



Safety

SP Forest: Our Green Footprint

Happenings

Pratibimb: Reflections 2013

Cognition

Bauma 2013- Munich

It's that time of the year when we welcome Indra. While the rains have brought relief from the heat and drought in most parts of India, it has also wrought terrible destruction in Uttarakhand. Our hearts go out to all the people who have lost their near and dear ones in the tragedy.

It's not very rosy in the economic front either! The Rupee is sinking to all time lows; power generation is being seriously hampered by fuel shortages; projects worth ₹7.5 lakhs crores (Yes, that is the figure!) continue to remain stuck for want of clearances, and our current account and fiscal deficits are still a source of concern. However, indications are that our government is readying to spur into action and make necessary amends by taking stronger measures on reforms.

The first quarter is traditionally a bit quiet on the social front as employees take leave to go on vacation with their families during their children's summer holidays. But that has apparently not stopped them from being busy in social initiatives, as Zarine reports in her CSR update. Also, there seems to be no shortage of humanitarians and do-gooders in our company, as was borne out recently when so many come forward to donate blood, or plant trees, or help the indigent! Kudos to them and may their numbers increase!

This issue features one of our most prestigious projects: the Software Development Centre for TCS, at Adibatla, on the outskirts of Hyderabad. The project is huge! It is progressing at a brisk pace and has been an incubator for several of our new initiatives. Hear all about it straight from the project head, Mr. Ananyo Mitra, in our main feature. Those interested in formwork would also enjoy our colleagues Moosa and Deepmala's report on the recent BAUMA exhibition in Munich which showcases the latest technologies in Shuttering system. The duo had been invited to the renowned expo by a couple of our formwork vendors from Germany.

Mr. J.P. Rao, who has a wealth of experience in meeting officials from all walks of life, offers tips on handling oneself in business meetings. Jair D'souza writes about what



- 1) Civil and structural works for IRL's new AW 119 KE Helicopter Assembly Plant for Indian Rotocraft Ltd., at Shamshabad, Hyderabad.
- 2) Civil works for PBEL City – Phase I, for PBEL Property Development (India) Pvt. Ltd., at OMR, Chennai.
- 3) Design-and-build hospital for Nagpur Cancer Hospital & Research Institute Pvt. Ltd., in Nagpur, Maharashtra.
- 4) Construction and development of Multimodal Manufacturing Campus for GE India Industrial Pvt. Ltd., at Chakan, Pune.
- 5) Civil, finishing and MEP works for construction of Residential Towers for Fine Tech Corporation Private Ltd., in Dahej, Gujarat.
- 6) Civil works for Phase II of Tata Consultancy Services Ltd., at Adibatla, Hyderabad.
- 7) Construction of Academic Block, Transit Accommodation Block, Service Block and other external development works for Mindtree Ltd., Bhubaneswar, Odisha.
- 8) Civil and structural works for construction of Michael Schumacher World Tower for Homestead Infrastructure Development Pvt. Ltd., in Gurgaon, Haryana.
- 9) Construction of Nazrul Tirtha Complex for West Bengal Housing Infrastructure Development Corporation Ltd., in Kolkata.
- 10) Construction of office building for Landmark Asset Holdings Ltd., in Dubai.

it is to be among African lions, after his recent trip to Zambia; and Santanu Laskar literally paints a tribute to Rashtrakavi Gurudev Rabindranath Tagore!

So many of you are budding poets and painters, or have had wonderful experiences during travels! We would love you to share your feelings, your creative streaks and hidden talents with all of us through these pages. Please do spare a couple of hours on this as a labour of love! You may very well inspire others to follow in your footsteps!

And finally, we would welcome your comments on this issue; you can write to us at the usual address: we@shapoorji.com

Till then, enjoy the rains, but take care to be safe and not to fall sick!

— The Editorial Team

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S2 Building after completion of all floors



Batching plant setup

Project Synopsis: TCS IT Park SEZ Project, Adibatla, Hyderabad

Introduction:

The TCS IT Park is coming up at a rapid pace in the SEZ area of Adibatla in Hyderabad. The project is located about 15 km from the Hyderabad/Shamshabad Airport, just off the majestic Hyderabad Outer Ring Road.

About the project

The TCS IT Park has been conceptualised by TCS. Slated to be an iconic project, it is a 'top priority' among other upcoming projects of the company. The park is spread over approximately 80 acres and offers the following facilities:

- Software development blocks (S1 & S2) in Phase I of the project, providing a seating capacity of about 12,500 persons;
- Software development blocks (S3 & S4) in Phase II of the project, providing a seating capacity of about 18,000 persons;
- A multilevel car parking building (P1) in Phase I of the project, capable of accommodating about 4,500 vehicles;
- An utility building (U1) in Phase I of the project, housing all mechanical and electrical equipment;
- Landscaping, services, central street and other features.

M/s. TCE are the consultants and project managers.

While SP-E&C had indeed bid for the entire project, it was eventually divided by TCS vertically between SP-E&C and L&T.

Scope of Work

SP-E&C commenced work on Phase I of the project at a value of approximately ₹249 cr, which included direct

civil works (₹231 cr) and nominated subcontractors' coordination charges (₹18 cr). The work order provided SP-E&C with the following scope of works:

- Software block (S2)—for approximately ₹105 cr— including earthwork, RCC and finishing works;
- MLCP block (P1)—for approximately ₹126 cr— including earthwork, RCC and finishing works; and
- Coordination charges for nominated specialised subcontractors—for ₹18 cr @ 6% of work value of the NSC vendors.

The work order was issued to SP-E&C on August 8, 2012 and excavation work commenced on August 20, 2012.

A unique feature of the project is the fact that it is being monitored by SP HO and has been under its direct control, thus creating a new category of projects: HOMP (Head Office Managed Project).

The S2 software block comprises a ground floor with six floors above, the total floor area of the building being 70,000 Sq m. However, for casting purposes, the total effective area was 80,000 Sq m, i.e., after taking into account the terrace floor.

The MLCP parking block has two basements (BS 1 & BS 2) with two floors above, the floor area being 96,000 Sq m. However, for casting purposes, the total area worked out to 1,20,000 Sq m. Initially it was thought that the terrace would have a garden. However, at a later stage, towards optimisation of space, provision for parking was made in the terrace as well.

Software development blocks in Phase 1 & 2 of the project, provide a seating capacity of about 12,500 persons and 18,000 persons respectively

Scheduling and Resource Mobilisation

Looking at TCS' requirements and driven by the need to match the tight timeline, a very aggressive and tight 'master construction programme' was formulated and agreed upon, the programme stipulating RCC completion of S2 by May 2013 and P1 by October 2013.

The S2 building is on TCS' 'highly critical' list and so is the S1 building which is being constructed simultaneously by L&T, both the buildings being mirror images of each other.

Going by the committed programme for completion of the S2 block meant that about 20 days were available for each floor of the building. In order to achieve this, the following systems were conceptualised and gradually put into operation:

- i. Manufacture and supply of concrete was outsourced to an agency that erected a batching plant of 90 Cu m per hour capacity within the SEZ premises and also mobilised the required number of transit mixers, concrete pumps and boom placers. The total RCC quantity was approximately 1,25,000 Cu m, with a peak monthly target of 12,000 Cu m from October 2012 – May 2013.
- ii. An automatic reinforcement cutting and bending facility was set up in the yard by mobilising a 'Focus 12' machine, which was capable of producing 500 MT of cut and bent rebar per day.
- iii. Modular formwork manufactured by M/s. PERI Ltd. was mobilised for casting of columns in the S2 block. With 180 columns on each floor, the target was to complete all the columns in five days.
- iv. For casting the shear walls and lift walls, modular formwork from M/s. Paschal was mobilised for both S2 and P1 blocks. This activity turned out to be highly critical during the construction phase, requiring further innovation to match the construction schedule.
- v. The floor height in the S2 building was 4 m, apart from the GF. The average area of each floor (from the first floor to the third floor) being 9,500 Sq m, the formwork system was conceptualised as being for one full floor. The system employed a combination of table type formwork, (manufactured by M/s. PERI) in the slab areas and conventional cuplock vertical – ledger type formwork in the column capital areas.
- vi. The floor height in the P1 building was 3.5 m. The average area per floor being 24,000 Sq m, the formwork system conceptualised was for 25% of the floor area, i.e., for 6,000 Sq m—in a combination of SP-made table type formwork and conventional cuplock vertical – ledger type formwork.
- vii. One principal feature of the P1 building was a 7.5 m high and 760 m long retaining wall that ran all around the building. The width of the wall being 300 mm, it was a challenge to maintain both speed

and accuracy of construction at the same time.

Keeping this in mind, modular type formwork of 60 m length (by M/s. Paschal) was again mobilised for the purpose.

- viii. And finally, the ground-floor of S2 building proved to be the most difficult and critical when it came to maintaining the pace of construction; because the floor height was 6.5 m and, therefore, could not be tackled by table-type formwork. Further, the area of the GF being 12,000 Sq m, conventional formwork had to be mobilised for the entire floor.
- ix. All the slabs were post-tensioned, and this work was entrusted to M/s. Utracon. Having PT slabs meant that we had to accommodate the time required for tendon laying and stressing in the overall time cycle of the slab.

Automatic Rebar Cut and Bend machine



Challenges Faced and Lessons Learnt During Execution of S2

- i. Due to optimisation by the structural designer, the unit reinforcement quantity worked out to only 65 kg/Cu m of RCC, as against the expected 85 kg/Cu m, as per BOQ. This led to loss of sales and profit thereof and also caused severe loss of productivity for the labour agencies working on reinforcement. Therefore, in order to counter the issue, we need to go for further innovation and automation during Phase II operations.
- ii. The modular formwork used for shear walls, lift walls and the retaining wall did not yield the expected productivity and quality of finish. This was mainly due to the fact that the carpenters at the site, as also our site engineers and supervisors, were unfamiliar with the system and, therefore, could not use it effectively. Further, the system itself led to improper supporting arrangements. In order to overcome the productivity issue, the number of shear wall sets was doubled midway through the execution process. To overcome the problems encountered during the learning phase, workshops were held at the site for engineers and supervisors. The workers also went through an extensive training period, details of which will be furnished later in this write up.
- iii. There was acute shortage of space and access roads during the execution process. The problem was finally sorted out through extensive discussions with the client and the PMC.

- x. A total of three tower cranes (each of 55 m reach) were set up in the S2 building, one at either end of the building and one in the centre.
- xi. Similarly, two tower cranes were set up in the P1 building.

Execution of RCC Shell

During the excavation phase of both S2 & P1, it was observed that the bearing capacity of the soil at the founding level of the footings was not as was required at the designed depth. This entailed extra excavation, backfilling and adding to the height of the columns. This was not envisaged in the programme and because of this extra work, 46 additional days were consumed by the time we reached the ground level.

Notwithstanding the above fact, the terrace slab of the S2 building was completed on June 15, 2013 by making up for 25 days of the 46-day delay caused during the foundation stage. This was achieved by completing each slab of the S2 building within an average time cycle of 18 days.

During the entire period of RCC construction of the S2 building, a daily meeting would be held at the project manager's office with the section heads and the site engineers present, where daily progress would be discussed, problems and potential bottlenecks identified and targets for the next day set. This went a long way in ensuring that programme targets were met.

A skilled workforce of 1,200 heads was mobilised for the S2 building during the peak period which included bar bending and carpentry teams. The P1 building is currently progressing with manpower of about 500 heads.

At the time of writing this account, the P1 building was 13 days ahead of schedule; it is now projected to be completed a month ahead of the committed time frame.



Labour colony



Workers at labour net training programme

Finishing and NSC

With RCC works being completed in the S2 building, the major challenge is to complete all finishing works in coordination with the nominated subcontractors. Finishing works in SP-E&C's scope, in brief, are as follows:

- i. Blockwork and plastering;
- ii. Flooring - IPS, granite, kota and vitrified tiles;
- iii. Dry cladding and painting; and
- iv. Curved dome for skylight in the atrium.

SP-E&C is geared up to complete all the above mentioned finishing works within the scheduled time frame, i.e., by February 2014. A huge block casting yard, with a capacity of 5,000 blocks per day, has been set up over 2.5 acres. Four plastering machines and sprays are also being mobilised to bring in automation and increase productivity.

A unique feature of this project is coordination and management of all nominated subcontractors by SP-E&C for the following items of work:

- i. FPS;
- ii. HVAC and chillers;
- iii. LT & HT package;
- iv. IBE and IBMS;
- v. Access control;
- vi. False ceiling works;
- vii. Workstations and interiors;
- viii. Elevators and escalators; and
- ix. Façade and skylight glass.

While orders have been issued by TCS to vendors for all the above mentioned works, it is the responsibility of SP-E&C to ensure design coordination, scheduling, tracking and monitoring, so that the vendors finish their jobs on time and also adhere to the required standards of quality and safety. A dedicated NSC & MEP team has been mobilised by SP-E&C for this purpose.

Workers Training Programme

A unique and ambitious worker training programme was set up in association with M/s. Labour Net. The objective of the training programme was to enhance the skill sets of the workers, so as to upgrade them



Bhoomi Pooja - Phase I

Other Features of the Project

- i. A fully modular office was set up both for SP-E&C and the client/PMC. The client/PMC office, which has very distinctive landscaping, has come in for widespread praise.
- ii. The workers' colony was again modular with an exclusive utility store and a recreation hall, where films were shown on weekends for the entertainment of workers.
- iii. The site has an exclusive workers restroom, a canteen and toilets, as part of worker facilities.
- iv. Close to the site, in the Adibatla village, there is a government run primary school. After extensive discussions with the principal of the school, SP-E&C is in the process of upgrading existing facilities or implementing new ones in the school, as a part of its corporate social responsibility:
 - a) Girls' toilets with required sanitation;
 - b) Refurbishment of the school library;
 - c) Midday meal shed; and
 - d) Upgradation of the children's playground.
- v. SP-E&C has also been actively involved with TCS towards issuance of AADHAR cards and opening of savings bank accounts for the workers employed at the construction site.
- vi. The proposal for the creation of a 'SP Forest' has been submitted to TCS. SP-E&C awaits approval from TCS in order to go ahead with this initiative.
- vii. A biometric attendance system with face recognition module has been set up for recording attendance of all staff and workers at the site.

from 'unskilled' to 'semi-skilled' category, or from 'semi-skilled' to 'skilled' category. In order to ensure this, a 'Recognition of Prior Learning' assessment was carried out initially, in order to ascertain the skill levels of the worker batches nominated for training. These workers then went through extensive training in bar bending and carpentry, and subsequently post training assessment and certification was done. The exercise has shown good initial results with almost 50% of the workers subjected to training having moved to a higher skill level. The training has also resulted in higher awareness of safety and quality issues amongst the workers. The training is currently underway in masonry and bar bending.

Conclusion...

At the time of finishing this article, the sanction for Phase II had just been received (for ₹ 125 cr) and preparatory work for commencement of operations in the new phase was underway.

Given the commitment of the site team and the excellent support of our head office, we are confident that we shall be able to deliver both the phases of this prestigious project on time and to the fullest satisfaction of TCS—while, of course, maintaining excellent standards of safety and quality.

- Ananyo Mitra, Hyderabad

Avantha Thermal Power Plant Project

About the Client

Korba West Power Company Ltd is a part of the Avantha Group, one of India's leading business conglomerates with diverse business interests. Avantha Power & Infrastructure Limited (APIL) is an established power generation company with 191 MW of operational thermal power capacity, 2,460 MW of generating capacity under various stages of implementation and 1,320 MW of generating capacity in the planning stage. Once all these projects have commenced commercial operation, the company will have total installed capacity of 3,971 MW. Its two thermal power projects—in Raigarh (Chhattisgarh) and Seoni (Madhya Pradesh)—are under various stages of implementation. The company intends to sell the power generated from its various projects—whether operational, under implementation or in the planning stage—through power purchase agreements (PPAs) of various durations and also as a merchant power plant.

About the Project

In the industrial sector, the construction of the 1x600 MW Avantha Thermal Power Plant in Raigarh is



another feather in Shapoorji Pallonji's cap. It's a greenfield project with its own unique set of challenges. Shapoorji Pallonji & Co. Ltd. is the main civil contractor of the project and its scope of work is divided in two packages:

- 1) Main plant package; and
- 2) Site & infra package.

Main Plant Package

Excavation	: 67,050 Cu m
Concreting	: 50,800 Cu m
Reinforcement	: 3,700 MT
Formwork/Shuttering	: 1,11,125 Sq m
Structural Steel	: 14,500 MT

Site & Infra Package

Excavation	: 108,754 Cu m
Concreting	: 7,800 Cu m
Reinforcement	: 775 MT
Formwork/Shuttering	: 39,180 Sq m

Scope of work



Date of Commencement: June 10, 2010

Expected Date of Completion: January 31, 2014

Type of Contract: Item Rate

Key Structures

Main Plant: Boiler foundation, turbine generator supporting structure, powerhouse building, ESP foundation, ESP control building, PD-FD-ID fan, control building, electrical bay, STP, pipe and cable rack structure.

Site & Infra: Site grading, road work and client office.

Plant Designer: Fichtner Consulting Engineers Ltd.

Contract Value (Revised)

Main Plant Civil Works	: ₹87.72 Cr
Site & Infra	: ₹28.26 Cr

Resources Deployed

More than 130 staff have worked on the project. The average labour force was about 600. Among the major plant equipment deployed were a 208 MT crawler crane and a 90 MT crawler crane. The site had its own batching plant with two concrete pumps.

Innovation/Achievements

- 1) TG supporting (deck slab) structure completed within a month.
- 2) Convinced client to use deck sheeting in powerhouse building instead of conventional shuttering, which saved a lot of time.
- 3) Achievement of 55.52 lakh safe working man-hours.

- 4) Won 'Golden Safety Award' from client (KWPC).
- 5) Labour colony has been maintained well with open space, attached toilet and bathroom. Sanitary system has been maintained well with availability of 24-hour power/ DG back-up.

Major Challenges in Project Execution

- 1) Construction of TG Deck Slab (1,000 Cu m) at a height of 23 m, in extreme weather conditions.
- 2) Construction of powerhouse building with heavy structural erection and deck sheeting work.
- 3) Quality control for concrete in extreme weather conditions (i.e., temperature control, admixture control)
- 4) Well-coordinated work with other contractors at site to ensure that progress was not hindered.

Conclusion

The successful completion of the project will establish SPCL as a credible and competent construction house, capable of executing similar projects of larger value and magnitude, with multidisciplinary scope, while meeting strict safety norms and excellent quality standards.

The Air (Prevention and Control of Pollution) Act, 1981

Abstract

- This Act is to provide for the Prevention, Control & Abatement of air pollution.
- Under section 3 and section 4, the Central/State Pollution Control Boards constituted under Water (P&PC) Act, 1974 shall also be deemed to be State Board for the prevention and control of air pollution constituted under this act.
- Under section 5, If the Central/State Pollution Control Boards constituted under Water (P&PC) Act, 1974 do not exist in any State then, new Board can be constituted.
- Under section 6, The Central Board shall exercise the powers and perform the functions of a State Board in Union Territories or delegate its powers and functions to a person or body.
- Section 16 or section 17 describes functions of Central/State Boards.
- Under section 19, the State Govt. may after consultation with the State Board:-
 - Declare any area or areas within the State as air pollution control area or areas for the purposes of this act.
 - Alter any air pollution control area whether by way of extension or reduction.
 - Is of opinion that the use of any fuel in any air pollution control area may cause air pollution, it may prohibit the use of such fuel.
 - Is of opinion that the burning of any material (not being fuel) in any air pollution control area may cause pollution, it may prohibit the burning of such material.
- Under section 20, with a view to ensuring that the standards for emission of air pollutants from automobiles laid down by the State Board are complied with, it may give such instructions as may be deemed necessary to the concerned authority in charge of registration of motor vehicles under the Motor Vehicles Act, 1938 and such authority shall be bound to comply with such instructions.
- Under section 21, no person shall, without the previous consent of the State Board, establish or operate any industrial plant in an air pollution control area. An application for consent of the State Board shall be accompanied by such fees and shall be made in the prescribed form and shall contain the particulars of the industrial plant. The State Board may make inquiry in respect of the application for consent, and within a period of 4 months, the State Board shall grant the consent applied for subject to such conditions or refuse such consent. Every person to whom consent has been granted shall comply with many conditions, namely:-
 - The pollution control equipment, as the State Board may approve, shall be installed and operated in the premises where the industry is carried on.
 - The existing control equipment shall be altered or replaced in accordance with the directions of the State Board.
 - The control equipment shall be kept at all times in good running condition.
 - Chimney, wherever necessary of such specifications as the State Board may approve, shall be erected in such premises etc.
- Under section 22, No person operating any industrial plant in any air pollution control area shall discharge the emission of any air pollutant in excess of the standards laid down by the State Board.
- Under section 22A, Where it is apprehended by a board that emission of any air pollutant in excess of the standards, is likely to occur by reason of any person operating an industrial plant, the board may make an application to a court for restraining such person from emitting such air pollutants.
- Under section 23, The person in-charge of the premises shall give information of the emission of any air pollutant into the atmosphere in excess of the standards laid down by the State Board due to accident or other unforeseen act or event. Expenses of any remedial measures by State Board to be borne by Occupier.
- Under section 24, State board or any person empowered by it shall have right to enter, at all reasonable times, any place to take sample, surveillance or examination of equipment, records etc.
- Under section 25, State board or any person empowered by it shall have power to obtain information from any person or body.
- Under section 26, State Board is empowered to take sample of emission for analysis after serving a notice of its intention on the occupier of the premises, and the occupier shall bear the cost incurred in the sample collection and analysis. This section also elaborates the method of collection of sample.



- Under section 28, State Government may establish and notify State Air Laboratories.
- Under section 31, any person aggrieved by any order/ direction by State Board may prefer an appeal to appellate authority constituted under this Act, with in thirty days.
- Under section 31A, The State Board has power to give direction to any person or authority of closure, regulation of an industry or stoppage of electricity, water or any other service.
- Chapter VI, section 37 to 41 defines penalties for, failure to comply with the directions of Board, for certain acts or for contravention of certain provisions of the Act.
- Under section 47, the State Government can supercede the State Board.
- Section 53 or section 54 describes power of Central/ State Govt. to make rules.



Obligations/Responsibilities

Following are the specific obligations and responsibilities of industry, under this Act :

Activity	Applicable section/rule
Industry shall not discharge any air pollutants more than the stipulated limits.	Section 22
Industry has to comply with all the conditions stipulated in Consent to operate or consent to establish, as the case may be.	
Industry has to provide access to SPCB or any person empowered by it for inspection of plant, checking records, registers or seizure of that or may other function entrusted to him.	Section 24
Industry has to allow the SPCB or any person empowered by it to take samples of water or effluent for analysis.	Section 26
Industry has to comply with the directions issued in writing by the SPCB, within the specified time, as mentioned in the order. The directions may include: • The closure, prohibition or regulation of any industry, operation or process; or • The stoppage or regulation of supply of electricity, water or any other service.	Section 31A
Industry has to provide information of any accident or unforeseen event relating to effluent discharge not meeting standards.	
Industry has to obtain 'Consent to establish' before establishing any industry, which is likely to discharge effluent.	Section 21
Industry has to take consent to establish before commencing any modification/expansion in process, operation or treatment system, which are likely to increase the pollution load.	Section 21
Industry has to take 'Consent to Operate' before starting operation of any industry or effluent treatment or disposal system.	Section 21
Industry has to apply for renewal of consent to operate before expiry of the validity of existing consent.	Section 21

Rights

Following are the specific rights of industry, under this Act :

Activity	Applicable section/rule
The SPCB or any person empowered by it has to follow the effluent sampling procedure prescribed in Act.	Section 26
SPCB has to serve a 'Notice of Inspection' before making any enquiry for grant of consent.	Rule 10 for UTs
Consent is automatically and unconditionally granted to industry after four months from date of application, if within this period SPCB didn't grant it or refuse it.	Section 21
SPCB has to record in writing, the refusal of consent to any industry.	Section 21
Industry can appeal to 'Appellate authority' against any order of SPCB within 30 days from date of such order.	Section 31
Industry can file objection against any notice of closure of industry or stoppage of electricity, water or any other service to industry. SPCB has to record reason(s), in writing in case it is not providing an opportunity to the industry to file objections.	Section 31A

SP Forest: Our Green Footprint

To emphasise our commitment towards the environment, it was envisioned by our managing director, Mr. Shapoor Mistry, that project teams should develop a green area at their respective sites—in agreement with the client, of course—which would be reminiscent of our green footprint after completion of the project. It was also suggested by him that the area be named ‘SP Forest’.

To implement our managing director’s vision, our corporate HSE department prepared a scheme with detailed guidelines and specifications for the intended forests, including the type and number of trees. The ‘SP Forest’ agenda also featured in SP–E&C’s HSE department’s list of objectives and targets for the year 2013-14. To remain focussed on the objective, it was targeted that five SP forests would be created during the year.

The initiative was provided a kick-start during the Company Safety Week with a letter from Mr. S. C. Dixit (President – Construction Group) to this effect to all the regions and sites.

The Hyderabad region led the way by immediately consulting with three major clients on their intended green cover. The leadership at the RO and project site, of course, played a key role in this.

Other regions and project sites too reacted in an extremely positive manner and embraced the scheme. As a result, within a short span of about 75 days, eight SP forests were created at various project sites, with two more in an advanced planning stage, surpassing the annual target of five.

For the record, the coordinates of the first tree planted in the first SP forest (at the Aga Khan Education Academy project site, Shamshabad, Hyderabad) are 1908633.273 N 231999.450 E.

The icing on the cake, however, was the involvement of site workers and their families towards implementation of the SP forest initiative across sites. At one site, a procession of workers was taken out which culminated at the location earmarked for the SP forest—a humungous area of 11,495 square metres that required 500 saplings to be planted! The families were to later spread the message of environmental conservation (by increasing the green footprint) and thus act as our volunteers, which many did with enthusiasm.

– Alok Shrivastava, SP HO

Region	No. of SP Forests	Site	No. of Trees
Hyderabad Region	3	Aga Khan Education Academy (AKEA)	40
		Samalkot Reliance Power Plant (SRPP)	42
		British Paints	20
Ahmedabad Region	1	Bhavnagar Energy Company Limited	172
Delhi Region	1	BITS Pilani (partially completed)	In planning stage
Kolkata Region	2	NPM - Rourkela	25
		Avanta - Raigarh	500
Mumbai Region	1	Reliance Corporate Park - Ghansoli	In planning stage
Pune Region	2	Indiabulls, Sinnar (IBS)	118
		Indiabulls, Amravati (IBA)	96

SP Forests Taking Shape

Berger Paints and Aga Khan sites, Hyderabad Region



SRPP site- Hyderabad Region and BECL site, Ahmedabad Region



Avanta Project, Raigarh, Kolkata Region



Strategy Conclaves for Domestic and International Businesses, 2013



Participants at International Strategy Conclave

One of the most awaited annual events, 'Strategy Conclaves' are an essential and integral part of the SP Group's forward business planning. This year's conclaves, for both the international and domestic contracting businesses, were held earlier in the year.

The conclave for the international contracting business, Strategy Conclave - SPINT, was held in Dubai, from March 30 – 31, 2013. The meeting saw participation from all senior officials of the company. The chairing committee comprised Mr. Shapoor P. Mistry and Mr. M.D. Saini. The conclave was anchored by Mr. Prabal Kansal, the head of the corporate strategy department.

The broad purpose of the conclave, as always, was to provide a platform to all senior officials for high level interaction specifically aimed at capturing their views and thought processes through brainstorming sessions and then conclude on a clear strategic plan for the year ahead. The participants included all country heads, corporate HODs and select young

leaders from across the company. The conclave commenced with Mr. Saini welcoming Mr. Shapoor P. Mistry and other participants. This was followed by Mr. Mistry sharing his vision for the future while expressing his desire to work towards being the best employer and voicing his expectations in terms of business growth, systems and processes and inculcating a customer focused approach.

At the conclave, all country heads presented their proposed business plans, comprising of business and functional strategies and refined them based on the discussions that took place, especially in such areas as their focused business segments, target customers, competitive benchmarking, dealing with the international competitive environment, understanding customer expectations, etc.

During the two-day conclave, through various discussions that saw the active participation of almost all present, various strategic action points were agreed upon which were further fine-tuned



and shared with everybody for necessary action through the 'SPINT Strategy Document'.

Towards the close of the conclave, Mr. Shapoor and Mr. Saini stressed on the need for more commitment from everybody while expressing their expectations from all in SPINT to 'increase the productivity and margins' in the years ahead.

The conclave concluded with the vote of thanks to all participants.

During the two-day conclave, various strategic action points were agreed upon and these action points were further fine-tuned and shared with all for necessary action through 'SPINT Strategy Document'

Broadly on similar lines, the Domestic Strategy Conclave was held from April 10 – 11, 2013, at Fariyas, Lonavala, with the active participation of all corporate HODs, regional heads, business development heads and other managers. The chairing committee of the conclave comprised Mr. Shapoor P. Mistry, Mr. M.D. Saini and Mr. Subodh C. Dixit. The conclave was anchored by Mr. Prabal Kansal, the head of the corporate strategy department.

The agenda for the domestic conclave was to brainstorm and

conclude on strategic action to be taken to achieve the six strategic objectives agreed on last year, as a part of the larger objective: to be the 'Company of Choice'.

The conclave commenced with Mr. Subodh Dixit welcoming Mr. Mistry and other participants. This was followed by Mr. Mistry sharing his expectations in terms of taking the company's domestic business to a greater height in the future, by leveraging the huge inherent capabilities of SPCL.

During the year, Mr. Prabal Kansal and his team had visited all the regions and helped them formulate their region-specific strategies, covering such aspects as segment selection, business portfolio, order book management, appropriate project size, strategic customers, effective human resource management, etc. All regional and business development heads presented their formulated strategies before the top management at the conclave, refining them further through various discussions.

This time around, the conclave also had the provision of making 'department specific suggestions' through a drop-

box. All the participants were requested to write their suggestions for other departments and drop them into department-specific drop-boxes. This helped a lot in capturing ideas from those who did not get a chance to share their thought processes during the conclave.

On Day-2 of the conclave, through various discussions and active participation of almost all, various strategic action points were agreed on. For the domestic business, strategic action points are being rolled out in phased manner. The document for the phase till September '13 has already been rolled out.

Towards the end of the conclave, the chairing committee stressed on the importance of safety and quality at SP. They also emphasised on the need to put in place innovative systems and technologies and continuously strive to fortify the brand and uphold company values.

The conclave concluded with a vote of thanks by the chairing committee to all participants.

- Khushbu Singh, SP HO



Participants at Domestic Strategy Conclave



Mr. Mukundan giving out appointment letters. To his left is Mr. Sivagopal



The third batch of junior supervisors from the 'Finishes' stream have completed their 16-week training at our Supervisor Training Centre (STC), CII Skill Training Park, Chhindwara (MP). In a campus placement initiative held on May 21, 2013, all the 10 trainees who have successfully completed the course

Graduation of Batch III Supervisors, STC, Chhindwara



were interviewed by a team from SP-E&C, Nagpur, who eventually selected the best five. While four of them will be posted in the Bangalore Region, one will remain in Nagpur.

The convocation ceremony for the new graduates was held at the CII campus on May 29, 2013, where R. Mukundan (MD, Tata Chemicals & Regional Chairman, CII) and Mr. Kaushlendra Sinha (Regional Director, Western Region,

CII) were the chief guests. They, along with Mr. Sawan Kumar Uprety, the head of STC, were greeted with bouquets by Mr. Sivagopal, our chief faculty.

While Mr. Mukundan advised the trainees to inculcate the values of hard work, dedication and loyalty, Mr. Sinha appreciated the efforts put in by the trainers to produce good supervisors.

The five candidates who have been recruited by SP-E&C, received their appointment letters from Mr. Mukundan during the event. The centre's first Annual Day was also celebrated by CII on the occasion.

With this batch, the Chhindwara branch of the Kolkata STC has trained 44 junior supervisors to date.

- The Editor



Engaged in activity

Pratibimb: Reflections 2013

The strength of a company lies in the unity of its team. To reinforce this philosophy, a two-day residential workshop, Together We Win, was organised from 27 – 28 May, 2013 for all department heads and project managers, along with the RGM. It was aptly titled 'Pratibimb: Reflections 2013'.

The workshop was experiential in nature and was based on the

'DO – REFLECT – APPLY' model, where the participants took part in various activities and reflected on the learning. Thereafter, they brainstormed to establish a connect between the activities and the real world. This helped them create an action plan on how to achieve their targets this financial year. It also showed them the importance of seeing the bigger picture and aligning themselves with the overall vision of the organisation, the underlying theme being 'Together We Can'.

A resort at Delhi's Tropical Drive, far from the madding crowd of the city, proved to be the ideal



venue for the workshop, which commenced with a motivating speech by the RGM, followed by a short movie.

The two days of the workshop were packed with fun-filled exercises that emphasised the essence of 'togetherness' and 'teamwork'. Based on the 'Communication Jungle' exercise, groups were formed for the activities. Audio visuals were shown which reinforced the teamwork theme, further conveying that nothing is impossible if we really want to achieve.

An hour-long group meditation session was tucked in also to calm the mind and body and open oneself to all the things/people

around. It evoked a feeling of positivity in one and all.

The evening rocked with a live orchestra and popular numbers sung by our project managers—Mr. Rajeev Bansode and Mr. Devraj Varun—and others, which compelled everyone to take the dance floor and shake a leg.

The second day was the day of reckoning when we took stock of what was disseminated. There were, once again, team games such as Flag Hoisting, Musical Symphony & Dance, Egg Game, Red Ball-Blue Ball Theory, etc.

The programme concluded with all participants being divided into groups, each group then laying the roadmap of the respective region

and trying to find out ways and means to achieve the goals chalked out.

All in all, it was an effective programme, as was borne out by one of the participants, Mr. Manish Jantikar's words: "Team building spirit and motivation, required in an individual as well as a team, were aptly demonstrated and understood. The programme has motivated us to put on our thinking caps and move towards the goals that have been set for all of us. It also demonstrated that it's time that all of us worked together and achieve more than what's being done currently."

- Rukhsana Haque, Delhi

Workshop on 'Planning for Construction Projects'



Participants in the workshop

An exclusive workshop, Planning for Construction Projects, was conducted for SP-E&C employees by the faculty at IIT Delhi from June 17 – 21, 2013. The workshop was attended by 17 planning managers and engineers, drawn from various regional offices. The topics covered included Construction Planning, Network Representation & Critical Path Method, Cost Planning, Budgeting and Control, Earned Value Analysis, Formwork & Scaffolding Planning, Project Monitoring, etc. The concepts were further reinforced through assignments practiced on planning software tools, Primavera/MSP.

We believe, all participants will be looking forward to utilising the special skills learnt from this enriching workshop at their respective project sites and assignments.

Yet Another Award for HR!



Mr. Varghese Mathew and Mr. Sohan Mohanty receiving award for 'Excellence in Training'

Having been adjudged the 'Best', SPCL has been honoured with the Class Learning & Development Award for Excellence in Training for 2012-13, instituted by the World Education Congress. The Mumbai-based body honours corporate and educational institutions who have leveraged training and development towards advancement of its workforce and enhancement of its performance. Among those present at the high profile event were diplomats, education ministers, educationists, and corporate leaders from a host of member countries.

- The Editor

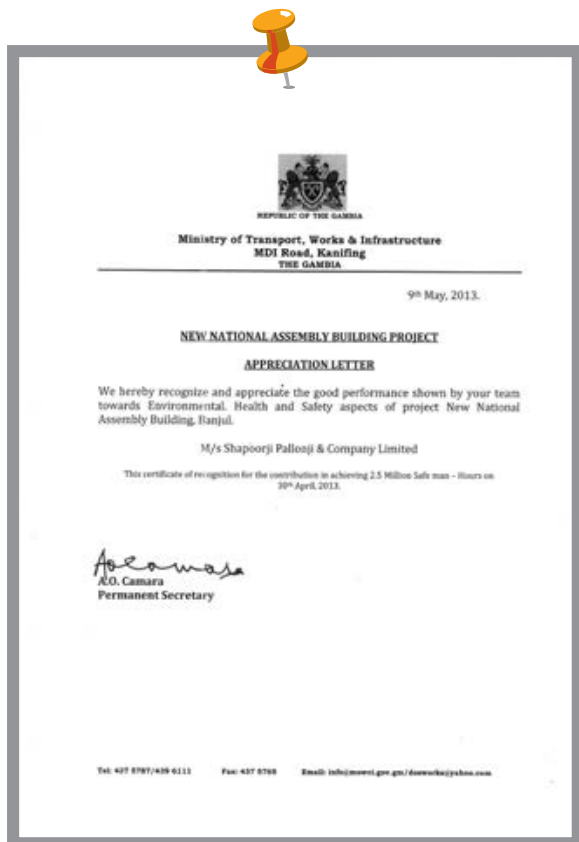
Samalkot Project Labour Camp Appreciation Certificate from Client



Breaking News

Heartiest Congratulations!

Maharashtra Cricket Association Stadium, Pune and CMC -TCS Synergy Park, Hyderabad won the **Bronze Trophy** (Level 3) in the All India NSCI (National Safety Council of India) Safety Awards Competition, 2012 for the Construction Sector.



Appreciation letter from Mr. A. O. Camara, Permanent Secretary, Ministry of Transport, Works & Infrastructure, The Gambia, for achieving 2.5 million safe man hours at the NNAB project site (as on April 30, 2013)

Secretaries' Day



'Secretaries & Administrative Professionals Day' is observed on April 24 every year to recognise the works and contributions of secretaries, receptionists and other administrative support personnel. To celebrate the day this year, a 'Members Fun Fiesta Evening' was organised by the Indian Association of Secretaries and Administrative Professionals (IASAP), at YMCA, Colaba, Mumbai. Some 75 secretaries attended the function from various companies such as Central Bank of India, Tata Sons Ltd., Franco-Indian Pharmaceuticals Pvt. Ltd., Bharat Petroleum Corp., Bharat Bijlee, Tata Services

Ltd., Shapoorji Pallonji & Co. Ltd., Hinduja Hospital, Deloitte, Mahindra & Mahindra, HDFC Bank and others.

The evening started with a warm welcome by Ms. Jeroo Irani, past president of IASAP. She then read out the good wishes that had come all the way from USA, extended by the president of the International Association of Administrative Professionals (IAAP) to all the secretaries. Thereafter, the entire summary for last year was presented to the audience. It was time for games and entertainment next, which everyone enjoyed very much. Some of the games had us all split

our sides with laughter. A box of snacks and a soft drink followed while gifts were handed out to winners.

Ms. Betty Kent, former president of IASAP (1999-2001), graciously thanked everyone for attending the event and making it a grand success. She looked forward to more members joining the IASAP in the future.

The programme concluded with goodbyes, hugs and handshakes. There was a smile on everyone's face, of course; the evening made us feel so special, after all!

- Lynette D'Penha, Corporate HRD

Rebecca Gonsalves, Bina Daru, Jasmine Mistry, Lucy D'souza, Lynette D'Penha, Parveen Shaikh, Prasanna Pillai, Olga D'souza, Flavia Lobo and Mehroo Bhathena

Inter-site Cricket Tournament

An 'Inter-site Cricket Tournament' was organised in the Hyderabad Region for the third year in succession. The tournament was played between five teams—AKES Site, CMC Site, RO, Phoenix + BITS and TCS Adibatla—who contested in 16-over format matches, on a round-robin league basis. The matches were so intensely fought that three teams—AKES, Phoenix + BITS and CMC—drew a tie to be in the finals. Based on the rules, however, the final match was played between AKES and Phoenix + BITS, where in yet another nail biting finish, AKES prevailed in the final over to lift the Rolling Trophy for 2013 and win the 'Regional Champions' title.

While Mr. Waqarsayeed (AKES) was adjudged 'Man of the Series', Mr. Karthik (Phoenix) was 'Bowler of the Series' and Mr. Srinivas (RO) was declared 'Batsman of the Series'.

- Aziz Tayyaba, Hyderabad



Cricketing Cheer at SPQ



The 'Qatar Workers Cricket Cup – 2013', organised by Qatar 2022 Supreme Committee & Q Sports, was reason for much cheer and excitement for us staff members of Shapoorji Pallonji Qatar (SPQ).

The SPQ Cricket Team put up a wonderful performance to top the tournament. Having scored the highest points after winning all the three league matches, the team qualified for the quarter finals.

Team captain Mr. Roopesh Kumar (QA/QC Engineer) was named 'Man of the Series'.

All players showed excellent team spirit and gained a lot of confidence from the tournament. They are eagerly looking forward to the next tournament to give their best performance.

- Bimal Sinha, Doha-Qatar

Shapoorji Pallonji Foundation: Creating a Sustainable, Responsible Business

Phase II of *Sustainability@SP* Gets Underway

The second phase of the Green SP Project gets even bigger and more interesting! For one, there is the quarterly Green Friday, wherein employees will attend a workshop that will include discussions and practical demonstrations on environmental issues and how to address them. The first Green Friday was held on June 21 this year, at SP Centre, on the theme 'Paper: Conservation and Recycling'. The workshop

saw enthusiastic participation with close to 50 SP-ites attending and learning how to conserve and reuse paper. The workshop covered an initial session on correlation between paper and the environment and the various natural resources like wood pulp, water, power, etc., that go into paper making. Participants discussed tips on conserving paper, both in the office and at home. To understand the importance of reusing paper, the participants formed small groups, learning how to make paper bags with old newspapers. Another fun exercise was learning how to make printing blocks using simple poster colours, nail polish and used styrofoam. The workshop ended on an optimistic note with SP-ites pledging to further reduce consumption of paper by promoting reuse.

More such themes and workshops will be held in the coming quarters.

Sustainability@SP to be Extended to Construction Sites

Sustainability@SP initiatives will shortly spread to construction sites this year. One pilot site will be selected to study and measure the carbon footprint and explore ways of reducing it, thereby making the site green and more efficient. The template can then be extended to all SP sites, thereby making SP one of the most environmentally efficient and effective construction companies.

Preserving and Nurturing the Environment We Live In

Sustainability@SP has now grown into a movement across group projects! SP Infocity, Manesar, for example, has been actively promoting a greener, environment-friendly way of working and living. Thanks to the team's dedicated and enthusiastic participation (led by Mr. Raj Gandhi), a number of initiatives have been put in place. The complex has introduced rainwater harvesting, reverse osmosis (RO), reuse of wastewater for irrigation and electricity conservation through energy conservation fixtures like CFL/T-5 lamps, timer-based switches, and (light) dimmers. To conserve water, low-flow fixtures with infrared sensors have been fitted. A sewage treatment plant (STP) has also been installed to reuse wastewater for gardening, etc. Noise pollution is also monitored and controlled by adopting measures like using canopies for generators. Further, environment friendly technology has been adopted for roof insulation, refrigeration (chilling plant) and with respect to the stack height for generator sets.



Mr Nadkarni and Admin team participate in Green Friday



Participants in paper workshop busy expanding their creativity



Happy with their handmade bags...



The Imperial, in Mumbai, has similarly been successfully practicing e-waste segregation for over a year with all residents dutifully participating in it. They have recently received a memento from ECORECO for being one of the first residential buildings to adopt such an initiative.

Being Green has its own rewards!

World Environment Day Celebrated Across Sites



SP Infocity, Pune

SP Infocity, Pune, celebrated World Environment Day by planting 180 trees, including mango, sapota and neem trees. The programme was supported by clients IBM, Techsignia and Aptara who actively took part in it. The function was graced by the mayor of the Pune Municipal Corporation.



World Environment Day celebrations at Tata Nano site, Sanand, Ahmedabad

SP Infocity, Chennai, celebrated World Environment Day with a focus on tree planting. The site dedicated the day (June 5, 2013) to planting trees in the complex. Mango and sapodilla saplings were planted by the managers and little plaques bearing the names were prominently displayed. Each manager has promised to take care of the trees planted by him.



SP Infocity, Chennai

SPEC Avantha, Raigarh celebrated World Environment Day in an innovative way by having employees and workers march across the site with plants and placards to spread the message of a green earth.



SPEC Avantha, Raigarh

Health and Well-being Now Core Focus Areas for CSR at Shapoorji Pallonji

Eye Camp Held at SP Shukhobrishti, Kolkata

An eye camp was organised at SP Shukhobrishti, Kolkata, by Rotary Narayana Nethralaya, where a team of doctors and their associates examined and treated around 80 people from neighbouring villages. Spectacles were given to 27 villagers (as prescribed) at a subsidised rate. The subsidy was given from the fund generated by the SPRE - Kolkata employees, whose combined efforts in organising the camp was a commendable gesture and a truly memorable experience.



Health Camp Organised in Hyderabad

May Day (Labour Day) was also celebrated as 'Health Day' by SP-ites. Free health check-up and eye camps were organised at the various project sites of the Hyderabad region where free spectacles were donated to site workers. Over 700 workers were benefited by the camps held at the TCS, Berger Paints and Phoenix sites. Medicines and eye-drops were given to people with minor ailments. Two cases of cataract were diagnosed who will be operated free of cost.



Health Camp at Berger Paints site, Hyderabad

• Health Check-up at TCS – Adibatla Site



A health check-up had been organised at the TCS Adibatla site on May Day for all 1600 workers and fitness certificates duly given. A few

workers were given tetanus injections.

Financial Aid for Heart Surgery Patient

The Kolkata regional office had been approached by a local fruit seller for financial assistance for his son's heart surgery. The office staff responded by deciding to donate the deficit amount for the surgery, which is now to take place at the Narayana Hridulaya Hospital.



Call for CSR Rings Loud in Banjul, Gambia

May Day was celebrated as Labour Day by the staff members and workers of Shapoorji Pallonji at the New National Assembly Building site in Banjul. To celebrate the day, a football tournament was arranged by Mr. S.K. Singh (GM & Country Head, West Africa) with the SP Staff Team and various project teams like Carpenter & Welder Team, Steel Fitter Team and the Workers Team taking part. The Workers Team and the Steel Fitter Team entered the finals which will be played on Liberation Day, i.e., July 22, 2013. The entire tournament, including the jerseys, refreshments and the ground was sponsored by Shapoorji Pallonji.



No Tobacco Day was celebrated also at the Banjul site on May 31 this year.



World Environment Day was observed at the Banjul site with the SP team planting coconut trees at the site together with the contractor's team, with promises to nurture and take care of the trees for as long as necessary. This was to express their commitment to safeguarding the environment.



At the Group HQ (SP Centre)...

■ **World Environment Day** was celebrated at SP Centre, Mumbai, by planting trees and saplings outside the office building. In the concrete jungle that Mumbai is, little patches of green provide welcome relief, soothing the eyes and adding beauty to the surroundings. With its focus on a green, clean environment, SP Centre took the initiative to plant the green patch and remains committed to nurturing it.



SP Centre, Mumbai

- A **Blood Donation Camp** was organised at the SP Center on June 7, 2013, on behalf of the Masina Hospital - Blood Bank, Mumbai. Masina Hospital is a centuries-old institution that offers medical treatment and services to the underprivileged. They have a reputed 'Burns Clinic' and a blood bank and had approached the SP Group for help. SP-ites adopted the cause with passion and over 150 employees volunteered to donate blood. While some employees could not donate (due to medical reasons), the hospital, nevertheless, collected 123 units of blood which surpassed their expectations. The doctors and staff of the hospital expressed their sincere thanks and gratitude to all SP-ites.



Mr. Parakh undergoing check-up before donating blood



Tanya and Pallon Mistry donating blood



SP Blood Donation Camp being inaugurated by Mrs. Behroz Mistry



SP-ites line up to volunteer for blood donation

'Joy of Giving' Now an On-going Programme at Eureka Forbes

Considering the emotional response that the Eurochamps received during the 'Joy of Giving' programme, held in October 2012, they have decided to make it a quarterly activity this year onwards. Each quarter, a day will be devoted by the employees to reach out to NGOs and charitable organisations, visit them, interact with them and donate items of use. Accordingly, employees have been voluntarily contributing their time and money. The smile on the faces of those they reach out is their gift in return.



Orphanage visit - Eureka Forbes



Park clean-up by Eureka Forbes

(If you have a suggestion on how you can make your business/project sustainable do email on csr@shapoorji.com or zarine.commissariat@shapoorji.com)

FTL Wins Prestigious AIMA Award for Breakthrough Innovation

Forbes Technosys Ltd. (FTL) was honoured at the prestigious **4th Global Innovations Conference** with the runners-up award at the **Breakthrough Innovations Awards**, in the 'Services Delivery' category. The conference was conducted by **AIMA (All India Management Association)**, at India Habitat Centre, in New Delhi, on March 22, 2013.

As co-runners-up, Apollo Hospitals Enterprise Ltd. was also awarded together with FTL, while the winning prize went to TATA Power Limited.

Among the other award winners were Max Bupa Insurance, Mahindra Navistar, Titan Industries, Uninor and Zensar Technologies, who had excelled in other categories, i.e., 'Innovation in Marketing', 'Manufacturing' and 'HR'.

FTL's entry (**Cloud based e-Distribution of Services Through a Multi-channel, Multi-city, Multi-device, Multi-modal, Multi-services National Payment Grid Network**) was shortlisted for the award by an eminent jury of the AIMA, on the basis of a case study presentation and discussions.

It is also a matter of great pride that in addition to winning the prestigious AIMA award, the **Forbes Transaction Network** case study has been published as a book, *Breakthrough Innovations*, by the AIMA. The book was released on the day of the award ceremony, i.e., on March 22.



Another breakthrough innovation, the **Forbes Portobanker** – a micro ATM – which made it to the elite list of 'Top 30 Innovators' from 1470 entries, was telecast on *ET Now*, in a programme on NABARD Rural Innovation Case Studies.

Inauguration of Forvol International Services' Chandigarh Office

Mr. K.C. Mehra (Chairman), Mr. Sushil Bhatt (CEO), Mr. Shyam Mansharamani (Dy. General Manager), Mr. Cyril Vaz (Head - Accounts & Finance), Mr. Navjot Singh (Asst. Manager - Sales) and Ms. Anchal Malhotra (Executive - Outbound/ Domestic Holidays) at the opening ceremony



Forvol Travels set up MICE Division



Effective from February 2013, we have established a full-fledged MICE division to offer end-to-end solutions for all corporate bodies in the area of meetings, incentives, conferences and exhibitions, both within India and across the world. The division is run by professionals with experience of over a decade.

It is our endeavour to ensure customised services to all our clients and try to exceed their expectations.

Recently, we had the opportunity to serve the senior management of

Glenmark Pharmaceuticals (in Dubai), having succeeded in clinching the business, despite stiff competition from biggies like Thomas Cook, Kuoni, Cox & Kings, etc.

The arrangements that had to be made for the group were complex and varied and required meticulous planning, especially the conference. To make it special, visits to Burj Khalifa and exclusive dinners at Armani and the Palms Island Beach Club were also arranged. Everything worked out well for the group.

We take pride in sharing the heartwarming words of appreciation

that we received from the Glenmark Pharmaceuticals team:

“Even though at an early stage, we had doubts if Forvol would be able to deliver the best service; but, I must say, that all the services provided were more than our expectations.”

“Thanks to the entire Forvol team for the excellent coordination and execution of our Senior Management Offsite Dubai 2013 Conference!”



Mr. Sameer Kode, Project Manager, SP Fab (left) receiving certificate from Mr. Madhukar Gavit, Ex-IPS, Mumbai and Head of Safety & Security, K. Raheja Corporation

Congratulations **SP Fab!**



Certificate of Appreciation awarded to SP Fab by K. Raheja Corp for the Residential Towers project at Vivarea



Cranes

Bauma 2013 - Munich

This trade fair is one of those few shows where mock-ups of new formwork systems are put up for display in huge pavilions by well-known companies like Doka, Peri, Paschal, Pilosio, Harsco and others.

Once you enter the exhibitor's pavilion, where existing and new systems are showcased, the exhibitors provide information booklets and explain about the systems in display. They also answer any query about the systems. An impressive trade show presentation had been organised here, where acrobats performed while remaining suspended upside down from ropes, with visual graphic displays in the background. It made for an impressive montage.

The main intent of our visit was to know more about new systems. Though existing formwork systems are already very highly developed and efficient, manufacturers keep introducing new upgrades, ideas and innovative revisions. By introducing new components to existing formwork systems, vendors offer enhanced efficiency and speed. For instance, Peri had showcased its new components for the 'Maximo' panel formwork; and in case of Paschal,

The world's largest construction trade fair, BAUMA, which is held in Munich, Germany, holds the reputation of being one of the biggest platforms for exhibiting construction equipment spares, building material production machineries and formwork and scaffolding systems. It was held from 15 – 21 April this year. My colleague, Moosa Khan (HOD, Methods & Planning) and I got an opportunity to jointly represent Shapoorji Pallonji at Bauma 2013, on invitation from two of our reputed formwork vendors, M/s. Peri and M/s. Paschal. The dual purpose of our visit was to experience the exposition and visit the manufacturing units of our vendors, in order to get a behind the scenes look at the products that we have been using at our sites.

The exhibition area had four major entrances, with a specially dedicated underground train facility—the U2 line which offers services every 10-minutes— that connected City Centre with Messestadt Ost, where the New Munich Trade Fair Centre is located. There were huge displays of tower cranes, concrete placers and heavy lifting equipment from famous companies like Liebherr, Sany, Wolff, Volvo, Potain, Raimondi, Manitowoc, Tadano, Link-Belt and many more.



Concrete Boom Placer



their Trapezoidal Girder formwork had a new radius-adjustment feature (which is fastened with a newly developed connecting clamp) that was added to the system to speed up installation at the site. In Doka's formwork, various new systems had been added—while keeping the theme 'Residential'—including the panel floor formwork 'Dokadek 30' which could be seamlessly combined with Doka's flex and table formwork systems.

Given the current competitive market scenario and building typology trends where high-rise structures are in vogue, the formwork systems required should be able to speed up work. Further, with limited space available at sites located in dense urban areas, the solution lies in systems that do not depend on cranes, i.e., self-climbing systems. These systems are simple and are adaptable to varying layouts and inclinations, enabling their use in various projects. These systems also comply with wind protection standards which have become mandatory for working at great heights, where working conditions become difficult due to strong winds. These protection systems provide a safe barricade along the periphery for a safe working environment. The systems are equipped to withstand all load considerations and provide a working platform of 1.5 m, providing a sense of safety to the user. In addition, many new safety systems were also introduced for open edges to ensure a safe working area. There was a vast display of various scaffolding systems that were easy to install and dismantle, with less complicated joineries, and thus were lightweight and easy to handle.

There also were a lot of lifting, material shifting and material production equipment on display, with varied capacities and mobility, to conform to different site conditions.

There was a separate display of a series of equipment for various construction activities ranging from pit excavation to heavy lifting. The main highlights, however, were all-terrain cranes, rough cranes, truck loader cranes, telescopic crawler cranes and aerial work platforms (truck-mounted or self-propelled).



There also was a series of piling equipment by Bauer and a huge open space demonstration of road construction equipment by Volvo. One of the highlights of the exhibit was a huge Monster truck by Liebherr, known as T 264, which had a capacity of 240 tonnes and was equipped with the Litronic Plus AC drive system for faster acceleration and higher speeds on grades—something required for faster cycle times to increase productivity in mining.

Apart from the trade fair, we also got an opportunity to visit the Peri factory, which is located at Weissenhorn, Germany—a two-and-a half-hour drive from the trade fair venue. The factory had different units with fully automated robotic welding arms for precision, thus leaving little room for error. We visited various production units for modular panels, props, timber beams and other components, acquiring detailed information on the various scaffolding and formwork systems in display.

The expo made for a great opportunity to see beyond the realms of systems that one is conventionally used to. The technology available today is not only aimed at higher efficiency but also values human life by making safety a priority in each and every innovation and upgrade. Emphasising these aspects, the expo created a viable place for all vendors, professionals and enthusiasts alike to interact, exchange ideas and share experiences. Such initiatives will continue to help connect people from all corners of the globe and forward the cause of a better building technology for tomorrow.

- Deepmala Atkari, SP HO

Business Meeting Sense

Business meetings are different from “Technical” meetings. Business meetings are generally held between business executives, who have travelled extensively across the globe, thereby developing a keen eye for and understanding of people’s body language, expressions, eye contact and responses.

Cultivating and developing the right ‘Business Meeting Sense’ is essential. We are listing a few things which should be avoided at all costs:

- ❖ Forgetting to exchange pleasantries/greetings;
- ❖ Disrespecting meeting timings;
- ❖ Absentmindedness;
- ❖ Inappropriate interruptions during discussions;
- ❖ Unnecessary noises like deep sighs;
- ❖ Leaving the meeting room without excusing oneself;
- ❖ Not keeping mobile phones in ‘Silent’ mode;
- ❖ Isolating oneself from the discussions;
- ❖ Voicing a difference of opinion in a rude manner;
- ❖ Being abrasive rather than assertive; and
- ❖ Offering unasked advice and suggestions.

These acts of behavior will be noticed immediately by sharp business executives.

Further, business meeting etiquette carries importance depending on one’s position. While a lack of manners and etiquette does matter in junior executives, it is often attributed to lack of experience. But, this becomes a more sensitive issue in the case of seniors, as it reflects the culture of the company.

Juniors accompanying seniors to business meetings should avoid:

- ❖ Walking/entering ahead of senior members;
- ❖ Taking their seats ahead of senior members; and

- ❖ Starting to sip coffee/tea without offering it to visitors.

While accompanying the team leader for a meeting, one must remember at all costs that the scheduled business meeting is intended to forge business ties between the two organisations through interactions, exchange of views, understanding and sharing of experience between the two team leaders.

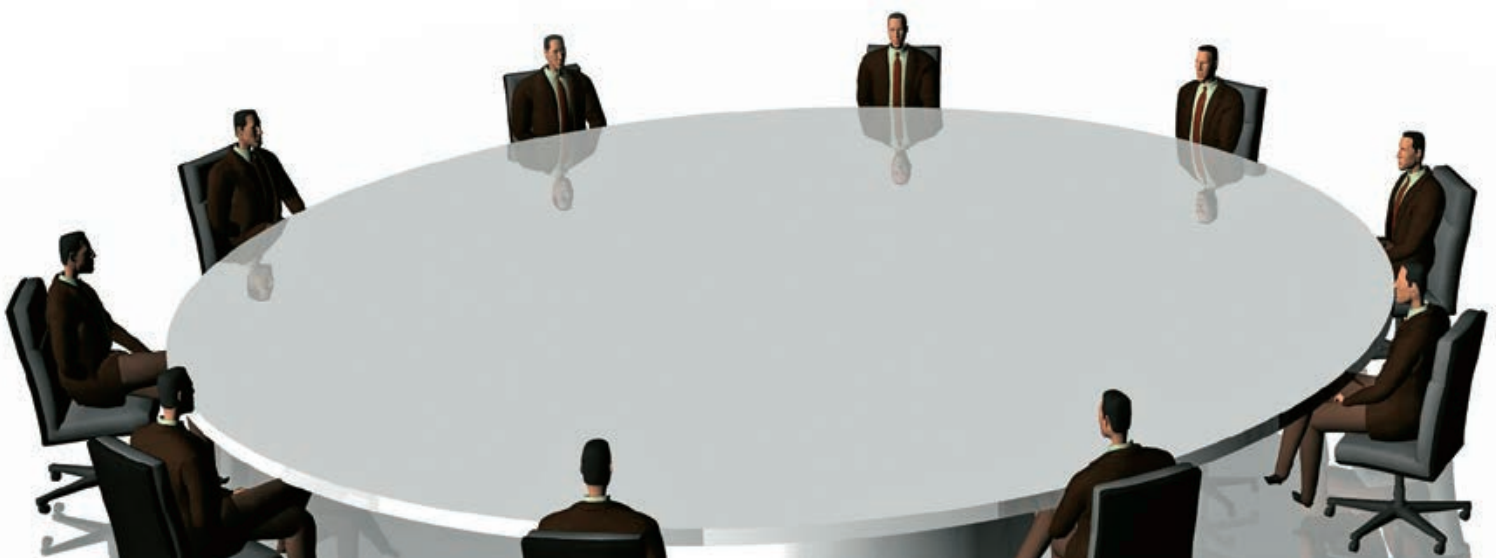
At times, the accompanying junior may not feel part of the interaction and would feel ignored, as the team leaders of both organisations get deeply immersed in discussions with the aim of matching contents and intents. At such times, the accompanying team members play a vital and supportive role by merely expressing pleasant gestures and smiles and using positive phrases like “Yes / Indeed / Correct / Good / Certainly / Sure / Wonderful / Great, etc.”, rather than appearing to be upset, disinterested and ignored.

During meetings, it is expected that team members pay full attention to the client’s expressions, instead of getting distracted and looking elsewhere.

‘Business meeting sense’ demands proaction and self-discovery, rather than indulging in behavior that attracts attention to oneself, thereby paving the way for unhealthy practices that could affect the dignity and decorum of the meeting. When business cards are being exchanged, as usually happens in interactions with clients, consultants and high government officials, it is advisable to spread the cards before you on the table. Keeping them directly in your pockets is a sign of disrespect to the people who presented the cards.

Keeping all of the above in mind, let’s strive to cultivate and nurture a healthy business meeting sense through our practices and healthy habits.

- J. P. Rao, SP HO



The Magnificent Victoria Falls on the Zambezi



Zambia

Through My Eyes

I was enthused to visit Zambia after I first heard about the country from my colleague and friend Mr. Ranjit Gajre (Africa Business Center), and then from Ms. Effie Mphande (a reporter with ZNBC), who was part of the delegation accompanying His Honor Mr. Guy Scott, Vice President of Republic of Zambia.

Zambia is a beautiful country with many contrasts. Most people are poor, but very friendly. There is a wide gap between people who have resources and who have none. Everyone speaks English. The wildlife parks teem with animals like zebras, giraffes, rhinos, leopards, lions, hippos, wildebeest, elephants and crocodiles.

In Zambia, I sought adventure and found it! I spent time with lions and cheetahs, tracked leopards, spent time in the villages of Zambia, cooked nshima with beans and kapenta (maize with beans and small anchovy-like fish), flew a glider and spent a day in a school teaching kids.

I visited the country as a tourist but learnt something valuable: to count my blessings and not to take my blessings and good life for granted.

- Jair D'souza, SPRE Pune



Preparing to fly over the Victoria Falls in an engine-propelled glider



Victoria Falls at sunrise



Elephants on the Zambian side of a border



Distributing maize meal, beans and kapenta (anchovy-like dried fish) to children at Sinda Village in Livingstone



Lions are the top predators of Africa. They have a short attention span.... No room for making mistakes here!



Orphaned lion cubs playing with one another



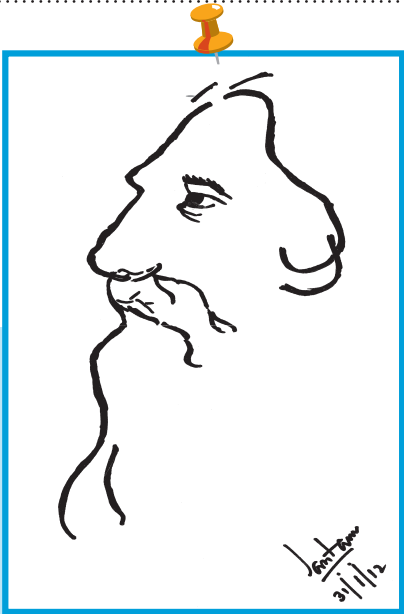
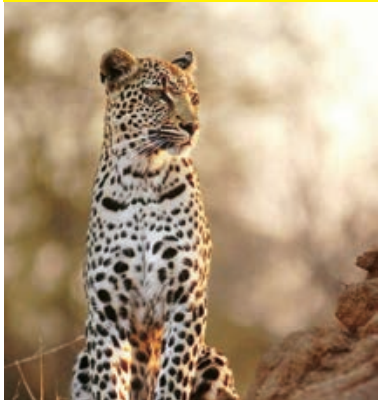
Lion cubs are playful, possessive, curious and hungry all the time. They respond to affection well. Handling one cub needs care; I was able to handle three at a time and return in one piece!



The king! The alpha male of the pride commands fear and respect. Lions do not attack unless they are either provoked or an individual is forced to give up his/her dominance. It is, however, wise to meet and greet a lion only after he has fed well and is not hungry.



Cheetahs are the most friendly amongst the big cats. They also are the most unpredictable.



RABINDRANATH TAGORE

(May 7, 1861 – August 7, 1941)

A tribute to "Kabiguru"

By Santanu Laskar

SPRE - Kolkata

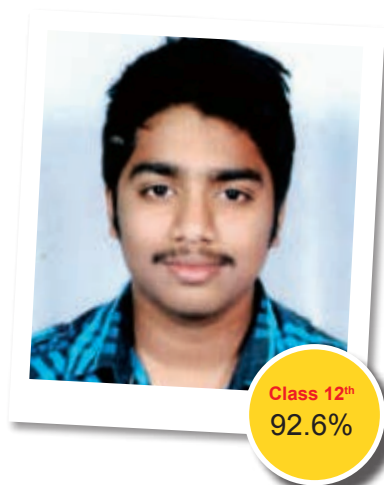
You Make us Proud

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D/o Mr. V. Ratna Keshavulu
(Sr. Manager - Constructions, Hyderabad)



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S/o of Mr. Omanakuttan Pillai
(Office Assistant, Ford Site, Ahmedabad)

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Soumya Ranjan Sahoo,
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