



The greatest resource is human capital. The quality of human capital, whether reflected in higher productivity, innovation, excellence or superior services, is ultimately what catapults an industry—or, for that matter, a country—to the top. It's the impeccable quality of their human resources that has taken Japan and Switzerland to the top—two mountainous nations with rocky terrains and no natural resources to speak of. It is also what economic superpowers like USA and Germany keep continuously striving to develop, so as to always remain at the forefront.

The key tools of achieving excellence in human capital are training and development. Also, change and innovation are constants that companies and nations should continuously work on, so as to improve the skills and competencies of their employees/citizens. It is, therefore, apt that we have dedicated this special issue to 'Training'.

In our main feature this issue, read about practically every aspect and initiative that our company has undertaken towards training and development, across all levels and functions, be it technical or soft skills. It would also give you a fair idea of the mammoth efforts being made to prepare employees for greater challenges and responsibilities. We urge you to exploit the opportunities available to you.

A few training initiative related to ALDEP, STCs, GETs' inductions and presentations, workshops, etc., have also been covered in the 'Happenings' section. The Annual Day in Mumbai was a grand affair as usual. It was moving to see how visibly touched some of this year's long service awardees were when our CMD, Mr. Shapoor Mistry, reminisced about their long, dedicated services to the company. Read also about our newly opened 'Design Studio' in our Dubai office.

The CSR section offers a more detailed perspective this time around. Our employees across the country once again displayed their magnanimity during the 'Joy of Giving' week, held in October, and with the donations they



- 1) Design and construction of residential project for KPC Karma Pvt. Ltd., in Kolkata.
- 2) Design and construction for Indian Institute of Information Technology, in Uttar Pradesh.
- 3) Civil and structural works for Mantri Mansions Pvt. Ltd., Hyderabad.
- 4) Construction of residential building for Kunjibihari Developers Pvt. Ltd., in Mumbai.
- 5) Construction of civil, structural and finishing works for Emaar MGF Land Ltd., Haryana.
- 6) Complete sewerage system for Punjab Water Supply in Patiala District, Punjab
- 7) Construction of civil structures of residential projects for Mapsko Builders Pvt. Ltd., Gurgaon, Haryana.
- 8) MEP work for Saudi Bin Ladin Group, Riyadh.
- 9) Construction of civil and structural works for Devbhumi Realtors Pvt. Ltd., Hyderabad.
- 10) Construction of residential development for Brigade Properties Pvt. Ltd., Bangalore.
- 11) Construction of residential blocks for Antara Purukul Senior Living Ltd., in Dehradun, Uttarakhand.
- 12) Civil and infrastructural works for Alstom Bharat Forge Power Ltd., in Sanand, Gujarat.
- 13) Construction of townhouses for Meraas Development, in Dubai.
- 14) Design and development of hotel for Transcorp Hilton, in Lagos, Nigeria.
- 15) General civil works for Kalpataru Ltd., at Parel, Mumbai.
- 16) Construction of main works for Amity International School for Ritnand Balved Education Foundation, Abu Dhabi.
- 17) Construction of retail mall and members club for The Indian Film Combine Pvt. Ltd., at BKC, Mumbai.
- 18) EPC contract for Rajiv Gandhi International Cricket Stadium and Sports Complex Society in Uttarakhand.
- 19) Construction of new buildings for IIT Madras Research Park, in Chennai.
- 20) Construction of Agricultural College for Bihar State Building Construction Corp. Ltd., in Bihar.

made towards the Uttarakhand Flood Relief. Further, the issue highlights the tie up between SP Investment Advisors Limited (SPIAL) and the Canada Pension Plan Investment Board (CPPIB). To see CPPIB reposing its confidence in our group through a joint venture was encouraging and heartening indeed!

We hope many of you have had a grand time at holiday hotspots during this festive season like Valerie whose Goan getaway makes for a compulsive read in the 'Your Space' section.

Finally, we wish all of you a Merry Christmas and a Happy New Year! Have a great time until we catch up again in our next issue.

— The Editorial Team

July - December 2013 ■ Volume 15 ■ Issue 3



Shapoorji Pallonji & Co. Ltd.

41/44, Minoo Desai Marg,
Colaba, Mumbai 400 005.
Tel: + 91 22 6749 0000
Fax: + 91 22 6633 8176
Email: we@shapoorji.com

Editorial Team

Mukesh Rao
Prabal Kansal
Monica Sawant

Editorial support, designing and printing
by Spenta Multimedia,
website: www.spentamultimedia.com

{Main Feature}

Training an Overview **2-5**

{Safety}

The Environmental (Protection) Act /
Rules, 1986 **6-7**

{Happenings}

ALDEP 2013 induction Programme
held **8**

Project Management Workshop held
at IIT Delhi **9**

Pratibimb: A Reflective
Workshop **10**

Technical Training for Plant Department
Personnel **11**

Induction Programme held for GET-
Batch 2013-14 Candidates **12**

SPCL Launches DET-Quality
Program **13**

Graduation of Jr. Supervisors – Batch IV
(Chhindwara) **15**

HR Offsite session held for F&A Teams &
HR Heads **16**

Practice Sharing Forum **16**

Shapoorji Pallonji wins Award for
Outstanding Concrete Structure **18**

Hyderabad Recycling Initiative **18**

SPCL sites bag NSCI Safety Awards **19**

Bengaluru office inaugurated with Puja **22**

SP Lauded for Air Force Naval Housing
Board Project **22**

SPINT Design Studio at Dubai
Inaugurated **23**

Seminar on Lean Construction held in
Hyderabad **23**

{Focus on SP Group Companies}

{Good News}



Keeping our vision statement firmly in mind—Fostering an Environment that Helps in the Creation of Knowledge and its Application to Work—SPCL has launched two initiatives to enhance knowledge and upgrade skills:

- 1) Knowledge management through the company's intra-portal, Spark; and
- 2) Training programmes in behavioural and technical skills.

In this article, we will dwell on these initiatives.

The company has set up a training division within our 'Corporate HR' department, located at Gresham House, Mumbai. The division reports to Varghese Mathew (Chief People Officer) and has two sections:

- 1) 'Behavioural Training and Organisation Development', headed by Sohan Mohanty (General Manager); and
- 2) 'Technical Training and Development', headed by U. Mukesh Rao (Asst. Vice President)

The two sections, between them, cover the training needs of all sections, from workers to the senior management, and in all functions and geographies. Training is now an integral part of the SPCL culture and touches almost every employee. In this article, we will offer a brief overview of how training is being conducted at SPCL.

A) Behavioural Training and Organisation Development

Behavioural training aims at enhancing the soft skills of employees and enabling them to utilise their potential and give their best. Our programmes are aimed at

employees across all functions and are conducted by expert faculty from a reputed specialist training provider. The training broadly covers the following areas:

- a) Communication Skills;
- b) Business and Managerial Skills;
- c) Computer Skills; and
- d) Team Building.

The training is structured within the schedule of programmes across the country, available in the training calendar. Details of individual programmes are also available in the training brochure.

Organisation Development: The company seeks to continually upgrade the capabilities of its employees by offering training. In addition, employees with high potential are identified and put through special intensive learning processes, to enable them to take up higher positions and perform more effectively. Some of the organisation development initiatives are detailed below:

Accelerated Leadership Development Programme (ALDEP): ALDEP is the flagship leadership development programme of the company, introduced with a view to create opportunities for high performing young engineers. ALDEP is a four-year programme, designed to inculcate technical and managerial acumen and leadership values besides.

ALDEP also aims at creating a prestigious industry benchmark programme for enhancing the 'Employer Brand Equity' and offering fast track career opportunities to highfliers.

Executive Post Graduate Management Programme (E-PGPM–NICMAR, Pune): The aim of this course is to enhance managerial competencies in functional as well as behavioural areas and bring about a perceptible change in the overall personality of the chosen candidate. This programme is meant for potential candidates who have the ability to take on higher responsibilities (near-term), preferably in the project management area. Employees who are nominated for this programme enjoy full sponsorship, wherein all programme costs are borne by the company.

High-cost Training Programmes: In order to enhance training and development opportunities available to our employees, the company sponsors deserving employees for programmes/courses conducted externally or internally by reputed institutions. This is to equip them with necessary skill sets to deliver current requirements and/or take up future challenging assignments. Such programmes are required to be identified by one's superior and approved for full sponsorship. All high-cost programmes provided to employees come with a certain service commitment.

Company Education Enhancement Schemes: Employees can avail these schemes which provide them with financial assistance to pursue specialised training programmes/courses, culminating with certificates/diplomas/degrees. Such programmes/courses facilitate better job performance and career advancement.

Competency Mapping Exercise: This is an important tool to examine the gap between required competencies for a job and actual competencies of the incumbent. It enables the company to plan skill upgrades, knowledge acquisition and development of attitude through systematic training inputs.

The uniqueness of the competency mapping model lies in the three-way feedback mechanism we follow, which is based on self-rating, superior's rating and ratings from at least two internal customers. The model ensures reasonable objectivity and balance of assessment.



Mentoring Programme

Mentoring is a relationship in which someone more experienced helps another discover more about himself, his potential and capabilities. It has been recognised as an important career development strategy at SPCL. This process is expected to guide, develop and empower new entrants and help them grow, perform faster and familiarise with the system and work culture of the organisation. Each of the graduate engineer trainees (GETs) and ALDEPers is assigned to a mentor.

Train-the-Trainer Workshop: In view of the importance of the learning and developmental process of our employees, it has been envisaged that SP E&C develops a strong pool of internal trainers within the organisation, who can effectively impart training on various technical topics, company processes and practices. These workshops focus mainly on elements that constitute the 'delivery' aspect of the 'trainer'. In short, they focus on 'managing self, managing material and managing the audience'.

CRITICAL SKILLS DEVELOPMENT

Project Management Workshop: To develop project management skills and help the organisation build higher capacities in the area of project management, Project in-Charges (SP E&C employees) are sent to exclusive workshops on project management, to refresh their concepts, viz., Project Planning, Earned Value Analysis for Project Performance Appraisal, Supply Chain Management, Cost Estimation, Contractual Clauses & Communication, Risk Management, Mitigation, etc.

The five-day workshop is a fine blend of theory and practice and has been appreciated by the participants.

Workshop on Quantity Surveying at NICMAR, Hyderabad: In order to expose quantity surveyors (SP E&C employees) to new processes and



techniques besides reinforcing their QS fundamentals, exclusive 'QS Workshops' (Basic and Advanced) are conducted at NICMAR, Hyderabad. The topics covered include Standard Measures of Measurement, Rate Analysis, Construction Contracts, Labour & Equipment Productivity, Building Economics, MEP Works, Computer Applications, etc. Case study and group assignment methodology are also a part of the curriculum.

Workshop on Planning for Construction Projects:

These workshops are conducted for planning managers and engineers (from SP E&C). The topics covered include Construction Planning, Network Representation & Critical Path Method, Cost Planning, Budgeting and Control, Earned Value Analysis, Formwork & Scaffolding Planning, Project Monitoring, etc. Concepts are reinforced through practice assignments on the planning software tool, Primavera/MSP. The participants later utilise their acquired skill sets at their respective project sites.

SP e-Learning

The company has launched an e-learning initiative throughout the organisation, in association with SkillSoft, a leading global e-learning service provider.

Employees have 24x7 on-line access to course modules, each focusing on areas identified for them and based on business/professional/ personal developmental needs. The programme format is designed by amalgamating theory with practical application in real business/organisation scenarios. Currently, a few e-learning courses have been made available via the link <http://shapoorji.skillport.com>, accessible at a time and pace suited to the individual learner. Each course consists of an interactive audiovisual content of around 1–2 hours, covering diverse topics and with entry and exit tests, to help employees assess their knowledge, both pre and post training.



at our offices/sites and at dedicated centres outside. The faculty are either from the organisation or outside. The training reaches out to almost everyone.

Some of our initiatives under technical training are as follows:

Workers Training: This involves training our sub-contractors in the basic trades—formwork, bar-bending and masonry—to elevate them from the 'Unskilled' to 'Semi-skilled' category. Workers' training is currently conducted at two places:

- i) TCS Project Site, Adibatla: At this site, a reputed training provider, M/s Labour Net, is providing month-long training in the three basic trades to our workers. Training is imparted on-site, without affecting the progress of the work, and workers are graded on completion of the training. As of November 30, a total of 677 workers had successfully cleared the assessment.
- ii) Gumla Gurukul: We have an arrangement with PARFI—the nation building arm of the Pan IIT Alumni. PARFI sources unemployed youth from the backward Gumla district of Jharkhand and gives them six-week training in the three basic trades, at a gurukul type setup in Gumla. On completion of the programme, the trainees are assessed by our faculty from the Supervisor Training Centre and then sent to our project sites, where they are placed under our sub-contractors. More than 500 workers have been trained in 14 batches till date and posted in Hyderabad, Bangalore and the Western Region.

Supervisor Training: We have set up an exclusive centre for training supervisors at our Mass Housing Project site, at Sukhobrishti, Kolkata. The centre, which has been functioning since July 2008, offers a four-month training programme on 'Civil Supervision', in three streams: Formwork, Steel-Fixing and Finishes. The centre is headed by Col. (Retd) Debasis Basu and has a faculty of five instructors, three demonstrators and one accounts officer. The centre is well equipped, having classrooms, a conference room, a library, a demonstration yard and a dining hall. The trainees—who are recruited by us as Jr. Supervisor Trainees from ITIs across India—are sent from project sites (three batches) and stay at the Mass Housing Project premises. They are also tutored in soft skills like spoken English, leadership and are lectured by guest lecturers from specialist faculties like Mr. Joerg Meyer and Regional Safety and Quality Control heads. Currently, the first lot from Batch 7 is undergoing training at the centre. More than 300 junior supervisors have graduated to date. The centre has also conducted short-term programmes earlier to upgrade the skills of 102 supervisors, who are already working for the company.

The training reaches out to almost everyone

B) Technical Training

Technical training is provided at all levels right up to the mid-management level and covers skills (formwork, finishes, bar-bending) and knowledge (project management, HSEMS) acquisition. It is imparted to workers, supervisors and engineers, with the express objective of enhancing their performance and productivity. The duration of the programmes vary from a few hours to four months. The programmes are held

A satellite supervisor training centre was opened at the CII Skills Training Park, Chhindwara (MP). At present, this centre offers training only in the 'Finishes' stream, under the direction of Sivagopal Singudasu and a demonstrator. The training imparted here is along the lines of the ones at the main centre, but the trainees are selected by CII, and we only train the candidates. The best trainees are recruited by us for further development at projects in the Western Region and Bangalore. As of date, 55 boys have received training, of whom, 19 have been inducted into our company as supervisors.

Engineer Trainees: Our company has been recruiting graduate engineer trainees (GETs) every year from top engineering colleges across the country. Around 150 boys and girls from Civil, Electrical and Mechanical streams choose to commence their careers in our company every year. They join us in the first week of August, and after a three-day induction programme in Mumbai, they are posted at various regions. The GETs further undergo a six-month training programme at the sites where they are posted. A senior engineer is assigned to them as 'Mentor', and they are given a set of modules—akin to a syllabus for a subject—which they are to cover in the six months. The modules chalk out what is to be learnt and cover all areas of civil construction—Execution, Planning and Billing, Quality, Safety and Services Coordination, Fabrication, Installation, Commissioning and Planning—with assigned time durations. The GETs are encouraged to learn and the mentor is responsible for guiding the GETs and ensuring that the module is followed. During the training period, the GETs' progress is monitored every three months by the head office.

On completion of the modules (after six months), the GETs are assigned work responsibilities like other site engineers. The GETs also work on a 'Project Report' at the end of the training period and present the same in a tightly contested national competition, held in Mumbai every August.

The company has also been recruiting diploma engineer trainees (DETs) for the past few years from reputed polytechnics across the country. These boys and girls undergo training similar to the GETs, but with more emphasis on execution. From 2013 onwards, a few DETs are being placed exclusively in the QA/QC stream. Their modules will lay greater emphasis on quality, and they will continue to work as 'Quality Engineers' on completion of their training. From 2014, the company will also be including GETs recruited from IITs in this programme.

Construction Management Trainees: For the past few years, the company has also been recruiting post graduate management trainees (PGMTs) from NICMAR, and more recently, CEPT (Ahmedabad).



These trainees are required to do a two-year PG course in 'Construction Management'. They undergo a three-month training programme, primarily in 'Site Execution', before being assigned responsibilities.

Hand Skills Training: This initiative, spearheaded by Girish Bonde and Joerg Meyer, was formally launched in December 2013, after extensive trials. The programme aims to comprehensively enhance the skills of our supervisors and junior engineers on the field, in core execution activities like shuttering, brickwork and plastering. Under this programme, training would be given in 10 different modules, covering the most prevalent and common activities at our project sites. A typical two-day session, to be held at project sites of each region, would cover the two modules. The training would be given by Mr. Meyer to construction managers, who in turn would hold weekly training sessions for engineers, supervisors and foremen working at their project sites.

Classroom Training: This initiative was launched with the setting up of the 'Technical Training' wing in the company, in September 2006. The objective was to upgrade the skills and knowledge of our engineers across the country, in all functional areas—Formwork, Finishes, Safety, Quality, Concreting, Project Management, Structural Steel, Services, Contracts—by conducting intensive classroom sessions of about a couple of days. The faculty comprises domain experts drawn from all our regions and the head office, thereby ensuring that the instruction is relevant to our needs.

This programme is very structured. A Technical Training Calendar—part of the Main Training Calendar—is drawn every March, detailing the programmes to be conducted, their locations and proposed dates. Participation is then invited from our regions and arrangements made. Every programme is followed by a round of assessment, and further the effectiveness of the training is also ascertained three months later.

Currently, programmes are being conducted on 14 subjects. Details are available on both SPARK and the training brochure.

The Environment (Protection) Act/Rules, 1986

- An act to provide for the protection and improvement of environment and for matters connected therewith.
- Under section 3, the powers of Central Government to take measures to protect and improve the environment are detailed, which include co-ordination of State Governments, execution of nation-wide program, laying down standards, restriction of industries in certain areas, inspection of plants, industry etc. The Central Govt. shall have the power to take all such measures, as it deems necessary or expedite for the purpose of protecting and improving the quality of the environment and preventing, controlling and abating environmental pollution. Examples:-
 - Laying down standards for the quality of environment in its various aspects.
 - Laying down standards for emission or discharge of environmental pollutants from various sources whatsoever.
 - Laying down procedures and safeguards for the handling of hazardous substances.
 - Examination of such manufacturing processes, materials and substances as are likely to cause environmental pollution.
- Under section 6, the Central Government may make rules to regulate the environmental pollution.
- Section 7 prohibits any person to discharge of environmental pollutants in excess of standards.
- Under section 8, persons handling hazardous substances to comply with procedural safeguards as may be prescribed.
- Section 10 provides the powers to Central Government or any officer empowered by it of entry and inspection.
- Section 10 provides the powers to Central Government or any officer empowered by it to take sample and detail the procedure to be adopted.
- Under section, the Central Govt. may, by notification, establish one or more environmental laboratories and recognize one or more laboratories as environmental laboratories.
- Section 15 defines the penalties in case of contravention of the provisions of the Act and Rules, orders and directions.
- Whoever fails to comply with or contravenes any of the provisions of this Act/Rules shall be punishable with imprisonment for a term or with fine or with both.
- Where any offence under this Act has been committed by a company, every person who was directly in charge of, and was responsible to the company for the conduct of the business shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly.
- Where an offence under this Act has been committed by a company and it is proved that the offence has been committed with the consent or connivance of, or is attributed to any neglect on the part of any Director, Manager or other Officer of the Company, such person/s shall also be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.
- Under section 23 the Central Government may delegate its powers and functions to any officer, State Government or authority.
- Rule 11 identifies the manner of giving notice to any person.
- Under rule 14, every industry to submit the Environmental Statement to SPCB.
- Standards for emission or discharge of environmental pollutants for the purpose of protecting and improving the quality of the environment and preventing and abating environmental pollution, the standards for emission or discharge of environmental pollutants from the industries are specified in the Schedule I. However, the Central Board or a State Board may specify more stringent standards from those provided in



- the schedule in respect of any specific industry, depending upon the quality of the recipient system.
- Any person who desires to undertake any new project or the expansion or modernization of any existing industry or project listed in schedule, shall submit an application along with Environmental Impact Assessment (EIA) report, prepared in accordance with the guidelines issued by Central Govt.
- Furnishing of information to authorities and agencies in certain cases - where the discharge of environmental pollutant in excess of the prescribed standards occurs or is apprehended to occur due to any accident, the occupier shall intimate the fact to all the following authorities or agencies, as in Schedule II.
- Prohibition and restriction on the handling of hazardous substances in different areas -The Central/State Govt. may take into consideration many factors while prohibiting or restricting the handling of hazardous substances in different areas.

- Schedule II: General standards for discharge of effluent (w.r.t. Sink).
- Schedule III: Ambient Air Quality Standards in respect of Noise.
- Schedule IV: Standards for emission of smoke, vapour, etc. from Motor vehicles.



Obligations/Responsibilities

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

Activity	Applicable section/rule
Industry has to comply with directions issued in writing by Central Government under this Act. 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 5
Industry has to prevent the discharge/emittance of environmental pollutant in excess of standards prescribed under this Act/Rule	Section 7
Industry has to handle the hazardous substances in accordance with procedures and safeguards.	Section 8
Industry has to provide access to Central Government or any person empowered by it for purpose of performing any of the functions under this Act/Rule.	Section 10
Industry has to allow the Central Government or any person empowered by it the take samples of water, effluent, air or any other for purpose of analysis.	Section 11
Industry has to furnish information sought from it by authorities and agencieslike officer-in-charge of emergency or disaster relief operation, CPCB or SPCB.	Section 9
Industry, which is required to take consent under Water or Air Act or authorisation under Hazardous Wastes rules, has to submit the Environmental Statement of previous financial year before 30th Sept. to SPCB.	Section 4

Rights

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

Activity	Applicable section/rule
The Central Government have to serve the industry a notice of his intention to have the sample analysed.	Section 11
Central Government has to follow the procedures of taking samples as prescribed in Act.	Section 11
Central Government to serve a notice of the directions to industry and shall give an opportunity of not less than 15 days to file objection.	Rule 4

- Compiled by Alok Shrivastava, SP HO



ALDEP Launch 2013

ALDEP 2013 Induction Programme Held

The ALDEP 2013 entrance process, spread over a three-month period, saw 200 applications from GETs, PGMTs and laterally recruited engineers. After a stringent selection process that comprised written tests, group discussions, 'assessment centres' and personal interviews, thirty-eight candidates were finally selected for ALDEP 2013. Of these, 15 have joined ALDEP Batch IV as 'Regulars', and 23 have joined the existing ALDEP Batch II as 'Laterals'. With these new ALDEP inductees, the current ALDEP strength has crossed the magical figure of 100.

On July 3, 2013, a formal launch event was hosted for all the new inductees, marked by a traditional lamp lighting ceremony, where S. C. Dixit (President, India Construction) had the honour of lighting the *diya*. Among the other seniors present were Varghese Mathew (CPO-Construction), Mukesh Rao (Asst. VP-Training), Sohan Mohanty (GM-Organisation Development) and Shikha Banerjee (Addl. GM-HR,

Real Estate).

Beside the launch event, induction workshops were conducted separately for both the regular and lateral candidates during the induction week, in July this year. The laterals were inducted into the leadership programme and seamlessly merged with existing ALDEPers of the 2011 Batch—who are currently in the third year of the programme—through an 'Immersion Workshop', conducted by trainers from Manford in Mumbai. The regulars too attended a high energy 'Breakthrough Workshop' during the same week that marked their formal induction as new Batch IV ALDEPers.

We believe these young leaders would be looking forward to challenging and exciting times ahead in the coming years, packed with case studies, action learning, task force and project-based learning.

- Sohan Mohanty, SP HO

We wish them a great future in SPCL!



ALDEP Immersion 2013



ALDEP 2012 Regular – Technical Training at IIT Madras (October 21–25, 2013)



ALDEP 2013 Regular – Technical Training at IIT Madras (October 3–9, 2013)



ALDEP 2013 Lateral – Internal Process Workshop in Mumbai (November 25–30, 2013)

Project Management Workshop held at IIT Delhi

In July this year, IIT Delhi hosted an exclusive five-day workshop on 'Project Management' for SP E&C employees, drawn from various domestic project sites. The workshop was aimed at developing project management skills of the participants and help the organisation build higher capacities in the areas of project management. Twenty-four project in-charges attended this exclusive workshop from July 8–12, 2013 and refreshed their project management concepts on topics such as Project Planning, Earned Value Analysis for Project Performance Appraisal, Supply Chain Management, Cost Estimation, Contractual Clauses and Communication, Risk Management and Mitigation, etc.

In addition to IIT faculty members, a few SP seniors donned their teaching hats, sharing invaluable field experiences to make the workshop a truly enriching experience. Among them were S.C. Dixit (President, SP E&C), H. J. Tavaría (Director–Finance & Systems), Varghese Mathew (CPO, SP E&C), Sarang Tribhuvan (VP–Commercial), Barun Pal Choudhury (VP–Design Centre), and Moosa Khan (DGM–Methods & Planning),



who facilitated sessions on Project Management Essentials, Finance for Non-finance, Human Resource Management, ERP, Design & Build and Formwork Systems respectively. Of the five days, members of the IIT faculty conducted sessions on the first three days, after which SP seniors took over for the remaining two days of the workshop.

The workshop was a fine blend of theory and practice and was appreciated by all participants. We now intend conducting more such workshops to cover a certain critical mass of project managers within the organisation.

- Sohan Mohanty, SP HO



Pratibimb: A Reflective Workshop

Pratibimb, a reflective two-day workshop was conducted from November 21–22, 2013, in Mumbai, for a group of 21 employees drawn from the 'Plant & Machinery' function, who represented the various regions of the company. The workshop was based on the classic Do-Reflect-Realize-Apply model, where all the participants took part in various activities and role-plays to reflect and understand workplace nuances. The underlying principle

governing the workshop was to understand 'oneself' as well as 'others', for a better coordinated performance at the workplace. The workshop used the popular 'Johari Window' tool to illustrate and improve self-awareness amongst the individuals, as also mutual understanding between individuals within a group.

The workshop emphasised the importance of trust, value, support and respect which one could earn from one's customers

merely by performing one's task appropriately. Further, the workshop laid importance on communicating assertively and resolving conflicts for a productive workplace.

We believe the participants have found the residential workshop invigorating and hope they will soon implement all that they have learnt at their workplace.

- Sohan Mohanty, SP HO



The second mentoring workshop was held at The Residence Hotel, Mumbai, from July 25–26, 2013. Pictured above are the 15 participants from across the country with their facilitators, Parvez Daruwala, Sohan Mohanty, Mukesh Rao and Aninda Mukherjee from Corporate HR.



Technical Training for Plant Department Personnel

In the continuous process of upgrading and nurturing technical competencies of the P&M staff and keeping them abreast of latest technologies, SPCL has been organising regular training programmes for the personnel of the plant department, starting from operators and supervisors to managers. These training sessions are being conducted at the training centres of original equipment manufacturers and in-house facilities of SPCL, with the support of faculties from manufacturers.

Concreting equipment and tower cranes constitute 50% of our equipment (in terms of value) and upgrading the knowledge levels of these assets among our staff will help us create very reliable inventories at SP sites.

Recently, two training programmes were organised on Potain tower cranes at the premises/training centre of M/s, Potain India Ltd., which were attended by 20 engineers from various sites/regions. At the training programmes, participants gained insight on the technical features of the cranes and also gathered hands-on experience along operational parameters, with the help of simulators. Some of the participants have since carried forward their learning and conducted internal training sessions at their regions/project sites, sharing their acquired knowledge with their colleagues and subordinates.

A two-day in-house training on concreting equipment was also organised at our Kolkata Regional office with the help of trainers from M/s, Schwing Stetter India Pvt. Ltd. The first day saw conventional classroom training at the Kolkata RO, and on the second day, hands-on training sessions were conducted at our TCS Project site (SPCL-L&T JV). The training included topics such as 'Hydraulic and Electrical Circuits' and 'Troubleshooting' (in related areas). Engineers from L&T (from the JV) also attended the training session.

A similar training session is being organised on SANY concreting equipment as well, at the Mumbai RO. Training of operations manpower at sites, especially on the right use of lubes and hydraulic oils, are also being conducted regularly with the help of GULF India.

Since the feedback from the participants (who have attended these trainings) has been very encouraging, we at the plant department of the HO have decided to conduct such trainings on a regular basis and dedicatedly continue with our efforts to provide well-trained P&M staff to our sites in future through regular training programmes.

- Plant Team, HO



Induction Programme held for **GET-Batch 2013-14** **Candidates**

The construction division of SPCL was enriched and enhanced by 130 new graduate engineer trainees (GETs) who joined the company on August 1, this year. The new recruits were picked up from 30 colleges, spread across 23 cities in 12 states and one Union Territory, exemplifying the geographical diversity of our engineers.

This year's batch (GET-Batch 2013-14) includes 24 female candidates. Forty-one of the total number of inductees are from the Mechanical/Electrical streams. A three-day induction programme was organised for them from August 1-3, at The Residence Convention Centre, Mumbai. The programme had three objectives:

- 1) Introducing the GETs to the organisation—it's history, culture and structure;
- 2) Introducing the GETs to the company's many operations and projects;
- 3) Easing the transition from the campus to a corporate way of life.

The programme commenced with the traditional lighting ceremony, following which Varghese Mathew (CPO) introduced the new entrants to SPCL, its history, vision, mission, lines of business, HR processes and culture. Further, J.P. Rao (Director-CMS) spoke on ethics and values and their importance in character development. Mukesh Rao (Asst. VP, Training & Dev) explained the training programme in detail, and Sohan Mohanty (GM-Training & OD) introduced the prestigious "ALDEP" programme. Prashanti Kutty (Manager-Training & Dev), described the company's Knowledge Management Systems.

Day 2 introduced the GETs to the company's many operations and processes. Ravi Mukund (from the

Hyderabad Region) gave a detailed presentation on 'MEP Services' in construction, while Neeraj Kapoor (GM-P&M) spoke about construction equipment and how they are managed. Biswajit Kumar (Sr. VP-Projects) next underlined the role of the region in our company's operations, and Sagar Gandhi (DGM-Operations and Technology) discussed 'Virtual Design and Construction'. Thereupon, Alok Srivastava (GM-Safety) and Omkar Bendre (DGM-QMS) took over to highlight the importance of safety and quality in our operations, and Budhaditya Bhattacharya (Strategy Dept) presented the company's key initiative: SPCL Way. The long day concluded with an interactive session by Mukesh Rao to summarise how a project is planned and managed.

Day 3 was focused on easing the transition from campus to corporate life. Earlier, Manford had conducted a fun session for the GETs to loosen them up, shed inhibitions and bond with each other. Our president, S. C. Dixit, had an informal interaction with the GETs, where he took their questions and exhorted them to give their best and unleash their true potential. Three senior managers from the company—Raviprakash Kunder (Addl. GM-Contracts), Prashant Mahajan (Addl. GM-BD) from Bangalore, and Vibhav Chitrao (Addl. GM-Commercial) from Pune—who were all GETs themselves once, shared their experiences, while detailing the key aspects of their respective domains. i.e., contracts, business development and commercial. Two young former GETs—Aparna (from Mumbai) and Harish Borah (from Pune), narrated their experiences during their training periods and struck instant rapport with the GETs.

The three-day session concluded with postings being allocated to the GETs, whereupon they departed for their respective regions, to commence upon their new way of life with us—an experience that we hope will be of immense benefit to them and the company.

- The Editor

We wish them all success!

SPCL Launches DET-Quality Programme

SPCL, throughout its history, has always prided in providing best quality and numerous buildings and structures constructed in India and abroad bear a testimony to this commitment to quality. It is, therefore, not surprising that projects executed by SPCL have multiplied in recent years. Such a phenomenal growth, in a short span of time, has also presented challenges which need to be addressed proactively.

One of the challenges SPCL has encountered recently is the deployment of good and experienced quality assurance and quality control (QA/QC) personnel. Experienced quality personnel are not always readily available. SPCL, along with other companies in the construction and related industries, is grappling with this dearth of good quality personnel. Quality control has been and will continue to remain one of the most critical aspects of project execution, and any inadequacies, if left unattended, are bound to impact SPCL's reputation adversely. As such, our 'Strategy Conclave', held in March this year, endorsed the proposal to augment our pool of QA/QC resources through a function-specific training programme.

A training programme for diploma engineers (DET-Quality) was thus developed. In this programme, selected diploma engineers are directly assigned to QA/QC and trained specifically to handle all quality-related responsibilities. The total duration of the DET-Quality programme is one year.

Imparting technical knowledge in the project environment, i.e., on the field, is the hallmark of this programme. In the first phase (six months), participants are trained in quality control techniques, for materials as well as workmanship, during execution. They are also acquainted with various facets of project execution (HSE, planning, stores, RMC plants, laboratories, etc.) and trained in important site activities like survey, formwork, reinforcement, concreting and finishes, with direct focus on quality. The second phase (also of six months) involves on-the-job training with project QA/QC in-charges. Regional QA/QC heads, who mentor these participants, actively take part in grooming the DETs. Our training team from the HR department is providing proactive support to this programme.

The first DET-Quality programme was launched this year, with a two-day induction programme, held from August 1–2, at Hotel Diplomat, in Mumbai. At the start of the programme, Sanjiv Deshpande (GM, Corp HR) briefed participants on SPCL and



numerous buildings and structures constructed in India and abroad bear a testimony to this commitment to quality.

processes related to the HR department, while Alok Shrivastava (Corp HSE) highlighted the importance of health, safety and environment. It was my turn next to acquaint participants with our philosophy and approach to QA/QC, including roles and responsibilities. Next, Hemant Joshi and Omkar Bendre focused on the importance of project quality control and quality management systems (QMS) respectively. This was followed by sessions on SPCL Way... processes by Budhaditya Bhattacharya, and on planning and formwork systems by Moosa Khan. The second day commenced with a lively session 'Campus to Corporate', conducted by Centum Learning, where Mr. Joerg Meyer introduced a training programme on the skills of the hand, followed by a briefing session on 'SPARK' by Monica Sawant. The programme culminated with discussions and interactions between mentors and participants.

Considering the growth anticipated in the years ahead, we plan to induct and develop good QA/QC engineers in sufficient numbers every year through this DET-Quality programme.

- Girish Bonde, SP HO



Bangalore Region Wins GETs Annual Presentation (2012-13 Batch)



The eighth edition of the much-awaited 'Annual Presentation' by GETs was held at The Residence Convention Centre this year, from August 6–7. A total of 42 GETs from all the 8 regions presented their project reports to a jury comprising Biswajit Kumar (Senior VP–Projects), Nozer Tarapore (Asst. VP–Methods & Planning), Girish Bonde (GM and Head–QAQC) and Sohan Mohanty (GM–Training and OD).

Teams from Delhi, Bangalore, Kolkata and Pune had to win elimination rounds in their own regions before earning the right to represent their regions at the finals which was held in Mumbai. Breaking from tradition, the event commenced with a behavioural workshop this year, held by Parveen Gandhi from Centum Learning. The workshop, which included several fun activities, served to boost self-confidence and motivational levels of the participants.

The 45-minute presentations were of a high standard and reflected the hard work put in by the participants. The presentations—they involved introducing 'The Projects'—laid emphasis on managerial aspects. The teams had to face tough questions from the jury, who then were faced with the far tougher task of choosing the winners.

Sohan Mohanty, meanwhile, offered useful tips on presentation skills.

After a nail biting wait, the Bangalore Region was declared the winner of the 'Best Presentation Award'—this was their fifth time in eight years! A team member, Nagendra Badigar, was also adjudged the 'Best Presenter'. The fight for the runner-up position was more intense, but eventually the Kolkata Region took the honour, making their very first appearance on the podium.

The prizes were given away by S. C. Dixit (President–Domestic Constructions) and Varghese Mathew (Chief People Officer), at a function held on the evening of August 7, which was attended by special invitees Joseph Kurien (Head HR–Bangalore), Sanjiv Deshpande (GM–Corporate HR), Shikha Banerjee (Head HR–Real Estate) and Avis Furtado (Corporate HR).

The evening concluded with cocktails and dinner. The winners celebrated their hard-earned successes as they joined others in the revelry, happy to let down their hair after two months of intense preparation.

- The Editor

Graduation of Jr. Supervisors

– Batch IV (Chhindwara)



SP E&C, in collaboration with the CII, had organised a formal graduation ceremony for the fourth batch of junior supervisors from the 'Finishing' stream at STC, Chhindwara. The programme was held on September 30, 2013, at the campus of CII Skills Training Centre, Chhindwara. A total of nine boys graduated.

Sawan Uprety, Centre Head, CII-STC, took opportunity to address the trainees at the event.

He advised the trainees that application of the skills acquired during the training was very important and would be a decisive factor at construction sites. He also laid emphasis on a cohesive approach at work, especially with colleagues. He concluded his address stressing on dedication and hard work, which he said were necessary for a bright future.

The programme culminated with Sivagopal distributing

letters of appointment to the two candidates selected by SP E&C. They were posted in the Chennai Region.

With this batch, STC, Chhindwara has trained 53 boys to date. The training of the next batch of candidates (Batch V), comprising 16 boys, has already commenced.

- The Editor

With this, the sixth batch of 81 Junior Supervisors graduated from the Supervisor Training School (STC), Kolkata; after successful completion of their 15-week training programme in Finishing, Steel fixing and Formwork streams.





HR Offsite Session held for F&A Teams

A two-day reflective session from November 14–15, saw Manthan—an aggregation of the F & A teams from SP E&C, SP EPC, SP Infra, SP Real Estate, Corporate office and Group Centre—come

together. This was the first time that the entire accounts team had met for such a session. The session was co-hosted by Mr. Bathena, Mr. Tavaría and Mr. Tahiliyani. The programme was designed,

facilitated and led by Mr. Sanzgiri (Group Centre Human Resources) with the support of his team.

- SP Group Centre

HR Offsite Session held for HR Heads



An offsite session for HR teams, Kairos 2013, was held from November 22–23. The event saw the participation of all HR heads and their respective team members, numbering over 40, from all SP group companies. The theme of the session was 'Change', which was inspired by the Greek word 'kairos' meaning 'opportune moment'. At the session, Mr. Sanzgiri, our group head, shared his thoughts

on the HR department playing the role of a catalyst to bring about change, especially when the group is on the threshold of change. He cited success stories of companies sharing resources and collaborating to create a win-win situation. He also mentioned that our promoter, Mr. Shapoor Mistry, firmly believed that HR has a pivotal role to play in taking our group companies to the next level and that HR needed to catalyse

that change.

There were learning and sharing sessions designed for all participants. However, the jewel of the crown came by way of skits by various HR teams which were well-received by all participants. On a concluding note, the HR teams and the Group Centre team shared their plans for 2013-14.

- SP Group Centre

Practice Sharing Forum

The Third Practice Sharing Forum (PSF) for the year 2013 was held on November 15, 2013, in Mumbai. The theme for this quarter was 'Human Resources and Organisational Effectiveness'. Five companies shared interesting areas of work in the HR domain.

The forum saw presentations from the following group companies:

1. **SD Corp:** Amit Shelar, HR Head, put up a presentation on 'Employee Engagement and Practices in PMS, Leave and Grievance Management'.
2. **SP E&C:** Sohan Mohanty, General Manager–Training and Organisational Development, shared experiences on the leadership development programme, ALDEP.
3. **Eureka Forbes Limited:** Patricia D'Lima, from HR, who handles the 'Consumer and Forbes Professional Vertical', made presentations on 'HR Transformation for Business Benefits', 'New Projects Undertaken by HR' and 'Development of SLT (Second Leadership Team)'.
4. **Afcons Infrastructure Limited:** Sandeep Desai, Executive Vice President, and Deepak Gaikwad, DGM-QAQC & Quality Management Systems, talked about 'Knowledge Management', especially the process, sharing their ideas on the subject.
5. **SP Real Estate:** Shikha Banerjee, Head HR, vocalised her thoughts on the mentor-mentee programme 'Find the Guru Within', where real time experiences were shared by mentors and mentees.

The quarterly practice sharing forums provide a platform for employees across group companies to network and exchange ideas on themes organised by the Group Centre team.

- SP Group Centre

Shapoorji Pallonji Wins Award for Outstanding Concrete Structure



The Indian Concrete Institute (Kochi Centre) has selected Kochi's LuLu International Shopping Mall project, executed by Shapoorji Pallonji & Co. Ltd., for the 'ICI-UltraTech Endowment Award 2013', in the 'Outstanding Concrete Structure (Commercial) of Kerala' category.

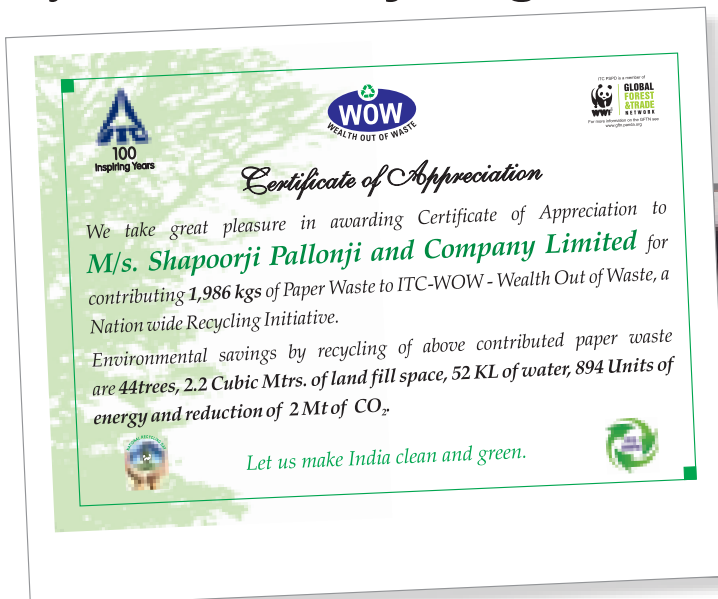
The award was presented on ICI Concrete Day which was celebrated in Kochi on September 5, 2013. The award was received jointly by Nishad (Director, LuLu), Shivaprakash (VP, WS Atkins, Architects & Consultants), and M. Sathyanarayanan (Regional Head, Bangalore & Chennai), on behalf of SPCL.

- Prashant Mahajan, Bangaluru RO

Ford Certificate



Hyderabad Recycling Initiative



The Hyderabad RO has been awarded a Certificate of Appreciation by ITC's 'Wealth out of Waste' (WOW) programme, for its commendable involvement in the recycling of waste.

We had identified ITC's nationwide WOW initiative for disposal of obsolete documents/papers which had accumulated over the years in our office. To this end, we had organised a shredder at the RO. Responding to the call, all staff Identified and segregated recyclable documents and papers during a two-day exercise, whereby a whopping 1986 kg of waste

paper was generated for recycling. In the process we retrieved nearly 300 box files for reuse. It was an effort aimed at saving energy and natural resources and reducing environmental pollution. It also helped in cost-cutting.

Spurred on by the success of the initiative, next week we plan to undertake similar exercises at other sites which are on the verge of completion.

- Aziz Tayyaba, Hyderabad

SPCL sites bag NSCI Safety Awards



Two of our project sites—Maharashtra Cricket Association Cricket Stadium (near Pune) and CMC, TCS Synergy Park, Hyderabad—have won the Suraksha Puraskar (bronze trophy) at the NSCI Safety Awards 2013. Instituted by the National Safety Council of India, the awards are given in recognition of outstanding work in the construction sector.

The awards were received by the Pune and Hyderabad teams, at a ceremony held at SCOPE Complex, New Delhi, on October 4, 2013. The Pune team was represented by S. Y. Karkhanis, John Thomas and Tushar Banekar and the Hyderabad team comprised Mohan Pillai and

Jose Kumar. The corporate HSE department was represented by the undersigned.

In addition to above, the Mantri Pinnacle site from the Bangalore region has earlier been honoured with the Uttam Suraksha Puraskar Safety award (Level 3 award), in the 'Major Construction' category, from the Karnataka chapter of NSCI. The award was received by the Bangalore team, represented by M. Sathiyarayanan, Senthil Azhagan and Satyajit Patra, at a ceremony held in Bangalore, on September 13, 2013.

Over the last four years, our sites have been consistently awarded at the NSCI Safety Awards. We have secured one

gold, three bronze and one 'Prashansha Patra' at the national level and one bronze at the state level so far.

The credit for these achievements goes to the dedication and hard work of the respective sites and regional teams and the commitment of the top management towards the HSE movement.

Let us celebrate these achievements and increase our efforts to take this HSE journey forward with many more accolades being heaped on the company in the future.

- Alok Shrivastava, SP HO



Long Service Awards 2013

25 YEARS		
1	Mr. Prafull Prabhakar Puranik	Nagpur - RO
2	Mr. Sanjay Bhaskar Patil	SP Centre - HO
3	Mr. Asgar Mazid Ansari	Delhi - RO
4	Mr. Shailesh Shrinath Yadav	Nasik - RO
5	Mr. Sharanappa Morteppa Kudari	Mumbai - RO
6	Mr. Nasruddin Sarif Ansari	SP Centre - HO
30 & 31 YEARS		
1	Mr. Chetan Shantilal Mehta	Pune - RO
2	Mr. Israr Ahmed	Bangalore - RO
3	Mr. Viraf Billimoria	CMG
4	Mr. Rajesh Prabhudas Parekh	SP Centre - HO
5	Mr. Onkardhar Nareshdhar Dubey	Mumbai - RO
6	Mr. Jitendra Ramniklal Shah	Mumbai - RO
7	Mr. Subedar Pabar Yadav	SP Centre - HO
8	Mr. Damu Bhikaji Kadam	SP Centre - HO
9	Mr. Tulsiram Buddu Bhor	SP Centre - HO
10	Mr. Anand Nivruti Kamble	Pune - RO
11	Mr. Mallesh Yallappa Kamble	Mumbai - RO
12	Mr. Basraj Ballappa	Mumbai - RO
13	Mr. Ram Govind Harnekar	SP Centre - HO
14	Mr. Pundlik Chandrabus Shinde	SP Centre - HO
15	Mr. Narendra Mhatre	SP Infra
16	Mr. Shankar Sukaji Ghadi	SP Centre - HO
35 YEARS		
1	Ms. Roshen Minocher Nentini	SP Centre - HO
2	Mr. Shankar Dattatreya Kaikini	SP Centre - HO
3	Mr. Vithal Sayaba Jadhav	Pune - RO
4	Mr. Basawaraj Hanmantha	Pune - RO
5	Mr. Ganpat Shankar Padelkar	Mumbai - RO
40 YEARS		
1	Mr. Vijay Jagannath Parikh	SP Centre - HO

The I's that Make US

Another year, another achievement, another celebration — these are the milestones that set the mood at the Annual Day of the Shapoorji Pallonji Group. Celebrated on October 18, 2013, at the Jade Gardens, Mumbai, the evening was dedicated to each and every employee who has been a part of the success story. Rightly, the theme was 'The I's that Make Us' which underlined the individuality and contribution of every employee in the growth of the SP Group.

The evening began with an extra sensory perception (ESP) show by renowned mastermind, Deepak Rao. His show, replete with demonstrations of telepathy, telekinesis, premonitions and intuitions, left the audience in complete shock and awe. This was followed by felicitation of personnel with long service records, who were awarded by our managing director, Shapoor Mistry. The ceremony had the awardees go down memory lane and reminisce about the many years they have dedicated to the service of the company. Awards were also given for outstanding performance in the construction and real estate businesses.

The evening concluded with a stunning musical performance by renowned performer Ambili Menon, with livewire dance performances to the rhythm of popular Bollywood numbers that charged the atmosphere and had everyone enjoy the spectacular evening to the hilt.

- Prashant Nihalan, SP HO







Bengaluru Office Inaugurated with Puja

The Bengaluru SPRE Regional & Sales Lounge was inaugurated on July 19, 2013. A puja was performed to inaugurate the office. This occasion was graced by Haresh Kumar (Director, Projects), Anand Rao (Regional Head) and Shikha Banerjee (Head-HR) along with invitees from SPCL and ETA, Bengaluru (our joint venture partner in this project).

The event concluded with snacks and lunch.

- The SPRE Team

SP Lauded for Air Force Naval Housing Board Project



Honourable Governor of Tamil Nadu, H.E. Dr. K. Rosaiah, presenting award and certificate for 10.5 million safe man-hours to Ravikumar (GM-Operations), in the presence of Air Marshal K.P. Nair, AVSM (Dir. General-AFNHB) and Wing Commander M.J. Bobby (Project Director-AFNHB)

The Honourable Governor of Tamil Nadu, H. E. Dr. K. Rosaiah, appreciated Shapoorji's endeavours to complete the Air Force Naval Housing Board project with due consideration to quality and within the allotted timeframe. He also commended A. Balaji (Project Co-ordinator), Arul Prakasam (Project Manager) and Mr. Karthikeyan (Construction Manager) for their contribution and dedication to the project.

Glimpses of the project:

- The project catered to the housing needs of war veterans and widows from 1962, 1971 and 1999 wars with China and Pakistan;
- It was executed in line with the Green Building concepts and as per state government norms;
- The project consists of 372 dwelling units, with common amenities like community centre, club house, in-house water treatment RO plants, Edox process STP, swimming pool and squash court.

- Elizabeth Sharmila, Chennai RO



(L-R) Mr. Kevin Duffy, Ganesan Sathyarajan, Manjunatha Rao, Shilpa Shetye, Biju Oommachan, S.K. Singh, M.D. Saini (cutting the ribbon), Hashim Malla, Prabal Kansal, Rajeev Kaul, Nigel Eckersall, Vivek Anandarajah, Seema Dhillon, Thiagarajan Swaminathan, Rohit Chourasia

SPINT Design Studio, inaugurated at Dubai

The SPINT Design Studio in SPCL's Dubai office was officially inaugurated on October 31, 2013. The event was attended by international country managers, the design studio team and colleagues from SPINT Corporate, under the leadership of M.D. Saini. Cutting the ceremonial ribbon to thunderous applause, Mr. Saini introduced the team to the company's vision as regards future growth and prosperity. The design studio has been established as part of SPINT's strategy to increase the company's Design & Build market-share and revenues in our international markets. It comprises a very talented and dynamic group of experienced professionals. Led by Biju Oommachan (General Manager-Design), the facility has already been effective in key areas such as business development, design management, concept design, value engineering and BIM, among other specialist capabilities. With key focus on the hospitality, healthcare, residential and commercial sectors, SPINT anticipates significant growth and continued success in our key international operating areas, specifically the Middle East and Africa.

- SPINT, Dubai

Seminar on **Lean Construction** held in Hyderabad

A seminar on 'lean construction' was held in Hyderabad, where Sridhar Vishwanathan (VP, Hyderabad Region), who attended the seminar, spoke on 'Lean Construction - A Case Study in Implementation'. The subject mainly dealt with how lean tools can be used in the planning and monitoring of a project, to make faster deliveries and reduce wastage and delay, thereby reducing overhead costs. Thus, lean construction can improve planning and execution in the construction space and help reduce waste. To bear this out, a case study of the Hospira Project was presented which was followed by a question-answer session.



Sridhar Vishwanathan addressing the audience

Shapoorji Pallonji Foundation:

Creating a Sustainable, Responsible Business

Solidarity in Times of Emergency

June 2013: Massive cloudbursts caused severe flash floods and landslides in different parts of Uttarakhand over two days from 15–16 June. The scale of the disaster was unveiled only a few days later as reports of damage and destruction started pouring in. Hundreds of lives were lost, people were reported missing or wounded, life stock was lost, buildings were completely destroyed.... The fury of Mother Nature shocked the country and the world. Photographs and news bulletins haunted us for days on end. The system responded to the massive emergency and did whatever was possible to rescue stranded tourists and pilgrims, but for the local communities living there, the nightmare still continues.

Many volunteers from all over the world have come forward since, expressing solidarity and support for the victims, and some of them are still working hard to provide relief to the affected.

The SP Group too swung into action within days of the disaster. Based on a personal appeal for help from our chairman, Mr. Shapoor Mistry, and the senior management, our group company, Aquamall Water Solutions, based in Dehradun, immediately approached the district administration (DA) with offers of help to the stranded victims. The DA requested for aid in kind—in the form of emergency medicines, food supplies, warm clothing, etc., which the Aquamall team procured within days, loaded them onto trucks and rushed to the Dehradun airport, to be airlifted to the affected areas.

But, we did not stop at that...

While most of the rescue operation was focussed on the Kedarnath Valley, the loss of life, property and infrastructure was massive in other parts of the state too such as Pithoragarh District, where Darna Valley (in the Dharchula block) and Malla Johar and Madkot regions (in the Munsyari block) were severely impacted by torrential rains and overflowing rivers. While Uttarakhand gathers its wits and resolve to address the immense damage caused by the tragedy, it is now imperative to support the affected families of the Pithoragarh area.

Across all SP group companies, an appeal to help was circulated accordingly and employees invited to contribute. Within days of the circular reaching them, SP-ites rushed with offers of help. The employees of SP E&C, along with their colleagues from SP RE, SP EPC and SD Corporation have together contributed a grand sum of ₹ 17, 80,155. Contributions are also



pouring in from SP E&C's international sites (viz., Ghana, Gambia and Iraq), the SP Infra Group, the Sterling Wilson Group, and others.

SP's contribution is being used to support an Uttarakhand-based NGO, Himalayan Environment Association (CHEA), which has been working in Uttarakhand since the past two decades, mainly on environment preservation, preservation of local vegetation species and providing livelihood options to hill tribes. When this tragedy struck, their field staff swung into action for relief and rehabilitation work, together with the local administration.

CHEA has extensively surveyed all the affected districts and reports that the state government, together with various voluntary organisations are engaged in providing relief to affected population, with emphasis on food, articles and clothes. However, some key issues relating to the rehabilitation of these villages still need to be addressed, which is where our contribution will be useful. They include:

1. Provision of solar lanterns to most affected families. The purpose of such support has become a prerequisite as the entire infrastructure has broken down and electric lines badly disrupted, and it will take a long time before proper lighting is restored. Further, the lanterns will be of permanent use and could facilitate the affected families in carrying out various activities with ease. In addition, solar street lights will also be installed in a few locations.
2. Most of the houses have been damaged, and it is not possible to rebuild the structures immediately. In view of the approaching winter, which is likely to bring snowfall and adverse climatic conditions, the prevailing situation will worsen. Thus, tenting material such as canvas and tarpaulin sheets are slated to be provided to poor families, for protection from rains and snow.
3. Water filtration processes have been proposed at 8–10 central locations, to ensure availability of safe

The system responded to the massive emergency and did whatever was possible to rescue stranded tourists and pilgrims

drinking water, as existing facilities have almost been ruined.

4. Medical facilities, through health camps and provision of medicine kits, have been proposed as support activity.
5. In some areas, 40–50 sanitation units (toilets) have been proposed—under hygienic conditions.

The local administration as well as public representatives will be involved in making sure that support is rendered to the needy. A detailed report including a list of beneficiaries, photos and responses from beneficiaries, the local administration and public representatives will be shared with the company in the next 3–4 months.

a step further, SP—as a corporate entity that is strongly committed to preserving and nurturing our green cover—has undertaken a massive tree planting exercise at Sheopur village, near Alibaug, Maharashtra. This monsoon, we have planted nearly 80,000 trees near this village, with the help of local communities and the local 'Van Panchayat Samiti'. The location of a suitable plot for planting such a large number of trees was done in association with the local district administration and the panchyats, in the summer of 2013. The site that was finally selected is a beautiful mountainous area, with a large natural lake in the vicinity (to ensure water is easily available).

Once the site was identified, necessary clearances and approvals had to be taken for planting trees (from the local forest committee, the district forest authority, local gram panchayats, etc.)

The local inhabitants were next taken into confidence and the advantages of tree planting and having a good forest cover were explained—so that we have their support and commitment. They were explained how the green cover would bring good rainfall, provide a lush grass cover for their cattle and also provide direct employment to them. Locals were used to clear the lands and do other preparatory work. Tree species which are native to the region (awla, kaju, chinch, etc.) were next selected with the help of our in-house horticulture expert, Kishore Ambekar.

Planting began after the first rains in end-June and all local community members were involved in the exercise—with the supervision and monitoring process being supported by local gram panchayat administrative teams. Due to torrential rains in June–July, some of the saplings were destroyed and had to be replanted. Communities were made aware of the negative effects of grazing and educated that they should not let their cattle graze in the planted zones. Each plant has been numbered and all records are being maintained, so as to facilitate future surveys on the status of the saplings/trees.

The monsoon of 2013 thus saw the first seeds of a mighty forest being planted which we hope will enrich the land with a greener, more diverse cover for future generations.

We remain indebted to Adil Daruwala, Philip Joseph, Mr. Meherwan, Mr. Arzan and Kishore Ambekar, who have been the stoutest pillars of this afforestation initiative.

Health Camps and Medical Support for Site Workers
In a bid to offer medical support to site workers and their families, health camps were organised at various sites. Here's an update by some of our colleagues from various sites:

Disaster Affected Areas of Pithoragarh District					
Sl.	Revenue Village	Gram Panchayat	Development Block	Households (nos.)	Affected households
1	Kuta Chaurani	Kuta Chaurani	Didihat	32	15
2	Madanpuri	Madanpuri	Didihat	17	17
3	Kulekh	Kulekh	Kanalichchina	8	8
4	Aultari	Aultari	Kanalichchina	10	10
5	Jamtari	Jamtari	Kanalichchina	36	36
6	Kimkhola	Kimkhola	Dharchula	59	40
7	Gainagaon	Gainagaon	Dharchula	16	16
8	Chifaltara	Chifaltara	Dharchula	12	12
9	Bhagtirwa	Bhagtirwa	Dharchula	9	9
10	Kalika	Kalika	Dharchula	26	26
11	Choribagar	Chchoribagar	Dharchula	73	45
12	Tidang	Tidang	Dharchula	43	-
13	Dugtu	Dugtu	Dharchula	101	-
14	Jauljivi	Jauljivi	Dharchula	19	10
15	Baluwakot	Baluwakot	Dharchula	12	12
16	Chcharchchum	Chcharchchum	Dharchula	22	22
17	Khet/Jamku	Khet/Jamku	Dharchula	23	23
18	Sobla	Sobla	Dharchula	32	32
19	Pangu/Baiku	Pangu/Baiku	Dharchula	120	65
20	Himkhola	Himkhola	Dharchula	37	-
Total	707	398	Dharchula	23	23

Villages 1–9 (shaded) represent the Van Raji community which is on the verge of extinction. Currently only the above households represent the tribe. Of the 398 households, 180 have been affected badly—in terms of housing—and have been cut-off from main towns. Though relief—by way of food articles, medical facilities and shelter—has been initiated, most of the villages continue to be bereft of electricity. This is because of extensive disruption of power supply lines which could take one to two years to be fully restored. Immediate shelter is also urgently needed, as most homes are badly damaged and rebuilding being contingent upon funds being released, etc., is likely to take time.

Sustainability@SP Takes a Leap in Environment Preservation

The last issue of We@SP (April–June 2013) proudly spoke of the many SP Forests that are being created and nurtured at our various construction sites. Taking





Bhavnagar, Gujarat: A vaccination and routine immunisation camp for workers' children was organised at Bhavnagar, Gujarat, together with the local public health centre (PHC). Tetanus injections were also given to workers.

- Nilesh Lalitbhai, BECL, Bhavnagar



Bhubaneshwar: A free eye check-up camp was organised for workers at a Bhubaneshwar site with the help of doctors from the prestigious L V Prasad Eye Hospital. A total of 239 workers were checked at the camp. Two cases of cataract were identified and 27 workers were prescribed glasses. The initiative was appreciated by both the client and the labour contractor.

- Aziz Tayyaba, Hyderabad RO



TCS, Adibatla: The staff of the TCS, Adibatla site, Hyderabad, volunteered to donate blood at a blood donation drive. They collected 29,250 ml, i.e., 65 units of blood. A part (30%) of the blood collected was slated for donation to patients in government hospitals—the ones who require them the most—and patients suffering from thalassemia, or other disorders, free of cost. With 65 units, we reckon we have helped at least 65 children for a month.

- Pradeep and Aziz Tayyaba, Hyderabad



Indian Independence Day Celebrated at SP-Ghana

As part of our CSR drive, Shapoorji Pallonji Ghana Ltd. donated food and household items to the Jirapah Orphanage, located in the Upper West Region of Ghana, on India's Independence Day (August 15, 2013). Staff members Clement Taffah Tetteh (Liasion Officer) and Manoj Bhatia (Account Officer) travelled the long distance from Accra to the Upper West Region to hand over the items. Because the orphanage is far away from Accra (868 km), most companies are reluctant to provide support or aid to it.

- Shekhar Koli, SP-Ghana

'Helping Hands' Initiative by Eureka Forbes' Forbes Pro Division

The Forbes Pro team has now adopted a 'Quarterly Volunteer Day' wherein a day is earmarked every quarter for employees to volunteer to visit, share and spend time with a charitable organisation, orphanage, etc. This programme saw initiation after suggestions were made by the employees themselves to have a regular programme for 'Giving'. In the past two quarters (April-June and July-September), teams from the head office and regional and branch offices have visited schools for the mentally challenged, shelters for street children, orphanages for HIV afflicted children and the like. During these visits, employees take their contributions such as medicines and food items to the inmates and also spend quality time with them.

(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)

Joy of Giving 2013

Now in its second year, the Joy of Giving festival is a weeklong programme celebrated at Shapoorji Pallonji, where employees volunteer, share and contribute their time, both in terms of cash and kind with the underprivileged. In our busy everyday lives, we rarely have the time to be able to contribute towards the welfare and improvement of the not-so-fortunate. Joy of Giving provides with such an opportunity.

The festival was celebrated from October 15–22, 2013 this year across some of Shapoorji Pallonji's group companies. It stood out yet again with generous employees from various offices and sites exemplifying the spirit of giving by putting up 'Joy of Giving' boxes and posters. Employees deposited stationery, books, toys in the boxes... all for a good cause.

Across the group, nearly 700 employees participated in the festival with which we were able to reach out to over 1100 not-so-fortunate children, the elderly and differently-abled. But beyond everything, it was the spirit of togetherness, of giving and sharing, which all SP-ites displayed in abundance.

Here's how the day was celebrated across various sites/offices/regions:

SPEC Hyderabad dedicated the week to caring and sharing. The regional office staff visited a Zilla Parishad school and distributed shoes, notebooks



and sweets to children. Staff from the IRL site visited an old-age home and distributed blankets and rice to the inmates. The AKES site distributed toys and fruits to the crèche at the SPEC site. The Phoenix site visited an old-age home and distributed food grains and clothes. The staff of the Berger Paints site visited a school for the blind and distributed clothes and fruits to the children. TCS Bhubneshwar and Mindtree contributed cash; they later visited an orphanage where they distributed stationery and toiletry. Staff of the TCS Adibatla site distributed clothes and sweets to an orphanage.

Some sites conducted blood donation drives. The number of employees who volunteered from different sites/offices were as follows: Samalkota – 24 donors, Hospira – 67 donors and Hyderabad Area – 77 donors.



The employees of SPEC, Bangalore

visited various organisations. They contributed cash and also collected food, provisions, stationery, toys, soaps, washing powder, bed sheets and shared them with ashrams, homes for the disabled and old-age homes.

The staff of the Tata Iris site visited the Samarathanam Trust for the Disabled, Dharwad, and the DLF staff visited Anandashram, a home for disabled and destitute children. The staff of the BARC site visited Ajitha Ashram, an orphanage. The staff from the regional office visited the Friend-in-Need Society which runs a home for the aged. They handed over their contributions which was followed by tea and a game of bingo, with prizes for the winners.



The SPEC RIL, Jamnagar site had organised a visit to an organisation that works with underprivileged children and distributed items collected by the employees.



The SPEC–North region's

participation was very enthusiastic with the regional office and project sites taking time out to visit institutions and orphanages and donate items. The team from the regional office visited an orphanage and shared items like groceries and stationery. The Shiv Nadar school site visited a school for slum children and donated stationery and planted saplings. The Tata Motors, Pantnagar staff visited a school for orphan girls; they spent time with them and distributed sweets and stationery. The DLF, Lucknow team visited a government school, distributed a "Happiness Pac" consisting of



stationery and food items and played games with the children. The M3M Urbana and Tata Housing, Gurgaon teams visited an orphanage and a home for mentally and physically challenged children. They shared food

items and played games with them. The RDPL and Shilas teams from Gurgaon visited their own site's school-cum-crèche, met the children and distributed gifts among them. They also planted trees. The employees of the National Trust for Handicapped, Delhi visited an old-age home and donated groceries, blankets and medicines. The EMMAR MGF team visited their own labour camp and spent time with the families. The team from the JP Greens site visited the site's school-cum-crèche and distributed items to nearly 150 children. So did the Godrej Frontier Mannesar team who visited their own site's school and donated various items.

SPEC Chennai team led by HR visited government school, spent time with children, hosted on the spot competitions and motivated students to study well and aim high for their future.

At SP Centre, Eureka Forbes HO and Sterling Wilson HO, NGOs were invited to put up an exhibition for Diwali products and handicrafts. The wares they exhibited found ready and eager buyers among our employees. Sales were brisk, footfalls high and the NGOs were amazed by the generosity displayed by SP-ites. Further, items contributed by employees of all Mumbai offices of SP were shared with organisations that work with street children and also an orphanage and a shelter for homeless children.

The SP-RE Mumbai team decided to go a step further:



they visited an *ashramshala* that SP has adopted. It houses 320 tribal children and is located in the interiors of Raighad district, Maharashtra. After a long journey, the team reached the school and distributed books, pencils, food items, games and equipment that they had collected. The team spent close to four hours with the children, playing team games, sharing stories of encouragement and in general making sure that they had a good time. Later the items that they had brought were shared with the children. SP also shared the festive spirit by distributing Diwali gifts to each and every child, the teachers and the principal and staff members of the *ashramshala*.

The SP-RE, Bangalore team conducted a blood donation drive. They also sponsored 22 children for the midday meal programme run by the Akshaya Patra Foundation.



SD Corporation organised a health camp at one of the project sites in Mumbai, where 173 persons were checked. Around 11 were identified with the need for cataract surgery. They were attended to over the next few weeks.

At Eureka Forbes' branch offices, employees devoted their time to visiting various organisations and spending time and sharing experiences them. In fact, at Forbes Pro (a division of Eureka Forbes), the Joy of Giving festival has become a quarterly programme, where half a day is dedicated every quarter to being with the underprivileged.

Medical Camp at Hindupur, Berger Paints Sites: Free medical camps for labourers were organised in November at the three sites of Hindupur—Berger Paints, British paints and Seaward—where a total of 130 labourers were examined and free medicines distributed. A very small but positive step towards health and safety...

At Shapoorji Pallonji, a small seed called Joy of Giving that was planted a couple of years ago, has now blossomed into a wonderful programme which is being nurtured and supported by all!

Government School Adopted and Inaugured at TCS, Adibatla Site

At our construction sites, one of the best ways to leave behind a legacy of SP's philosophy of 'sharing and caring' is by adopting an existing institution like a school/orphanage, or through the SP Forests (our contribution to increasing the earth's green cover).



At one of the sites in Hyderabad, the site team approached a nearby government school and offered to construct a dining hall and girls' toilets, both of which were a necessity. On November 14, (Children's Day), the facilities were gifted to the school at a formal inauguration that was attended by Mr. N.D. Tarapore, Mr. Tribhuvan and Mr. Ananyo, along with the site's staff and the school authorities and children.



A water purification plant was installed and commissioned at the TCS, Adibatla site to provide safe drinking water to labourers and employees



The Indian Flag Rises! Jehan Daruvala Claims British Championship Title

Sahara Force India Academy driver Jehan Daruvala (son of Khurshed Daruvala, CEO, Sterling and Wilson) showed the composure of a champion to claim the British KF3 Championship. Daruvala fought his way against rival Daniel Ticktum in a battle that went down to the wire in the fourth race of a rain-soaked weekend at Sherington, a track that has seen legends like Nigel Mansell and Jenson Button among its previous conquerors.

Jehan is the first and only Indian driver to ever win a British Karting Championship which puts him in the record books. Coach and mentor Terry Fullerton—who was crowned British Champion on this very track 45 years before his protégé—was full of praise for Daruvala. “Jehan had to overcome very difficult and testing wet conditions, as well as a strong challenge from his more experienced team mate Ticktum, who as the British MSA Cadet Kart Champion in 2011, was an incredible opponent. It was an historic achievement,” he said.

Jehan, who was surrounded by his family and friends on the day, couldn't contain his happiness after stepping on the podium to receive his trophy. Jehan will be flying back to India to attend the 2013 Formula One Airtel Indian Grand Prix with the Sahara Force India team to celebrate this historic achievement in his home country.

*Congratulations
Jehan!!*

Canada Pension Plan Investment Board and Shapoorji Pallonji Group Enter Into Strategic Alliance

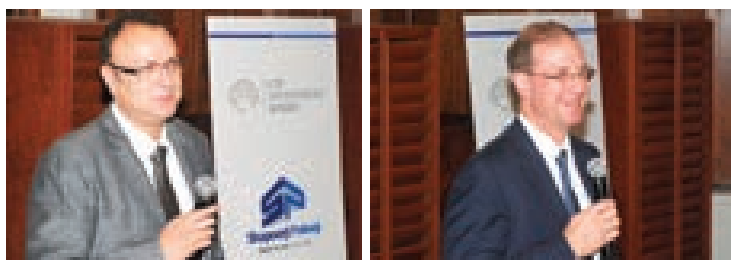
Canada Pension Plan Investment Board (CPPIB) and Shapoorji Pallonji Group have formed a strategic alliance to acquire FDI-compliant (foreign direct investment compliant) stabilised office buildings in major metropolitan areas of India. CPPIB will own 80% of the venture, with an initial equity commitment of US\$200 million. The venture will target FDI-compliant office assets that are substantially leased to prominent tenants, with scope for value-add returns from active asset management.

Canada Pension Plan Investment Board (CPPIB) is a professional investment management organisation. Headquartered in Toronto, it is governed and managed independent of the Canada Pension Plan and keeps itself at arm's length from governments. On September 30, 2013, the CPP Fund totalled C\$192.8 billion, of which C\$22.0 billion represented real estate investments.

An event was held on November 27, 2013, at the Taj Mahal Hotel in Mumbai, to celebrate the alliance which was hosted by Shapoor Mistry and attended by Mark Wiseman (President & CEO, CPPIB), Mark Machin (President, CPPIB Asia Inc.), along with the senior management team of the SP Group (including Jimmy Parakh), international property consultants, various real estate development companies and the entire team from Shapoorji Pallonji Investment Advisors (a SP Group company). The platform will be managed locally by the Shapoorji Pallonji Investment Advisors team, led by Rajesh Agarwal.

“We are delighted to be partnering with Shapoorji Pallonji to launch our first real estate venture in India, focusing on stabilised office properties in major urban centres,” said Mark Wiseman, the president and CEO of CPPIB. In response, Shapoor Mistry said, “We are pleased to be entering into this strategic alliance with CPPIB as a like-minded long-term global investor.”

- Ajay Punjabi, SP Investment Advisors





THE GOAN GETAWAY

The hectic lifestyles we lead demand a break from time to time to refresh and rejuvenate ourselves, and what better opportunity than a long weekend for a much-needed getaway. The Eid holidays provided with one such opportunity, and as soon as we realised that we could get away from the city for a few days, we decided to make a trip. I was accompanied by two school friends—one a doctor and the other, an investment banker. A trip with friends is always a different experience, and there is no place better than Goa for such a trip. And so things were finalised and Goa it was! We booked our train tickets accordingly and reserved rooms at the Club Mahindra Resort, at Varca Beach, Goa.

We took the Mangalore Express from CST Station on the night of August 7, 2013, and with that our journey began. The Goan spirit was thick in the air with most of the passengers headed for Goa to spend the long weekend. We reached Madgaon (station) the following morning amidst a slight drizzle. Heading towards the resort down the long winding roads, lined with palm trees and all the greenery fresh from the drizzle, we already knew we had a wonderful weekend ahead.

Varca is situated in Southern Goa, about 10 km from Madgaon railway station. Club Mahindra Resort, where we had booked our rooms, is located very near to the Varca Beach. It has two large pools and villas built in the distinctively Goan architectural style that make it resemble a typical Goan village nestled in the shade of numerous trees. We reached there well in time for breakfast. Post the sumptuous breakfast, we checked into our pool-facing room. After an afternoon's rest,

we decided to visit nearby places in the evening. The only disadvantage of being in South Goa is that it is far away from North Goa where most of the tourist hotspots are located, and that necessitates several hours' travel. So we headed to the most famous beach of South Goa: Colva. This beach is often referred to as 'Silver Sands Beach', and with good reason; its soft white sands and inviting cool breeze make it a perfect place to watch the sunset. As the sun began to set, the sky was filled with hues of orange and red which finally turned purple. The sight was breathtaking! We next headed for dinner to the famous eatery, Martin's Corner. Martin's (as it is popularly known) is in Betalbatim Village. The place specialises in Goan food and is said to be Sachin Tendulkar's favourite in Goa. The 'Goan Fish Curry' here is a must-have. Most Goan restaurants are known for their live music, and the unique experience of having dinner while being serenaded by lovely Goan musicians is such a joy! Once back at the resort, we took a walk around the trees and sat by the pool, before retiring to our rooms for the night.

The next day was Eid. We hired a vehicle, had an early breakfast and left for our tour of North Goa. Our first stop, Ponda, is famous for its temples, and the first we visited was the Shantadurga Temple. Built in 1738, it is dedicated to Goddess Shantadurga, who mediates between Lord Vishnu and Lord Shiva. The temple complex is at the foot of a hill and is surrounded by lush vegetation. There is a main temple and three smaller temples dedicated to other deities. The pillars and floors are made of 'Kashmir' stone. The next temple was Shri Mangeshi Temple, in Mangeshi

Village. The 400-year-old temple is dedicated to Lord Shiva and stands out with its simple and elegant structure. It is noted for its pillars which are considered the most beautiful in Goa. A beautiful seven-storeyed *deepstambha* or lamp tower stands at the gates of the temple complex, and there is a magnificent water tank which is believed to be the oldest part of the temple.

Our next stop was The Basilica of Bom Jesus, in Old Goa. Churches are an integral part of Goa and a visit to at least one was an absolute must. Old Goa Church, as it is commonly referred to, is a UNESCO World Heritage Site, and is famous because it houses the mortal remains of St. Francis Xavier. The basilica was built in 1605 which makes it one of the oldest churches in Goa as well as India. The body of St. Francis Xavier is kept in an ornately decorated silver casket to the right of the altar. There is also an adjoining art gallery with paintings of scenes taken from the life of St. Francis Xavier. Having invoked the blessings of the divine, we proceeded to other attractions of the trip.

By the time we left Old Goa, it was late afternoon. We headed towards Fort Aguada, at the Sinqueirim Beach, near Candolim village. The fort was constructed by the Portuguese in 1613 to guard themselves against the Dutch and the Marathas. A four-storey Portuguese lighthouse stands in the fort which was erected in 1864 and is the oldest of its kind in Asia. The fort, once the grandstand of 79 cannons, is divided into two segments: an upper part which acted as a watering station and had a lighthouse and a secret passage through which one could escape during sieges; and a lower part that served as a safe berth for ships. The upper level offers an exhilarating view of the Mandovi River. This is the most popular fort in Goa and many films (*Dil Chahta Hai* is one of them) have scenes that were filmed here.

Our next stop was Calangute Beach, a favourite among tourists. After the long, tiring walk across the Aguada Fort, the beautiful sunset and cool breeze at Calangute Beach helped us relax. We sat at the famous Souza Lobo restaurant and watched the sun melt into the sea. Having replenished our energy levels, we then headed to Baga Beach where we shopped on the streets and had dinner at a beach shack called St. Anthony's. It had candlelit dinner tables on the beach and karaoke music. My friends and I, having never sung at a karaoke before, were very enthusiastic about it, but hesitant and nervous. But once we summoned enough courage for it, I must admit, the rush of adrenalin and the experience of singing before the crowd was so wonderful that I want to do it again! Definitely a must-try! And so, after a delightful beachside dinner and our karaoke experience, we headed back to the resort. We woke up late the following morning and being completely exhausted from the travels of the previous day, decided to spend the day resting. So we lounged around in the pool and strolled on the

Varca Beach, watching another beautiful sunset, before hurrying for a dinner of kebabs and biryani in celebration of our memorable Eid weekend.

Goa is very scenic and beautiful during the monsoon, but the only drawback is water sports are not allowed from June to September for safety reasons. Not being able to take part in any water sport was our only regret. Nevertheless, it was a holiday that left us with fond memories, even though it went by much too quickly. The final day (August 11) was spent aboard the Mandovi Express which brought us back home fully revived and recharged to take on the hectic pace of Mumbai life once again. But we have decided to definitely make another trip sometime soon.

So, Goa, we'll be back! And soon!

- Valerie Miranda, Mumbai RO

स्वतंत्रता दिवस

सारेग सारंग से या वो स्वतंत्रता की जंग में,
पकड़ा गया था वो हिन्दुस्तान पर स्वतंत्रता के जंग में ।

बहुत सी और स्वतंत्रता का इन्तजाम था उन में,
मान-पर-मान था उनके सिर में ।

माने से कभी नहीं हुआ था वो मजबूत,
वो और कोई नहीं था, वो था हमारा स्वतंत्रता ।

हमने वो प्यार और पीसे से किया है सब,
कभी नहीं नीनेगा तुम लोग तुम्हारा देश सब ।

मन हुआ स्वतंत्रता को सब के ये दुनियां को, तुमने क्या किया,
हैं माने माने तुम्हारा कभी माना है क्या ? तुमको नहीं मिला ।

हिन्दुस्तान है वो मानने मानने सब,
हम वो नहीं ही तुम लोग भी सब ।

मन मिलने से हम सब को क्या मिलेगा,
कम कम एक ही माने वो दुनिया मिलेगा ।

बहुत भाव, प्यार भाव वो स्वतंत्रता की भाव का पल्लव देने से वो लोग,
मन जालि धर्म विचार स्वतंत्रता का महारत से मन दुर्जन का दिने से बहुत लोग ।

मनस सहीसे ने किया था भाव माना वो मानस,
पीसे हुने तुम सब हैं कभी वो सब देना बहार ।

कम मानस हूँ उन सहीसे को,
मन से सुकसा पकड़ा है मानस सिर को ।

खेच था भाव मी को बनावेन सब जालि धर्म का एक ही मीन,
कभी सुनेगा भाव माना का सचि से पैर का मंजोर ।

बहुत हो गया बनावना, निदुरता, बनावना, बनावना, बनावना, उबला, बनावना और बनावना,
मान के साथ उबला, निदुरता, सुनिमान, बनावना, बनावना और बनावना ।

उन दिन सही हमारा देना मानस,
हमारा देना के बनावे लोग देने हम दुनिया को सब ।

मानस कमा हूँ बनावना से, देना से या वो कोई मानस या बनावना,
बनावना के मान माना सब हूँ से दुनी स्वतंत्रता दिवस ।

शशधर आर. पास
(एम. पी. सी. एस.)
राजस्थान
15th Aug. 2013

Congratulations



Master K. Karthick,
S/o Mr. Muniyandi Kalirajan,
Bangalore

Class 10th
91.5%
2013



Master Srikanth P.Y.,
S/o Mr. Mahadeva Sarma,
Bangalore

Class 12th
90.8%
2013



Ms. Nikita,
D/o Mr. Haresh Kumar
(SPRE, Mumbai)

Class 12th
92%



Ms. Manashvini,
D/o Mr. Ratna Keshavalu

Class 12th
95%

**You Make
Us Proud**



Ms. Jinal Baxi,
D/o Mr. Rajesh Baxi
(SPRE, Mumbai)

Class 10th
92%



Ms. Apurva Vasan,
D/o Mr. S.S. Vasan
(SPRE, Bangalore)

Class 12th
83%

Master Vishnu Gopal,
D/o Ms. Priya Gopal
(SPRE, Bangalore)



Class 10th
93%



Class 12th
93%



Ms. Shriya Samant,
D/o Mr. Sanjay Samant
(SPRE, Mumbai)

Class 10th
92%

Master K. Ramachandra Gowtham,
S/o Mr. K.V.K.S. Subrahmanyam
(SPRE, Chennai)

Magazines of some SP Group companies



You can contact the editorial team at we@shapoorji.com
in case you are interested in receiving them



Disclaimer: We@SP is for private circulation only. The views and opinions or implied herein are of the contributors and may not necessarily reflect those of SPCL or Spenta Multimedia. Material in this publication should not be reproduced, in part or in whole, without the consent of the SPCL or Spenta Multimedia. Unsolicited articles and transparencies are sent in at the owner's risk and SPCL or Spenta Multimedia accepts no liability for loss or damage.

