar

Retirements

Mr. Rajavel S
 Mr. Sanjoy Bhattacharya
 Mr. Voluju Meher Baba
 Mr. Venkatesh P
 Mr. Kandasamy V
 Mr. Sundaram S
 Mr. Murali R
 Mr. Sukamal Sarkar

L&T GeoStructure

New Joiners

Mr. Jayprakash R Tripathi; Sr. Manager (Civil); Flood Protection Work Kolkata - Pkg II
 Mr. Sikan Kumar Pradhan; Manager (Mechanical); Construction of New Navigational lock at Farakka
 Mr. Kanukolanu Naga Venkata Trinath Babu; Manager (Civil); Sea Water Intake TANGEDCO Uppur
 Mr. Bharath; Manager (Planning); Sea Water Intake TANGEDCO Uppur
 Mr. Babul Kumar Dash; Asst. Manager (Stores); BHEL - Ennore - Civil - Structural work Pkg A
 Mr. Dudekula Haji Babavalli; Asst. Manager (Civil); Design and Construction Runj Dam MP
 Mr. Dinakaran R; Asst. Manager (Procurement); Head Qrts
 Ms. Kantiboyina Raji; Executive-Cost Management; Head Qrts
 Mr. Suganthan; Sr. Engineer (Design); Head Qrts
 Mr. Vaishnav R; Cost Management Accountant; Head Qrts
 Mr. Yogendra Singh; Surveyor; Design and Construction Runj Dam MP
 Mr. Saravanan Gobal; Foreman (Carpentry); Construction of New Navigational lock at Farakka
 Mr. Rajamani Sahu; Jackup Operator; MTHL Project - Package 1

Promotions

Mr. Ganesh R; GM & Head - Basement & Intake Structures; Head Qrts
 Mr. Harmis Jose T; Head - Marine Structures & Deep Foundation-Supported Bridges; Head Qrts
 Mr. Vetriselvan A; Segment Head (Elevated & Embedded Retaining Structures And Ground Improvement Works); Head Qrts
 Mr. Kamalakkannan; Project Manager; MTHL Project - Package 1
 Ms. Ratna Mishra; Sr. Manager- HR; Head Qrts
 Mr. Ramesh S; Sr. Manager (Procurement); Head Qrts
 Mr. Tulsiani Rakesh Ratanchand; Sr. Manager (QA/QC); Flood Protection Work Kolkata - Pkg II
 Mr. Tulasi Das Gowada; Senior Manager; JSW II - EQ1 to EQ3 Coal Berth
 Mr. Boobathy Vishwanath G; Sr. Manager - Execution; Head Qrts
 Mr. Amit Kumar Seal; Sr. Manager - Business Development; Kolkata
 Mr. Aruni Ranjan; Sr. Manager (Mechanical); Multi modal IWT

Terminal at Sahibganj

Mr. Lakshmi Narayanan S; Sr. Manager (Procurement); Head Qrts
 Mr. Sundaresan M; Sr. Engineering Manager (Mech); Head Qrts
 Mr. Manickavel V; Engineering Manager (Civil); Head Qrts
 Mr. Suresh Kumar N; Manager (QA/QC); CMRL Central Square Project
 Mr. Maniarasan C; Manager - P&M; BHEL - Panki Kanpur - Piling Works
 Mr. Kaustav Dasgupta; Manager (Civil); MTHL Project - Package 1
 Mr. Vivek J; Manager (Civil); Sea Water Intake TANGEDCO Uppur
 Mr. Ganeswar Behera; Asst. Manager (Accounts); Multi modal IWT Terminal at Sahibganj
 Mr. Ilipilli Ramakrishna; Digital Officer; Head Qrts
 Mr. Partheepan K; Asst. Manager - P&M; Sea Water Intake TANGEDCO Uppur
 Mr. Marudhu Pandian J; Assistant Manager (Systems); Head Qrts
 Mr. Gireesh Narayan Tiwari; Asst. Manager (Stores); Flood Protection Work Kolkata - Pkg IV
 Mr. Akshit Kumar Jain; Asst. Manager - Contracts; Head Qrts
 Mr. Prabir Kumar; Asst. Manager - Execution; 3 X 660 MW Nabinagar STPP
 Mr. Sourav Chakraborty; Asst. Manager - Planning; 3 X 660 MW Nabinagar STPP
 Mr. Sankar M; Asst. Engineering Manager; Head Qrts
 Mr. Shashanka Pakreh; Asst. Manager (Civil); Multi modal IWT Terminal at Sahibganj
 Mr. Indranil Roy; Asst. Manager (Civil)-Quantity Survey; Multi modal IWT Terminal at Sahibganj
 Mr. Chitharanjan Vishnu Kripal K.P.C; Asst. Engineering Manager; Head Qrts
 Mr. Rajesh Kintali; Asst. Manager - Stores; CMRL Central Square Project
 Mr. Nimbavat Bharatkumar Jivandas; Asst. Manager - Stores; Sea Water Intake TANGEDCO Uppur
 Mr. Saroj Paul; Asst. Manager (Execution); Construction of New Navigational lock at Farakka
 Mr. Mohammed Mujeebur Rahman; Asst. Manager (Execution); MTHL Project - Package 1
 Mr. Rahul Raj; Asst. Manager (Planning); Design and Construction Runj Dam MP
 Ms. Shivani M; Asst. Manager (Civil); Head Qrts
 Mr. Sasi Prasanth Rb; Asst. Manager - Civil; Head Qrts

Mr. Nunna Sameer Guptha; Asst. Manager (Civil); Construction of New Navigational lock at Farakka

Mr. Anand S; Asst. Engineering Manager; Head Qrts

Mr. Suresh B; Asst. Manager (EHS); BHEL - Ennore -Civil - Structural work Pkg A

Mr. Nabeen Kumar Dora; Sr. Engineer - Execution; JSW II - EQ1 to EQ3 Coal Berth

Mr. Abinash Mohanty; Sr. Engineer - Geotechnical; DCIS Piling and

Stone Column - Paradip Odisha

Mr. Tasleem Ahmad; Sr. Engineer - Execution; BHEL - Panki Kanpur - Piling Works

Mr. Sathish P; Executive - Hr; Head Qrts

Mr. Ramkumar N; Sr. Engineer - Execution; DCIS Piling and Stone Column - Paradip Odisha

Mr. Jaison X; Sr. Engineer (EHS); BHEL - Ennore -Civil - Structural work Pkg A

Smart World & Communication

New Joiners

Mr. Ranjit Ghanashyam Shinde, Deputy General Manager - Contracts, Chennai Head Qrs.

Mr. Naveenkumar S, Manager - Application Security, Chennai Head Qrs.

Mr. Maheshbabu Muralidharan, Manager - Projects, Mumbai

Mr. Karanam Prasanna Lakshmi Narayana Murthy, Manager - Customer Relations, Hyderabad

Mr. Himanshu Srivastava, Assistant Manager - Data Scientist, Hyderabad

Mr. Gaurav Kumar, Assistant Manager - Passive Infra, Hyderabad

Mr. Harish Babu Manam, Assistant Manager - IOT Security, Chennai Head Qrs.

Mr. Saurabh, Assistant Manager - Data Scientist, Hyderabad

Ms. Priyanka Yadav, Assistant Manager - Android Developer, Hyderabad

Mr. Jayanta Mishra, Assistant Manager - Cloud Administrator, Bhubaneswar

Mr. Chilamakuru Manohar, Assistant Manager - System Admin, Bhubaneswar

Mr. C Vishnu Prakash Reddy, Assistant Manager - Geospatial, Hyderabad

Mr. Edupalli Venkata Sai Santhosh, Assistant Manager - Full Stack Developer, Hyderabad

Mr. Kasireddy Praveen Reddy, Assistant Manager - Web Development, Hyderabad

Mr. Shailendra Sharma, Deputy General Manager, Hyderabad

Mr. Vijayamurugan Kalyanasundaram, Sr. Manager - Server & Storage, Chennai Head Qrs.

Mr. Vijaydatt Keshavan Gurkar, Sr. Manager - IDAM, Delhi

Mr. Praveen Lingam Tallakokula, Manager - Integration Specialist, Hyderabad

Mr. Pawan Kumar, Sr. Solution Architect - Cyber, Delhi

Mr. Shashi Kant, Manager - ICT, Raipur

Mr. Devabathula Jagadeesh Kumar, Manager - NMS, EMS, Hyderabad

Mr. Tarun Songra, Assistant Manager - Traffic Management, Hyderabad

Mr. Mohamed Sabil V T, Consultant - Cyber Security, Chennai Head Qrs.

Mr. Biswajeet Mohapatra, Assistant Manager - Database Administrator, Bhubaneswar

Mr. Manish Soni, Assistant Manager - Computer Vision Engineer, Hyderabad

Mr. Elavarasan, Consultant - SOC, Chennai Head Qrs.

Mr. Manoj Kumar, Senior Engineer - IT, Chennai

Mr. M Dixith, Sr. UI Designer, Chennai

Ms. Hemamalini Balaji, Cost Management Accountant, Chennai Head Qrs.

New Responsibilities

Mr. Kirupa Shankar S, Head – Safe & Smart Segment, Chennai

Mr. Shinde Dattatray Pandurang - GM - Quality, EHS and System Improvement Processes, Chennai Head Qrs.

Mr. Mudumbi Vijayababu V S – GM – TFL Head (UNMS), Delhi

Mr. Murali R, Head – Communication Segment, Chennai Head Qrs.

Mr. Muralidharan Solaimalai – Head Business & Operations, Bengaluru

Mr. Kumar PR, Cluster Head - Mumbai (Safe & Smart Segment), Mumbai

Mr. C Chockalingam, Head - Operations (Safe & Smart Segment), Chennai Head Qrs.

Mr. Krishnakumar MS, Cluster Head - Delhi (Safe & Smart Segment)

Mr. Sachidananda Mishra, Head - Contracts & Proposals

(Communication Segment), Chennai Head Qrs.

Mr. Chandrashekar Reddy G, Project Manager, Hyderabad

Mr. Shailesh Kumar, Head - Contracts & Proposals (Sales & Smart Segment), Chennai Head Qrs.

Promotions (M1-A & above)

Mr. Ramakrishna JVS, Head - Solution Delivery And Platform Development, Hyderabad

Mr. Kumar PR, Cluster Head, Mumbai

Mr. Senthilnathan S, Sr.Manager (Accounts), Chennai Head Qrs.

Mr. Dube Jignesh Fulchandbhai, Project Manager, Lucknow

Mr. Kamtikar Prashantkumar, Sr.Manager (Projects), Hyderabad

Mr. Akella Gowri Sankar, Sr.Manager (Administration), Chennai Head Qrs.

Mr. Gupta Lakshdev Subhash, Manager - Business Planning, Mumbai

Mr. Sri Manikandan G, Manager - Contracts, Chennai Head Qrs.

Mr. Ashish, Manager (QA/QC), Hyderabad

Mr. Sujan Kumar Dey, Manager (EHS), Delhi

Ms. Sajal Luthra, Manager (Business Development), Delhi

Mr. Bhoopesh Kumar Satija, Manager - Business Development, Delhi

Ms. Meera Vadivu N, Manager (Elec), Chennai Head Qrs.

Mr. Saravanan M, Manager (Elec), Mumbai

Mr. Kaushal Kumar, Manager (Mech), Delhi

Ms. Devasena T, Manager (Contracts), Chennai Head Qrs.

Mr. Iyer Girish Krishnan, Manager, Delhi

Ms. Disha Agarwal, Manager, Delhi

Mr. Sumit Gill, Manager Operations, Delhi

Mr. Chetan Nand Kumar Jagtap, Manager - Business Development, Delhi

Mr. Venkateshwar J, Manager - Business Development, Hyderabad

Mr. Sriharibabu N, Asst. Manager (Mech), Hyderabad

Mr. Kulkarni Arun Ravikumar, Asst.Manager (Mech), Chennai Head Qrs.

Mr. Perla Nikhil, Asst.Manager (Elec), Hyderabad

Mr. Harish N, Asst.Manager, Chennai Head Qrs.

Ms. Madhavi P, Asst. Manager, Chennai Head Qrs.

Mr. Giridharan M, Asst.Manager (Systems), Chennai Head Qrs.

Mr. Shriram S, Asst. Manager, Mumbai

Mr. Ajjappa H, Assistant Manager (Field Engineer), Delhi

Absorbed from GET

Mr. Nahyan Ahmed, Sr. Engineer (Elects.&Commn), Mumbai

Absorbed from GCT

Ms. Preethi Sivakumar, Supervisor-Accounts, Chennai

Bereavements

Our condolences to the bereaved families of the following employees.



Mr. Krishnan K
Billing Supervisor - Chennai-SS
passed away on January 13th, 2020



Mr. Guravaiah Palaparathi
Asst. Manager (Elec) Koppal WSP, Bangalore
passed away on March 29th, 2020



Mr. Anoop Kumar Tiwari
Line Engineer - Lucknow-UPD
passed away on March 30th, 2020



Mr. Ramasamy R
Chargehand (Elec) - Ranchi-SS
passed away on May 15th, 2020



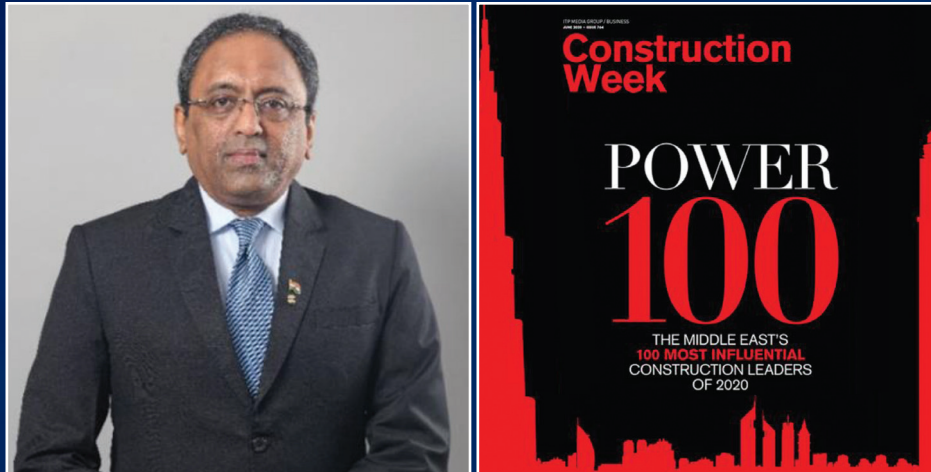
Mr. Tanmoy Basu
Asst. Manager (Civil), EDFC-CP303 RBG
passed away on May 23rd, 2020



Mr. Gurumurthy R
Executive (Accounts) - Chennai Head Qrs.
passed away on May 24th, 2020

SNS recognized as one of the most influential leaders in construction in the Middle East for 2020!

Features in Construction Week's Power 100 list!



Our CEO & Managing Director, Mr. S N Subrahmanyam has been ranked 13th on Construction Week's prestigious Power 100 list that features 100 Most Influential Leaders in Construction in the Middle East for 2020.

The ranking recognizes SNS's leadership that has powered L&T to secure and execute several big and important projects across GCC and North Africa:

- Construction of \$509.1 million freight facilities for Etihad Rail, the UAE's national railway network, as part of a JV with Power China International
- Marjan and Berri oilfield increment programmes for Saudi Aramco
- Mandarin Oriental Hotel, Muscat, Oman
- Substations for the Kuwait National Petroleum Corporation's Al-Ahmadi oil refinery

to name but a few.

The ranking considered performances over the past 12 months, revenues, scale of delivery, challenges and how they were overcome, and initiatives taken to boost prospects and business.

Here is wishing SNS all the very best in all his future endeavours!
