



Main Feature

Vivanta by Taj Project, Guwahati

Safety

Environment Management Award 2014

Happening

GET Assignment Presentations

editorial

The north-eastern region of India is an area of immense natural beauty and cultural diversity. Home to India's famous one-horned rhinoceros, it also prides itself for its treasure trove of sanctuaries that not only teem with life but also shelter and protect the majestic rhino and rare endangered species of primates. Coursed by the mighty Brahmaputra, it also has the wettest spot on earth: Cherrapunji. This mystical land, however, to all intents and purposes has been outside the gaze of the rest of the country. But all that it is about to change!

The new government has brought the region under sharp focus with more investment and greater intent to improve its infrastructure, especially roads and railways. Taking cognisance of this, Shapoorji Pallonji – Engineering and Construction (SP E&C) has chipped in too by constructing the region's finest hotel, The Taj Vivanta, in Guwahati, whereby it has established its reputation in the region as builders par excellence. The project has also been a reflection of our capabilities with our scope of involvement in this 'Design and Build' project spilling over to provision of soft furnishing and cutlery too!

Yet another proud moment for our company was when it was chosen for the prestigious 'Golden Peacock Award' for Environment Management. The award was in acknowledgement of our outstanding success in managing, sustaining and enriching our environment with such initiatives as SP Forest, bio-toilets, bio-chulhas, use of solar energy at labour camps, among others. The initiatives are the brainchild of our chairman and managing director, Mr. Shapoor Mistry, who takes a deep and personal interest in environmental issues. Kudos to our HSE and project teams for bringing these wonderful ideas to fruition!

A lot has been happening on the training front as well. We have inducted new batches of GETs, DETs, PGMTs, ALDEPs, and for the first time METs (Management Engineering Trainees from IITs). This new, young, energetic and very talented pool of engineers is sure to enrich our organization! We also launched a new leadership programme, LeAP, for our middle level managers. With this programme, we cover the developmental needs of every cadre in every function of our company, right from workers and supervisors to engineers, officers and managers.

new projects

- 1) Construction of GMERS Medical College with attached 300-bed hospital in Vadnagar, Gujarat, for Commissionerate of Health, Project Implementation Unit.
- 2) Expansion of Fortis Hospital, Bangalore, for International Hospitals Ltd.
- 3) 'Urbana Pavilion' multistoried residential development for Ozone Developers Bangalore Pvt. Ltd., at Devanahalli, Bangalore.
- 4) Civil and allied structural works of Rohtak Plant Expansion Project, Rohtak, for Asian Paints Ltd.
- 5) Construction of Grand Hyatt Residences for IREO Residences Company Pvt. Ltd., in Gurgaon, Haryana.
- 6) Turnkey design and construction of sewerage treatment plants for Punjab Water Supply & Sewerage Division No.1, Amritsar, at the North and South Zones of Amritsar, Punjab.
- 7) Architectural, civil, structural and plumbing works for Anmol Biscuits Ltd., in Bhubaneswar, Odisha.
- 8) Civil and structural works for TASL New Hanger Project for TATA Advanced Systems Ltd., in Adibatla, Hyderabad.
- 9) Construction of Main Museum building and site development and allied works for Films Division, Ministry of Information Broadcasting, Pedder Road, Mumbai.
- 10) Construction of 404 villas for Mudon Development Phase II, for Dubai Properties Group, Dubai.
- 11) Construction of cancer hospital for Mercure Health Ltd., in Lagos, Nigeria.

We also had our first batch of ALDEP graduates who have just completed their four-year course. It is a tough programme! Our congratulations to the young engineers for passing out with flying colours!

Our international division has been doing very well of late; it has bagged our biggest project ever — The Sabah Hospital in Kuwait which is worth USD 635 million (₹ 3,900 crores). We are strengthening our capabilities in the healthcare sector through collaboration with domain experts.

Finally, don't miss Abhishek's trek to Sandakphu in the Himalayas. Written with passion and feeling, it will motivate you to take to the hills. If you have had an enjoyable holiday, do write to us and do not forget those pictures. As we enter the festive season, we wish you a very happy Diwali and a very merry Christmas! Have a wonderful time with your families!

Till then, we will be delighted to hear from you at we@shapoorji.com

— The Editorial Team





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Vivanta by Taj Project Guwahati



Scope of Work

The Taj Vivanta project includes optimisation, design and construction works—comprising a basement, ground floor, first floor, transfer floor and six typical guest floors with 150 rooms—of a total built-up area of 23,078 Sq m, on a lump sum turnkey basis. The project—given its design which necessitates the build module of construction—happens to be the first of its kind in SP's hospitality repertoire. It has a variety of works, a contract value of ₹ 143.5 crores and completion time of 27 months. In addition to an assortment of rooms (totalling 150), the hotel, when finished, will have 11 public areas, including a gymnasium, a spa, a salon, an all-day dining facility, a specialty restaurant, an alfresco dining area, a sprawling banquet, etc. The project comprises five distinct packages with civil works forming the bulk.

- ★ **Date of Commencement** – October 31, 2012
- ★ **Contractual End Date** – January 31, 2015
- ★ **Initial Contact Value** – ₹ 143.5 Crores
- ★ **Revised Value (Tentative)** – ₹ 111.5 Crores

Fig1. Key Allocation in Vivanta by TAJ, Guwahati

King Room	100 Nos.
Twin Room	32 Nos.
Disabled Room	1 Nos.
Deluxe Suite	16 Nos.
Presidential Suite	1 Nos.

With its picturesque hills and rain fed valleys, Northeast India, the abode of the great one-horned rhinoceros and the birthplace of the legendary Assam tea, is indeed a tourists' paradise. Guwahati, the commercial capital and the gateway to the riches of the 'Seven Sister States' of the Northeast, always felt the need for a premium hospitality service to cater to her never-ending train of suitors. Given the ever improving prospects of the region, the stage was set for India's leading hospitality chain, Indian Hotels, to step in and participate in the development of the region. Thus, what was originally the vision of

Mr. Ratan Tata, the longstanding dream to build a luxury hotel in the area was carried forward by his successor, Mr. Cyrus P. Mistry, together with the efforts of Shapoorji Pallonji-Engineering & Construction, with which what was once just a vision saw transformation into a towering reality. And with that the Vivanta by Taj was born.

Sprawled across five acres, Vivanta by Taj is flanked by the lush green hills of Meghalaya and the fertile flood plains of the mighty Brahmaputra. Its architecture has a special reference to the rich cultural and ecological heritage of the region, apart from which it integrates all the luxuries and amenities of a premium five-star hotel.

Project Entities

CLIENT	M/s. Indian Hotels & Co. Ltd., Mumbai
CONCEPT ARCHITECT	ECO-ID
PROJECT ARCHITECT/MEP CONSULTANT	Edifice Consultants Pvt. Ltd.
LANDSCAPE CONSULTANT	PL Design Co. Ltd.
STRUCTURAL CONSULTANT	MN Consultants, Kolkata
BOH CONSULTANT	HPG Consulting
MUNICIPAL CONSULTANTS	Gautam Baruwa & Associates

Fig2. Work breakup



Scheme of Activities and Project Status

SP-E&C started the project with earthwork and excavation activities. The project soon picked pace with the first slab being cast on April 19, 2013 and the last in January, 2014. A major milestone in the scheme of events was the ‘Mockup Approval’ which was successfully done in September, 2013. As of July 2014, we are on the verge of completing all civil and architectural works. With MEP works racing ahead and interior works starting, the project has eventually entered the last leg of execution.

The project being a Design & Build type, called for the designing acumen of SP-E&C, along with conventional construction. A number of optimisations, both in terms of design and construction, are being done. As of July 2014, the RCC shell core was 99% complete, 78% of the architectural works was done and MEP works were 34% complete. The compound wall has been treated as a separate item, which till date has achieved completion of 62% of its tender value. Client billings are on percentage completion basis, and till July 2014, 19 ‘Interim Payment’ applications were raised.

With MEP works racing forward and interior works starting, the project has eventually entered the last leg of execution.



JOBS AS PER TENDER

Excavation	- 35,000 Cu m
Concrete	- 13,725 Cu m
Reinforcement	- 1,590 MT
Formwork	- 65,699 Sq m
Waterproofing	- 14,526 Sq m
Blockwork	- 5,185 Cu m
Plastering	- 57,308 Sq m
Plumbing & Firefighting	- ₹8.12 Cr
HVAC	- ₹8.15 Cr
Electrical	- ₹13.11 Cr
Interiors	- ₹16.83 Cr
Bought-out	- ₹13.43 Cr
Operating Supplies	- ₹4.55 Cr

JOBS COMPLETED SO FAR

Excavation	- 38,115 Cu m
Concrete	- 13,520 Cu m
Reinforcement	- 1,980 MT
Structural Steel	- 66 MT
Formwork	- 69,187 Sq m
Waterproofing	- 7,500 Sq m
Blockwork	- 5,041 Cu m
Plastering	- 39,120 Sq m
Facade	- 3,271 Sq m
Plumbing & Firefighting	- 65%
HVAC	- 38%
Electrical	- 31%
IBMS	- 28%

Resources and Deployment

The project witnessed mobilisation of quality manpower drawn from various areas of expertise. A current staff strength of 39, under the leadership of Abhilash Choudhury, DGM-Projects—who is Project-in-Charge—and Kalyan Ray, Addl. GM-Projects—who is Project-Coordinator—is toiling relentlessly to achieve completion of the dream project. The construction has taken 1,31,064, man-days till July 2014. We had our own CP 30 batching plant at the site, with two concrete pumps to produce and pour the concrete. In addition to a 1.5 MT tower crane, we have a passenger hoist and two builder hoists at the site.

Major Subcontractors

Being a design and build turnkey project, SP-E&C had to appoint a number of subcontractors to achieve higher professional excellence in terms quality and delivery. Currently, the following subcontractors are working at the site, with a few more scheduled to join soon.

Sl. No.	Subcontracting Agency	Package
1	Sterling & Wilson Ltd.	Plumbing & Firefighting
2	Suvidha Engineers Pvt. Ltd.	HVAC
3	Klystron Electronics Pvt. Ltd.	Electrical Systems
4	Honeywell Automation India Pvt. Ltd.	IBMS
5	Bose Corporation	AV Systems
6	Forbes Marshall	Boiler
7	IPWT Corporation	Waterproofing
8	Microsense Networks	MATV System
9	Spiralen Bio Systems Pvt. Ltd.	STP
10	Protek Trade Pvt. Ltd.	Laundry Equipment
11	Powerica Limited	DG
12	Carrier Asia Ltd.	Chiller
13	M/s. Vijay Anand & Associates	Interiors

Innovations and Achievements

- Achieved an eight-day slab cycle with conventional formwork system.
- Used stone dust for concrete mix instead of river sand. This was of paramount importance considering the fragile nature of the ecosystem of the Northeast. Further, this led to a significant lowering of the overall project cost.
- Mass backfilling below the Banquet Hall Ground Floor slab was eliminated to avoid compaction during monsoon. Instead, construction of a simple supported slab was undertaken. This saved us about 4,000 Cu m. of earth filling, thereby expediting the progress.
- Undertook ornamental groove plaster instead of ACP cladding in façade.
- Used lightweight 'Autoclave Aerated Concrete' blocks (AAC), instead of normal clay bricks for the first time in Northeast India.
- Used existing trees at the site for soft-scaping works to ensure sustainable development.
- Energy efficient design with increased utilisation of non-conventional energy sources (use of solar panels in boiler, for example) was achieved.
- Achieved more than 2.23 million safe man-hours till July 2014.
- Earned the appreciation of Vikram Choubal, Vice-President, IHCL, for quality standards adopted and rapid progress of works.

The remote location, hostile weather and shortage of quality material and manpower posed a challenge to the execution team which successfully overcame by completing the shell and core on schedule. At the very inception, the project was threatened by hostile local elements, almost bringing it to a halt. We mitigated the problems in the nick of time by partnering with the hostile elements in our ardent desire to chase the dream called 'Vivanta by TAJ'.

Conclusion

Given the team's technical excellence and commitment and continual support from the Design

In addition to a 1.5 MT tower crane, we have a passenger hoist and two builder hoists at the site.

Centre and the Head Office, we are confident of successfully delivering the project on time—while maintaining excellent standards of safety and quality, of course. Guwahati is regarded as one of the fastest growing urban centres. SP ventured into the region in late 2009. With the completion of the TAJ project, it will be able to take pride in its accomplishment and announce itself as a major contributor in the region's development. The project has been a learning phase for SP in the Design & Build module and the lessons learnt will establish SP as a leader in this new area of construction.

- Jashashwi Dey, Kolkata



New Project: Al Sabah Hospital, Kuwait



Shapoorji Pallonji Mideast LLC has recently signed a contract with the Ministry of Health, Kuwait, for the design, construction, and maintenance of the new 617-bed Al Sabah Hospital, including procurement of medical equipment and furniture. The hospital is meant to offer world-class treatment and includes:

- i) Emergency and Observation department;
- ii) Inpatient units;
- iii) Procedural units for urology, reproductive endocrinology, pulmonology, etc.;
- iv) Hematology treatment suite;
- v) Radiology department;
- vi) Nuclear medicine;
- vii) 15 surgical suites;
- viii) Laboratory medicine department for highly specialised lab medicine modalities;
- ix) Outpatient department;
- x) Central pharmacy and medical stores;
- xi) Rehabilitation treatment department including hydrotherapy;
- xii) Admin, environmental management and warehouse facilities.

This is our biggest and pioneering project in Kuwait. It has a contract value of 635.45 million USD (178.9 million Kuwaiti Dinars).

The initial design phase has been planned for six months before execution begins. The project shall be managed in-house by the Design Studio team.

Some other salient features of the project:

Employer	State of Kuwait, Ministry of Health (MOH)
SP Consultant	TRO JB
Scope of Work	Design-Build-Equip-Furnish & Operational Maintenance
Capacity	617 Beds
Duration of Project	1461 Days (48 Month) (including the design phase)
Site Area	88,710 Sq m
Built-up Area	180,000 Sq m + 85,000 Car Park and Utility
Microsense Networks	MATV System
Spiralen Bio Systems Pvt. Ltd.	STP
Protek Trade Pvt. Ltd.	Laundry Equipment
Powerica Limited	DG
Carrier Asia Ltd.	Chiller
M/s. Vijay Anand & Associates	Interiors

- SPINT Team

SPCL Bags Golden Peacock Environment Management AWARD 2014

ਭਾਰਤੀ ਸਰਕਾਰ ਦੇ ਸਰਕਾਰੀ ਕਾਰਜਾਂ ਲਈ ਸੁਰੱਖਿਆ ਅਤੇ ਵਾਤਾਵਰਣ ਪ੍ਰਬੰਧਨ ਦੇ ਖੇਤਰਾਂ ਵਿੱਚ ਸਫ਼ਰ

It is a matter of immense pleasure, honour and pride that Shapoorji Pallonji & Company Limited (SPCL), as a corporate entity, has been conferred the Golden Peacock Award for Environment Management in the construction sector.

This prestigious award, constituted by the Institute of Directors, is given to those organisations that demonstrate exceptional commitment towards the preservation and conservation of natural resources and adopt greener and cleaner practices.

The awards jury, under the chairmanship of Justice P. N. Bhagwati, Former Chief Justice of India & Co-Chairman of Justice; and (Dr.) Arijit Pasayat, Former Judge, Supreme Court of India & Former Chairman, Competition Appellate Tribunal of India & Authority for Advance Ruling (Customs, Central Excise & Service Tax) declared SPCL as the winner of the Golden Peacock Award 2014 for Environment Management, from the construction sector. In addition to the construction sector, awards were also given in 16 other categories like

Automobiles, Cements, Chemicals, Fertilisers, Education, Financial (Banking), Healthcare, Power, Steel, Textiles, Petrochemicals, etc.

SPCL competed against more than 50 applicants from the construction sector in the gruelling selection process to finally win with flying colours and bag the prestigious award—thanks to our pragmatic approach towards environment management at our sites. The fact that we have won in the very first attempt makes this award more special.

This award is largely attributed to the path breaking ideas adopted by the company such as SP- Forest, use of solar energy at our labour camps, etc., which were initiated by our chairman and managing director, Mr. Shapoor Mistry.

Moreover, initiatives like bio-toilets, bio-chulhas, grey water treatment and food waste composting—proposed by the corporate HSE team for sites—were very well appreciated by the delegates present at the awards ceremony.

Our award application had also mentioned investment in green

technologies like precast concrete elements, automatic bar bending and cutting machines, frequency invertors (in selected tower cranes), earth block and fly ash block manufacturing machines, use of advanced scaffolding systems like PERI and MIWAN, use of stone grit in place of sand, etc.

Our corporate HSE head, Mr. Alok Shrivastava, made a presentation on our environment management initiatives to all the delegates which were well-appreciated. These initiatives were published in the 'Winners Digest' released by the Institute of Directors.

The awards were presented on July 11, 2014 at Ashoka Hotel, New Delhi, by a panel comprising Lt. Gen. J.S. Ahluwalia, PVSM (retd), President, Institute of Directors; Justice (Dr.) Arijit Pasayat, Co-Chairman, Institute of Directors; Atul Chaturvedi, IAS, Chairman, Public Enterprises Selection Board; Rana Kapoor, CEO, Yes Bank; and S. Chakraborty, Chief Executive, Innovative Financial Advisors.

- Jaideep Rathore, SP HO



(L-R) M.D Saini, Alok Shrivastava and Jaideep Singh Rathore receiving the Golden Peacock Award 2014



(L-R) M.D. Saini (CEO, SPCL); S. Chakraborty (Chief Executive, Innovative Financial Advisors); Lt. Gen. J. S. Ahluwalia (retd), (PVSM, President, Institute of Directors); Justice (Dr.) Arijit Pasayat (Co-Chairman, Institute of Directors); Atul Chaturvedi, (IAS, Chairman, Public Enterprises Selection Board); Rana Kapoor (CEO, Yes Bank); Alok Shrivastava, (Corporate Head, HSE, SPCL); and Jaideep Singh Rathore (Corporate Manager, Environment, SPCL) on the dais

5th National HSE Conference (Nascon)

Continuing the practice of reviewing the HSE department's performance with the top management and regional teams, the Corporate HSE Department had organised the Fifth National HSE Conference (NASCON) which was held on July 22, 2014, at the board room of SP Centre, Mumbai.

The participants of the conference included the Corporate HSE team and regional teams, who were represented by Regional Heads and Regional HSE coordinators. Presentations on the HSE department's performance, both as a company and region-wise, were made by the Corporate HSE Department and Respective Regional Heads.

Mr. S.C. Dixit, Mr. Biswajit Kumar and Mr. P.V. Prasanth comprised the chairing committee.

Highlights by Corporate HSE Department

The corporate HSE department highlighted statistical data with its analyses. The Golden Peacock Award for Environment Management, 2014 and other achievements were shared with those present at the conference. It was noticed that the HSE department's performance curve over the last three years had plateaued, which was a matter of concern. It was suggested that in order to improve the department's performance, participation of the senior management was necessary. Three initiatives were proposed by the corporate HSE department for this:

- 1 Specifically Present at the Oddest and Remotest Territory of the Site (SPORT): During any site visit, senior members (regional heads, regional HODs and project coordinators) from the RO would visit a remote area—like the topmost slab, basement, labour camp or workshop—to inspect the work being done and the working conditions, at least once a month.
- 2 Delivering lecture (by Regional and Project Teams) on HSE, as per the following guidelines, to motivate the team:
 - Regional/Operation Heads: Minimum one lecture per month to the site team of the largest/most complex site he visits.
 - Project Coordinator: Minimum two lectures per month at the sites under him.
 - Project Manager: Minimum two lectures per month to his staff and workers.



Participants at the conference

3. Asking for Induction training while visiting the sites and calling on the site HSE officer to inquire about the most risky job under progress and steps taken by the Operations team to control the risk.

The suggestions were appreciated and accepted unanimously. Specially prepared formats for the SPORT initiative and lectures were accordingly circulated by the Corporate HSE department and Regional HSE teams, were asked to sincerely follow them and send back the formats, duly filled-in, to the HO.

Environmental initiatives implemented at various sites such as bio-chulhas, bio-toilets, SP-Forest, grey water treatment, organic food waste convertors and solar lighting for labour camps were also discussed. It was briefed that environment monitoring was a legal requirement at sites and complete and timely reporting by regions to the Corporate HSE department was essential.

Some of the important decisions taken during the conference by the chairing committee included:

- Implementing (ahead of installation) of solar lighting at labour camps, in collaboration with Eureka Forbes.
- HSE, HR and PMV departments to locate agencies in all the regions for licensing/certifying electricians. Electrical foremen could be nominated for obtaining the license.
- Standardisation of labour camps in terms of material used for construction, amenities, drainage, waste disposal, room size, electrical layout, etc.
- Standardisation of edge protection/railing.
- Formulation of a recognition policy for Best Site, Best Work Front, Best Employee, Best Worker, Best Sub-Contractor, etc., to motivate the HSE.

The conference concluded with a vote of thanks. It was decided to conduct a similar conference again next year, around the same time.

- Alok Srivastava, SP HO

Environmental initiatives implemented at various sites such as bio-chulhas, bio-toilets, SP-Forest, grey water treatment, organic food waste convertors and solar lighting for labour camps were also discussed.



Induction of Management Engineer Trainees

For the first time, Shapoorji Pallonji Engineering and Construction (SP E&C) has recruited graduates from the prestigious Indian Institute of Technology (IIT). A total of 27 candidates, including one girl, have been inducted, all of who have graduated in May this year from the Delhi, Kharagpur, Roorkee, Chennai and Mumbai wings of the reputed institution. Designated as Management Engineer Trainees (METs), they are being groomed to face the challenges of managing projects that are increasingly getting more complex in terms of scope, delivery requirements and contractual conditions. Though the METs are primarily graduates in civil engineering, there are seven post graduates (with dual degrees) and four architects among them.

The METs joined the company on July 10 and thereupon underwent a three-day induction programme at Hotel Fariyas, Mumbai. On Day 1, they were introduced to various aspects of the company like its history, lines of business, organisation structure, HR practices, etc., not to forget the all-important 'Introduction to Safety on the Site' aspect and, last but not the least, their training in the company. This was followed by a fun session 'Campus to Corporate', held by Centum Learning, which helped break the barriers between the METs.

Day 2 (July 11) introduced the METs to such key areas as Methods and Planning, Regional Operations and Project Management, Quality, Design and

Build, Business Development, Commercials and Contracts. Later, our director, Mr. Dixit, had a lively interactive session with the METs.

In a short session on Day 3, the METs were introduced to SPCL Way... Knowledge Management and innovations in fields like BIM.

The trainees have been posted all across the country. They will now undergo an extensive six-month training programme at various project sites, under the mentorship of very senior managers and will be closely monitored by a special team from the Head Office comprising Mr. Mukesh Rao, Mr. Sanjiv Deshpande and Mr. Sagar Gandhi.

We wish them all success in securing their futures with SP E&C!

- The Editor, SP HO

Induction of Graduate Engineer Trainees

Graduate Engineer Trainees (GETs), constituting Batch 2014–15, have joined Shapoorji Pallonji Engineering and Construction (SP E&C) on August 1, this year. A total of 127 trainees from three branches—Civil, Mechanical and Electrical—were recruited from 28 leading engineering colleges, spread across 15 states and one Union Territory. The batch included 17 girls.

A three-day induction programme was held for the GETs at the Residence Convention Centre, Mumbai from August 1–3.

As there were 27 Services GETs, a separate session was held for them in the first half of August 2, where they were not only taken through various services by means of a project, but also heard an ex-GET, Aniket, speak about his experiences in the company. The Services and Civil GETs, however, attended a common presentation that included the topics Regional Operations and Project Management, Safety, Design and Build, SPCL Way..., Business Development and Knowledge Management. The induction

programme concluded with two former GETs—Smita Yamgar and Ashish Kaul—sharing their experiences with the freshers.

The GETs have been posted at all the regions of the country. They will undergo a six-month training programme covering all aspects of execution, quality, project management and safety, before being assigned responsibilities.

We wish them all success for the future and a long association with SP E&C!

- The Editor, SP HO



SP E&C Inducts Postgraduate Management Trainees from NICMAR, Pune

A batch of 24 Postgraduate Management Trainees (PGMTs) from NICMAR, Pune joined SP E&C this year, on April 1, 2014. All the PGMTs have since successfully earned their postgraduate degrees in Advanced Construction Management. For the majority of the PGMTs, this is their first

employment with any organisation.

Thus, a formal two-day induction programme was organised in Mumbai with the objective of orienting the PGMTs to the SP Group, its history and evolution, its varied businesses, vision and mission. More particularly, they underwent a detailed orientation



programme to familiarise themselves with the SP Engineering & Construction Division, at which they were addressed by the majority of the discipline heads, over a period of two days.

The induction programme began with a detailed session on the SP Group, its history, evolution and lines of business. This was followed by an introduction to the human resource philosophy, the various processes of the organisation and an orientation to the organisational structure and culture.

The functional orientation programme saw a majority of

the function heads address the PGMTs, which included sessions on Quality Management Systems; Health, Safety and Environment (HSE); Philosophy and Processes; Introduction to Corporate Strategy; Plant, Machinery and Vehicles (PMV); Project Planning & Mobilisation; Contract Administration; Commercial and ERP and Associated Challenges; Construction Methods and Planning; Tendering and Business Development; Knowledge Management; and an overview of regional operations in the E&C business. To add to it all, there

was an interesting session by a PGMT from a previous batch, who spoke about his journey with the organisation. The induction programme concluded with a session on 'Training Plan', review of their training period in the organisation and their feedback on the induction programme.

I am sure that all the PGMTs have made the most of these interactions with their seniors and now have a good overview of the E&C division's business operations.

- Sanjiv Deshpande, SP HO

Induction of DET-Quality Engineers



After the launch and success of the first DET-Quality Programme last year, we now have a second batch of 33 DETs this year!

The DET engineers have been sent to various regions and are being trained especially in quality assurance and quality control techniques and will subsequently be absorbed.

The hallmark of this programme is to impart knowledge of QA/QC to these fresh engineers and make them familiar with the construction environment.

The total duration of the DET-Quality Programme is one year.

In the first phase (six months), all participants are trained in quality control techniques for materials as well as workmanship. They are also acquainted with various facets of project execution such as health, safety and environment, planning, stores, RMC plants, QA/QC laboratories, etc. They are further trained in site activities like surveying, formwork, reinforcements, concreting and finishing, with direct focus on quality. The second phase (also of six months) will involve on-the-job training with project QA/QC in-charges. The respective

regional QA/QC heads will mentor the DETs and actively take part in grooming them.

After completion of the one-year training, all DETs would work independently as QA/QC engineers and support our projects in terms of meeting quality requirements.

A two-day induction programme was conducted from August 1–2, at Hotel Diplomat, Mumbai.

The first day began with a briefing by Mr. Sanjiv Deshpande about various SPCL & HR processes. Mr. Alok Shrivastava then inculcated the importance of health, safety and environment into

the participants. The philosophy and approach to QA/QC, including roles and responsibilities, was subsequently explained by Mr. Girish Bonde to all the participants. Later, Mr. Yogesh Kulkarni focused on the importance of project quality control, while the undersigned briefed the new inductees on the Quality Management Systems (QMS) and processes. Finally, sessions on SPCL Way... and processes

were conducted by Mr. Budhaditya Bhattacharya and on formwork systems by Mr. Moosa Khan.

Day 2 started with a lively session called 'Campus to Corporate', held by Centum Learning, which was followed by a training programme on skills (of the hand) by Mr. Joerg Meyer and a briefing session on 'SPARK' by Ms. Monica Sawant.

The programme concluded with discussions and interactions

between the new batch and two DET-Quality engineers from last year's batch, Ms. Prajakta Jadav and Mr. Vaibhav Kulkarni.

Mr. Hemant Joshi too had interactions with the participants.

The two-day induction programme concluded with a group photograph.

Our best wishes to the new inductees for a bright future!

- Prashant Bhavsar, SP HO



the Residence Convention Centre, Powai. The day commenced with a behavioural training session to boost their confidence and enhance their potential. The actual contest commenced after lunch and continued on August 13.

Each team made a 45-minute presentation on its assigned project and was then grilled for another 20–30 minutes by an august jury comprising Biswajit Kumar (Sr. VP), Sohan Mohanty (GM, Training & OD), Sagar Gandhi (DGM) and Moosa Khan (DGM, Methods & Planning). The quality of presentations was commendable and evenly matched which left the judges with the onerous task of choosing the winners.

Varun Naik of the Bangalore team displayed confidence and fluidity at the presentation and walked away with the 'Best Presenter' award. For their detailed presentation of the Taj Guwahati project, the Kolkata team bagged the 'Runner Up' award (for the second year in a row). And finally, for their all-round excellence in presenting the 'M3M, Gurgaon' project, first timers Delhi made a forceful impact and bore away the 'Best Presentation' award.

Special mention must be made here of Mumbai, Hyderabad and Ahmedabad teams. While the first two were solo efforts by brave warriors Garima Gupta and Hemanth Kamal respectively, the Ahmedabad region had three Services GETs presenting an essentially civil project, Saraswati Tonwship–Dahej.

All the teams had put in a lot of hard work and our congratulations to all of them!

Mr. Dixit (Director) gave away the awards and shared his views on the future with the GETs and exhorted them to take up challenges and bring about changes for the better.

The event concluded with cocktails and dinner.

- The Editor, SP HO

GET Assignment Presentations

The Graduate Engineer Trainees (GETs) of Batch 2013–14 concluded their year-long training on July 31, 2014 and were given an opportunity to showcase their imbibitions through presentations of assigned projects. The assignment gains additional interest when it is presented as a competition between the regions.

The process commenced in May when teams (a maximum of eight GET teams were permitted) were assigned projects which they were to study, prepare reports on and then make presentations. The bigger regions—Delhi, Kolkata and Pune—had to hold elimination rounds to choose the best team to represent them in the grand finale, to be held in Mumbai.

And so on August 12, 2014, 36 GETs from eight teams made it to Mumbai to present their projects at



New Leadership Development Programme, **LeAP**, Launched



LeAP, SP E&C's new in-house leadership development programme for middle-level managers, was formally launched on August 7 this year, at Hotel Ramada, in Powai, Mumbai. LeAP, which stands for Leadership Advancement Programme, is a two-year general management programme for employees from the E003 and SM & C001 cadres, drawn from different functions of SP E&C. While ALDEP (the existing in-house leadership development programme) addresses the developmental needs of the leadership journey from 'Managing Self to Managing Others', LeAP addresses the developmental needs of the leadership journey

from 'Managing Others to Managing Managers'.

The formal launch was marked by a traditional lamp lighting ceremony by the director, Mr. S.C. Dixit. He later addressed the audience and shared his thoughts with the LeAP participants. He emphasised the importance of the learning opportunity that was being provided to a group of hand-picked employees. A motivational film on LeAP, inspired by the incredible life of an eagle in its quest to survive and extend its life, was also screened to motivate the participants. The LeAP logo, which has a majestic eagle inscribed in it, symbolises the strength, vitality and

leadership attributes of an eagle.

As part of the two-day launch workshop, all the 43 participants (constituting the first ever batch of LeAP) underwent a highly motivational workshop on 'Lead Self' which involved daring exercises like fire walking, etc. With this, the emerging leaders now look forward to challenging and exciting times in the months ahead—a time packed with case-study assignments, action learning, coaching and project-based learning.

We wish them a great future with SP E&C!

- Sohan Mohanty, SP HO

ALDEP Convocation 2014

ALDEP, SP's very first in-house leadership development programme, witnessed the graduation of its first batch of students on July 25, 2014. (ALDEP was formally launched in June 2010, at Khandala, by Mr. Cyrus Mistry, the then managing director of the company.) The graduation ceremony was graced by our chairman, Mr. Shapoor Mistry, who addressed the new ALDEP graduates, sharing his vision for the company. He spent the entire evening with the young leaders, listening attentively to them and appreciating their ideas.



An arduous selection process ranging from technical and the aptitude tests (written), group discussions, assessment and personal interviews by senior executives of the organisation had helped us identify potentially bright and young talent within the system, who were then taken through the four-year learning and grooming process. While the faculty from IIT Madras helped in refining their technical expertise, trainers from Manford honed their soft skills. Each ALDEPer was also mentored by a senior from within the organisation, along the four-year journey.

In the final year, the ALDEPers had to undertake a comprehensive 'Capstone Project', under the

guidance of the IIT faculty and a senior executive from the company. The topics chosen for the project were various problems identified at project sites that were relevant and current in today's business context. The project culminated with the convocation—the Capstone Project presentations—which were evaluated through a two-day gruelling process. Twenty-six projects were examined and evaluated by a distinguished jury comprising Regional Heads, Directors from the Head Office and IIT professors. While Mr. Anupam Mandal (from SP E&C – Kolkata RO) was declared 'Winner', the 'Runner-up' was Mr. Viraj Berde (from SPRE-Pune).



Fired up and raring to go, all the 40 ALDEP graduates now eagerly look forward to an exciting future with the organisation.

- Sohan Mohanty, SP HO



ALDEP Batch 3 (regular + lateral)



ALDEP Batch 5

Project Management Development Programme @ IIM Kozhikode



An exclusive six-day workshop called 'Project Management Development Programme' was conducted for some of our senior project managers and project coordinators at IIM Kozhikode. Nineteen SP E&C employees, drawn from various ROs, attended the workshop that was held from August 11–16, 2014. The workshop helped the participants refresh their project management concepts while being taken through topics such as Contract Management, Resource Management, Stakeholder Management, Project Planning & Management, Crisis Management, Leadership & Team building, etc.

Later, Mr. V. Sridhar, Vice President of the Hyderabad region, conducted a session on the subject 'PM Essentials @ SP' for the participants.

- Sohan Mohanty, SP HO

Spoken English Classes for Junior Managers

Junior managers would be the torchbearers of our future projects. Hence, we realised that it was imperative to groom them so as to enable them to effectively handle business communication and correspond with clients. We, therefore, organised a programme called 'Advanced Spoken English for Deputy Managers / Sr. Engineers' which was conducted by VETA (Amoha Education (P) Ltd.). The initiative was very essential to steer senior employees and the region

towards brighter horizons.

The participants were asked to make presentations before the Regional General Manager & AGM (HR) and submit essays on the takeaway from the programme. There was a presentation by Mr. D. Arun Kumar on 'Learning from NICMAR, Pune', and there was another by Mr. K. Karventhan's on 'We @ SP Welcome You Onboard'.

Commenting on the initiative, H. Ravi Kumar, Regional General Manager, Chennai, said, "This

initiative to make budding managers of our region able communicators and adepts of English language is commendable. The participants were hand-picked to make the most of these sessions. I am sure that our focus on this group and grooming them will be highly instrumental in not just shaping their careers but also bettering our organisation."

- Elizabeth Sharmila, Chennai



Ford & BECL Awards



Fourth Practice Sharing Forum Held

The Fourth Practice Sharing Forum (PSF) for the year 2014 was held on April 10, in Mumbai. The theme for the quarter was 'Operational Excellence through Supply Change Management'. The quarterly Practice Sharing Forum provides a platform for employees from SP group companies to network and exchange ideas on themes organised by the Group Centre.

The forum saw presentations from four group companies who shared their practices in the Supply Chain/Purchase domains.

1. Eureka Forbes Limited

Mr. Ashu Mukherjee (Supply Chain Transformation) shared his experiences on the best practices implemented by EFL in supply chain management.

2. SP E&C

Sandeep Vedak (Deputy General Manager Materials - Purchase) shared knowledge on RFID tags and ARIBA—the key to the success of the 'Procurement' and 'Logistics' wings.

3. Sterling and Wilson

Sanjeev Pushkarna (Head – Purchase) gave a presentation on 'Operational Excellence through Supply Chain Management'.

4. Afcons Infrastructure Limited

P.R. Rajendran (Executive Vice President) and Preetish Prabhujaonkar (Manager – Procurement) together shared the challenges and practices of procurement as also the benefits of chain management.

The efforts put in by all the teams in preparing for the session was commendable. Their insights were beneficial to the attendees.

- SPRE Team



SP International Partners in Healthcare Sector

A strategic partnership of three major entities—Shapoorji Pallonji International, Eurohealth Systems and Modular Concepts—who specialise in the areas of construction, healthcare planning and engineering design, have come together to transform service delivery, with the aim of providing investors with comprehensive and professional service to create world-class healthcare facilities.

The coordinated delivery team will work on the principles of Integrated Project Delivery (IPD), driven by a 'Plan, Design, Build and Operate' model. The consortium aims to save time and costs while enhancing client experience by providing 'A ONE STOP' destination for the delivery of healthcare projects.

Mr. M.D. Saini, the managing director and CEO of Shapoorji Pallonji International, said, "The partnership with Eurohealth Systems and Modular Concepts is an

extremely significant one, for it will revolutionise the way hospitals are conceptualised and built. The fact that all the required services in the development of a healthcare project would be offered by one integrated body, and a highly specialised one, means that substantial time and costs would be saved and absolute efficiency achieved."

A 'Memorandum of Understanding' of the partnership was signed between the three corporate entities in Dubai, UAE, recently.

The consortium has also started appearing in healthcare conferences to showcase the unique service it provides to stakeholders. Further, the consortium has participated in the HBII Congress, held in Dubai in early June this year, where it has received very good response from various healthcare ministries, institutions, doctors and other investors. A number of business development leads are currently being processed.

- SPINT Team

Local Indians Visit SP Project in Gambia

In response to our invitation, about 150 resident Indians in Gambia visited the 'NNAB, The Gambia' (the prestigious National Assembly Building) with their children on a Sunday, in July this year. To give them a better understanding of the project, we gave a brief presentation of the NNAB and took them around the entire building. Later, we offered lunch comprising Indian dishes and presented small gifts to the children. Speaking at the occasion, Mr. Ram Mohan, Honorary Consul General of India, said, "This building has made us proud, and each one of us who has visited today will treasure the experience." He also thanked us for "the wonderful hospitality and meal".

The prestigious national assembly building is ready for handover.

- Gautam Sarkar, SPINT

DEAR NATIONAL ASSEMBLY TEAM

I would like to thank and congratulate the entire Shapoorji Pallonji Team as well as the STUP consultants team for the excellent welcome and tour of the New National Assembly Complex they gave to the entire Indian Community last Sunday.

I would like to say that this building has made us proud and we are sure it will help bolster the relationship between The Gambia and India. A huge thank you to the Government of India and our Embassy for making this possible. We congratulate the Government of The Gambia and trust that the building will soon be officially handed over.

I am sure each one of us who have visited the building will treasure the experience.

On behalf of the Indian Community in The Gambia, I Thank you for the wonderful hospitality and for the wonderful meal we were treated to.

RAM MOHAN
Honorary Consul General of India





Annual Day Celebrations
 SP International and SP
 Mideast UAE Employees
 April 3, 2014
 at Grand Excelsior
 Hotel, Dubai

Third Annual World Stadium Congress, Qatar

Stadiums and other sports-related infrastructure are becoming more important across the globe due to the unprecedented increase in sporting events, to meet the constant challenge of ensuring their future sustainability outside major events and the need to promote healthy communities. With these in mind, IQPC conducted the Third Annual World Stadium Congress in Doha, Qatar, to assist in the design and development of world-class stadiums and sporting infrastructure for the upcoming FIFA World Cup 2022.

The conference covered areas like design and delivery of world-class sporting infrastructure around the globe. During the conference, interactive discussions took place to share high-level case studies on current projects aimed at promoting sustainable development. During the event, Nigel Eckersall (Sr. Design Manager, Shapoorji Pallonji Design Studio Dubai) presented SP's credentials in the stadium segment and communicated SP's capabilities in other segments of construction.

- SPINT Team



Neerav Parmar Appointed as Chairman of Builders Association of India

Neerav Parmar, who heads the Contracts & Procurement wing of SP's Real Estate Division, has taken over as the chairman of Builders' Association of India (BAI), Mumbai Centre, for 2014–15. He was appointed the chairman of the august body unanimously at a glittering function held in Mumbai on Friday, May 9, this year, by Sushanta Kumar Basu (President, BAI), in presence of Vimal Shah (President, MCHI-CREDAI).

Mr. Parmar has earlier been Hon. Secretary of BAI, Mumbai Centre, for the years 2010–11 and 2011–12 and Vice Chairman for the

years 2012–13 and 2013–14.

BAI was formed in 1941 in Pune, with guidance from Brigadier Jackson.

Over the last 73 years since its inception, the apex body of the All India Association of Civil Engineering Construction Contractors and Builders has grown to command a presence across the length and breadth of the country with over 150 centres and 30,000+ members. It has its headquarters in Mumbai.

- SPRE Team



Allocation of Apartments through 'Draw of Lots' Generates Huge Response

SP Shukhobrishti, lately the most talked about mass housing project in Kolkata, is intended to house 20,000 families from the lower income, middle income and upper income groups of society. Located at Rajarhat Newtown, Kolkata, the mammoth 150-acre housing complex comprises 10,444 1-BHK apartments, earmarked for lower income groups; 3,840 2-BHK apartments, intended for middle income groups; and 5,716 2.5 BHK apartments for upper income groups. The apartments are being constructed and allotted through draws of lots and handed over in phases as planned.

The Phase-III of the project (comprising 1,106 1-BHK and 409 2-BHK apartments) was launched in August 2013 which attracted an overwhelming response. As a result, 63,000 brochure kits were sold, and 38,112

filled-in application forms were received, comprising 16,140 applications for 1-BHK apartments and 21,972 for 2-BHK apartments.

The draw of lots for the allotment of the apartments was conducted on February 25 and 26, 2014, at the Netaji Indoor Stadium, Kolkata. It turned out to be a major event with the city witnessing such an unprecedented turnout of applicants—a first for the city—each applicant being present during the draw of lots to test his or her luck till the very last minute, hoping eagerly to be among the lucky ones and owning an apartment at a throwaway price.

The Netaji Indoor Stadium is an international venue for sports and cultural events and the enormity of the event matched the facility, both in terms of size and the ambience. The number of visitors who attended and the



professional ease with which the entire programme was conducted on both the days was exemplary.

M/s. Ernst & Young played a vital role in preparing the draw of lots system which involved formulating a foolproof process that ensured that all the applicants' names and form numbers were taken into account and that all the apartment numbers to be allotted were correctly entered. The system also had an automatic checking device to stop multiple entries (from any applicant) or duplication of any apartment number.

The arrangement was designed to ensure transparency of the allocation process. There were two drums on the stage, one containing all the application numbers and the other, all the apartment numbers of a given type of apartments. Volunteers were chosen from the applicants present, who were then brought on the stage, two at a time, to pick up cards bearing the application numbers and the apartment numbers. The drums were being rotated, especially one containing the application numbers, repeatedly after each pick. Once picked, the numbers were immediately recorded in the computer on the stage and the same announced over microphone and also displayed on screen. There were four display boards in the house for easy viewing of the proceedings. There was also a display board with a speaker in the courtyard for those who were out for a break. The entire proceedings were captured on video and by means of photographs.

The programme started at 2.30 p.m. on February 25 (for the 2-BHK apartments) with Mr. Sutanu Prasad Kar (Joint Managing Director, WBHIDCO) and Mr. Ujjal Kanti Chakraborty (Estate Manager,

WBHIDCO) inaugurating the event by picking up the first few cards (bearing the application numbers and their corresponding apartment numbers), after which the process continued till 6.30 p.m.

All the 2-BHK apartments were thus allotted through the draw of lots. A waiting list of another 100 applicants was also drawn, however, to make provision for cancellation of allocations (from the lucky 409) for non-conformity of the terms and conditions of application. The defaulting applicants in such cases would forfeit their chances of owning an apartment and the same would then to be allotted to the applicant(s) in order of the waiting list.

The same procedure was followed on February 26 for the 1-BHK apartments, where, likewise, a waiting list of 275 applicants was drawn. Mr. Jawaid Akhtar (Labour Commissioner, Government of West Bengal) graced the occasion on this day and started the proceedings at 11.00 a.m., after which the process continued till 6.30 p.m.

We are grateful to Kolkata Police who helped us throughout in managing the crowd—given the sensitivity of the event—on both the days. We convey our sincere thanks to M/s. Ernst & Young who helped us with the documentation and recording operations of the draw. We are also thankful to other service providers associated with the programme, who did a splendid job to make the event successful. And last but not the least, special thanks go out to R.J. Kaushik who compered the show and kept the house lively with his witty quips throughout the programme.

- SPRE Team

SD Monsoon Football Fiesta 2014 Draws Unprecedented Response

Sports plays an important role in SD Corporation's culture, the main objective of organising sports being to establish connect between all employees and enhance bonding and achieve the common goal of fostering fellowship and oneness. Sports were initiated in 2012 with SD Corp's flagship sports event 'SD Monsoon Football Fest'. Year 2014 marked the third edition of the fest. Besides the Men's Cup, this edition also debuted the Women's Cup. Both were keenly contested trophies with nine men's teams and four women's teams from SD Corp, SP Real Estate and Sterling & Wilson participating, who were all debutants/debutantes.

As expected, the battle for the Men's Cup was fought aggressively, with display of amazing football skills, both on and off the field!! The women, not to be left behind, ensured their battle was even fiercer, with the penalty shootout-based cup going from 5-5 in normal time to sudden death. Holding on their nerves, the girls from the SD Corp team, Golden Kickers, dramatically snatched victory from the jaws of defeat and became first winners of the inaugural edition of the Women's Cup. The Men's Cup final was keenly fought between the previous two years' winners—champions SP Real Estate and runners up SD Corp. A tough fight it



was indeed—one that witnessed many strategies from both the sides; but it was SD Corp who won in the end with a 2-0 score, denying SP Real Estate a hat trick.

A total of 120 players comprising women and men demonstrated their sportsmanship and love for the game during the SD Monsoon Football Fest. They were cheered by a crowd of over 100, many of whom had come with their little ones in tow. Imagine one of these kids liking the game, taking it up seriously and playing someday for the nation! That would be a victory for all of us!

Our heartiest congratulations to the winners of the Women's Cup, SD Corp's Golden Kickers; the winners of the Men's Cup, SD Corp's SD Brazucas; the winner of the Golden Boot, Benhur D'Souza (of SD Corp) who scored 12 goals; the winner of the Golden Gloves (Men), Mr. Harish from SPRE's United 11; and the winner of the Golden Gloves (Women), Ms. Rupali Kadam from SD Corp's Golden Kickers.

It was a day of fun, frolic, laughter and bonding that rightly upheld the message for this year's edition: Forget Our Worries and Lets Juggle a Football.

The fourth edition of the cup will be played on August 29, 2015. Look forward to see you all there!

- SPRE Team



EPC Sports Competition Sees Enthusiastic Participation



June and July 2014 saw a lively EPC team hustling and bustling with badminton racquets and table tennis bats during leisurely hours, as a part of a new HR & Admin initiative.

There were almost fifty enthusiastic participants. Matches were held every Tuesday and Thursday after office hours. The finals, as could be expected, gave everyone an adrenaline rush, with peers and eager family members constantly cheering and encouraging the players.

Initial screening rounds were followed by tough semifinals and ultimately the finals on July 26, 2014. All the matches were closely contested. The winners were

BADMINTON	
CHAMPIONS	RUNNERS UP
Arijit Mukherjee	Rina Sarda First Runner Up Sharmistha Basak Second Runner Up
Moupia Bhattacharya	Nishant Sukumaran First Runner Up Biswadeb Ghosh Second Runner Up

The day commenced with an exhibition match between Arunava Banerjee and Alokes Guha. The finals were gritty with the opponents giving each other a tough fight. After an interesting final, there was the prize distribution ceremony which was followed by a get-together and light refreshments.

The welcome break from tedious work schedules had everyone feeling happy and refreshed. By conducting such tournaments, we inculcate a sporting and team spirit and also ensure a healthy work–life balance. Our competition was a grand success and was heartily appreciated by all. All of us look forward to more such gatherings.

- SP EPC Team

TABLE TENNIS WINNERS	
CHAMPIONS	TABLE TENNIS RUNNERS UP
Arijit Mukherjee	Subhendu Das First Runner Up
	Jugal Halder Second Runner Up



Sunil Rai Excels in Karate

Mr. Sunil Rai from SPRE- Bangalore has bagged the silver medal in the national level ‘Karate Championships’, held on July 28, at the Sree Kanteerava Stadium, Bangalore. He had competed in the 72–75 kg senior black belt individual kumite (fight) category. Mr. Rai also had taken part in the ‘Team Kumite’ category which won the bronze medal.

Mr. Rai had joined karate classes when he was in standard 4. His inspiration was Bruce Lee. He achieved Black Belt 1st DAN when he was in Standard 10 and won a gold medal at the International Karate Championship, in the year 2012. He has been ‘National Karate Champion’ six times and ‘State Karate Champion’ nine times, apart from receiving felicitations from various sports clubs.

- SPRE Team

Bangalore Cricket Tournament

A cricket tournament for the Bangalore region was organised on April 10, 2014. All sites and ROs had sent their teams. The Brigade site won the tournament, while the Pashmina team emerged runner-up. It was a day of fun and intense competition as well as a time for bonding, building team spirit and sharing camaraderie. The event helped all refresh their minds and spirits.

- Joseph Kurien, Bangalore



SHAPOORJI PALLONJI FOUNDATION

Creating a Sustainable, Responsible Business

Reaching the Unreached



We were looking for an opportunity to cater to the most deserving group of the society and identified the Hope Foundation which nurtures AIDS infected children below 12 years of age.

We collected clothes, books and stationery from our staff and donated them to the organisation. We were welcomed with faces yearning for the warmth of motherhood. Most of the kids were abandoned, orphaned or partially orphaned. We spent a while listening to their singing and oratorical skills. Each child knew that death was not far off, but there were those from the society who were warm-hearted and caring enough to fill each of their days with fond memories. We are glad that we could a part of that group by spending a day with them.

Kindness in Simple Deeds



Our employees' children have moved on to a new academic session in April 2014. Parents have accordingly procured new text books while discarding old ones.

As a part of our CSR activity, we had collected old text books, pencil/geometry boxes, etc., from our employees and distributed them to needy students of a government school. This was done at the beginning of the academic session. Our gesture has helped financially challenged students. The initiative has earned the thanks and gratitude of both the school management and the students.

- Aziz Tayabba, Hyderabad

Health is Wealth



SPCL Hyderabad celebrated World Health Day along with the rest of the world by organising a workshop called 'Healthy Living' for the staffs of DRPL, PIPL, IRL, Mantri and TCS Adibatla sites.

Our internal resources were put to use for the workshop. With the help of First Aid/Safety staff, basic health parameters like height, weight, BMI, BP, pulse rate, etc., were recorded for all. This data is being analysed and individuals are being counselled, depending on their health condition.

Nutrition being one of the main aspects of good health, an orientational lecture by a nutritionist/doctor was also held. The lecture dwelt on 'Good Health through Right Food Habits' and covered the causatives and precautionary measures for lifestyle oriented diseases such as diabetes, hypertension and obesity.

In order to boost productivity through good health, the Hyderabad region looks to raise awareness levels about the importance of good health and nutrition among the staff. Plans are also afoot to offer counselling and suggest remedial measures where health parameters are not found to be normal.

The feedback from the staff about the initiative was positive.

- Aziz Tayabba, Hyderabad

Anti Malaria Month



The BECL Bhavnagar site had organised a programme on June 2, 2014 with the help of BECL and the medical and paramedical staff of the Government Health Department to mark June as 'Anti Malaria Month'. The team included Dr. H.F. Patel (Chief District Health Officer), Dr. M.M. Chauhan (District Malaria Officer) and Dr. T.K. Bhatt (Medical Officer, PHC Morchand).

June was specifically selected as it marks the onset of the monsoon, during which malaria transmission increases due to heavy rains and water stagnation. This is because the mosquitoes that transmit the disease require stagnant pools of water to breed. Therefore, the transmission of the disease is usually the highest

during the rainy season. Malaria is a serious and sometimes fatal disease caused by parasites that infect a certain type of mosquito which feeds on human blood. There are four kinds of malarial parasites that infect humans: Plasmodium Falciparum, Plasmodium Vivax, Plasmodium Ovale and Plasmodium Malariae. Of these, Plasmodium Falciparum, if not promptly treated, may lead to death.

Although malaria can be fatal, death can be prevented by quickly consulting a doctor, if there are symptoms of high fever, shivering, chills and a flu-like condition.

- Nilesh Chaudhary, Ahmedabad

MAY DAY CELEBRATIONS

As a part of this year's May Day celebrations, an eye check-up camp was organised for the labourers of the ITCK, DRPL and TCS Adibatla sites. Around 900 labourers were examined over a period of three days at the camp, to whom free medication was administered and corrective action advised. Spectacles were recommended to a whopping 181 labourers, while 9 were diagnosed with cataracts. Those found to be having cataracts were encouraged to undergo corrective operations. However, only three persons were willing and have undergone operations since. During the camp, four persons were also identified with critical vision problems. They were sent for further investigation.

Both the cataract operations and distribution of spectacles were done free of cost, with the company bearing all the expenses as part of its CSR programme. But CSR apart, identifying those affected critically with cataracts helped us forewarn and take precautionary measures to avoid any untoward incident at the site—it was a proactive measure to ensure safe and healthy working conditions. The labourers were happy and expressed gratitude for the company's concern for them, especially the gift of the spectacles which ensured better vision for them.

- Aziz Tayabba, Hyderabad



'World No Tobacco Day' being observed at the Mahatma Mandir Project site, Gandhinagar, Ahmedabad

Workers taking part in march on World Environment Day



Art Competition for Special Children Held in Hyderabad

Splash, a painting competition for marginalised and differently-abled children from special schools was organised by Concern India Foundation, in Hyderabad. SPCL Hyderabad was one of the sponsors of the event. All participants were given medals, certificates and gift bags as a token of appreciation.

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



Overseas News

The staff of Shapoorji Pallonji, Sierra Leone, distributed Ebola related precautionary materials like Ebola Buckets, chlorine and sanitisers to the local community in Free Town, Sierra Leone, where SP is constructing the Hilton Hotel, the first five-star hotel in West Africa.

This was done under the direction of S. K. Singh (GM & Country Head, West Africa). The initiative underscores the commitment of SP Ghana RO towards the welfare of the local community of Sierra Leone, where Ebola has spread.



Forbes Technosys' Information Kiosks Inaugurated in Palghar

During the inauguration of the new district, Palghar, the 36th district of the state, on August 1, 2014—the revenue day of Maharashtra—Forbes' information kiosks were inaugurated by Shri Prithviraj Chavan, Honourable Chief Minister of Maharashtra,. The event was attended by various state ministers and bureaucrats. The project by Forbes was highly appreciated by the chief minister and other ministers.

Forbes' information kiosks will not only provide a wide variety of information in Marathi and English but also issue 7/12 document extracts. Forbes Technosys' capabilities in Remote Monitoring and Management Systems (RMMS) were also showcased during the inauguration, through the installation of an online monitoring system, a first from Forbes Technosys in government related applications.



On the Way from Darjeeling to SANDAKPHU

For someone employed with the construction industry, an industry known for gruelling 6-day– 12-hour schedules, the thought of taking a small break is like a return to land for a sailor who's been at sea for six months.

I took one such break this summer, determined that I was to escape from the killing heat of Vidharbha and utilise my time off in a most happening and adventurous way. Having been on a trek earlier in the snow-clad Sarpass Glacier (in Himachal Pradesh) in 2011, this time around I decided to explore the beauty of Mother Nature in Sandakphu, in North East Himalayas, which is located at an altitude of 11,929 ft (3,636 metres) in the Singalila Range, the highest point in West Bengal.

So, what makes Sandakphu a favourite for trekkers? The answer is simple. Where else can you see four of the five highest mountain peaks of the world—Mounts Everest, Makalu, Kanchenjunga and Lhotse? Where else in the world are you able to walk through forests of flowering rhododendrons, giant magnolias, spruce and an incredible range of orchids? And if the officers of the Singalila National Park are to be believed, your trek through the Singalila National Park might even afford the opportunity to witness fascinating rare birds and animals like red pandas and pangolins. And yes, this probably also is the only trek where you can enjoy walking along two countries—India and Nepal—at same time.

Coming to the actual trek, our excursion was well planned and managed by the Youth Hostel Association of India (YHAI),

which had brought participants together from all parts of India.

Here's a day-to-day account of the nine days of pure happiness that defined our trek.

DAY 1: IN DARJEELING

We reported at the hotel (of YHAI), checked in and later took in the scenic beauty of Darjeeling.

DAY 2: ACCLIMATISATION

Early morning, our group (Group SG7, which comprised gossiping girls, photo freaks and bathroom singers) walked to a spot that offers views of the majestic Kanchenjunga, where we warmed up a few basic exercises, before proceeding for the acclimatisation walk which took us to the Peace Pagoda through the congested streets of Darjeeling. We later visited Himalayan Mountaineering Institute and Padmaja Naidu Himalayan Zoological Park.

In the evening, we had an orientation session by experienced trekkers and the organisers (from YHAI). A round of introductions followed which bridged the gap between various groups and individuals from different states.

Two camp leaders, an environment leader and an entertainment leader were appointed by the organising team to ensure a smooth, hassle-free trek.

DAY 3: THE TREK BEGINS...

The trek commenced with a cab ride to Mannebbhanjan in

Nepal, from where we collected packed lunch and proceeded to Dhotrey.

Delicious steamed momos (dumplings) awaited our arrival at Dhotrey. After gorging on them, we started trekking along the Indo-Nepal border to Tumling via Tonglu, which was 7 km away. We went through a series of climbs, descents and walks, constantly clicking our cameras along the jungle routes, to reach Tumling, our first camp.

At every camp we reached, there was always a welcome drink (soup) followed by lunch, snacks and dinner. The intervening sessions were filled-in with campfire, fun and frolic. And yes, our morning meals always began with potato, considering their high carbohydrate content.

The lodge at Tumling was very cosy. The garden was a visual treat with beautiful flowers and fluttering moths which made it a photography attraction.

After the evening snack, all 48 of us gathered around the campfire. We had members who could dance without music, there were multilingual singers, photographers, teachers and others with different skills.

The following day, we were to take the 13 km trek to Kalapokhri.

DAY 4: TUMLING TO KALIPOKHRI

It was on this route that we started walking among the clouds. The temperature started falling. We were in Nepal. The Nepalis were very hospitable and welcoming. They would allow us to enter their houses and even kitchens and play with their children and pets.

The word 'kalipokhri' means 'a black pond' (which Kalipokhri indeed was) so we were cautioned by our guides not to touch the water. There was a holy structure (wall) built near it with trails on both sides. According to Buddhist tradition, one is required to walk by its left side as that is said to keep one safe from evil spirits and other dangers while climbing. We too followed it.

By the time we reached the camp, it had started drizzling, and by evening, we were shivering. And we were still to negotiate a 6-km uphill trek to Sandakphu!

DAY 5: KALIPOKHRI TO SANDAKPHU

Sandakphu, offers a 360° view of the Eastern Himalayas, including Mount Kanchenjunga, Mount Everest and Mounts Makalu and Lhotse.

This phase of the trek literally had intermittent episodes of total whiteouts with very low visibility. It became necessary to stick together as a group.

Upon reaching Sandakphu, a signboard that read 'Singalila National Park' welcomed us. Late in the afternoon, five of us stepped out to explore the neighbourhood. We walked for miles in almost zero visibility, in search of a temple called Gandak Pani, and landed up in Nepal, our hearts pounding with fear of getting lost.

Sandakphu was cold with temperatures at night going down to 4°C. The extreme scarcity of water and electricity was also a problem. We had to pay Rs. 30 for charging our cell phones and Rs. 50 for charging a camera.

DAY 6 (MAY 21): SANDAKPHU TO GURDUM

Some of the shutterbugs must have had a sleepless night at Sandakphu in anticipation of the

golden crown over the Kanchendzonga (also Kanchenjunga). With teeth chattering we were out of the camp to click that magical moment when the first rays of the sun lights up the peak of Mount Kanchenjunga, resembling a princess' crown. The shutterbugs were ready with their cameras and lenses primed when all at once a glimpse of the "Crown" for just a few seconds made all of us jump and yell in excitement and go clicking in a mad frenzy. At last we had got it!

However, we were still hoping to view the majestic Kanchenjunga. With clouds all around, we all were apprehensive, but around 7:30 a.m., Mother Nature favoured us with a magnificent view of the Kanchendzonga and the mighty Mt. Everest.

The view fulfilled our mission of trekking right up to Sandakphu. We were to now descend to Gurdum. Climbs did make us weary, but I was expecting descents to be physically undemanding. On the contrary they were even more strenuous. The older folk complained of knee pains and the younger lot, including me, were experiencing foot problems. It was this part of the trek where we took rest most often. Also, what we did most was click rhododendrons, ferns and orchids.

Walking through cool bamboo forests with birds chirping and the encompassing serenity was soothing. As we approached Gurdum, the slopes got steeper. Drained of our strengths, we simply wanted to reach the camp as fast as possible.

DAY 7: GURDUM TO RIMBIK VIA SRIKHOLA

The sun blazed through the mountains. It was so picturesque! We began our downhill trek to Srikhola with a stream running to our right side. We had been informed that we could take a dip in the stream on reaching Srikhola. Everyone seemed excited at the prospect of having a bath after seven days! When we did, the water was very cold, but many of us had a nice swim nevertheless.

After lunch, we headed to our last camp, Rimbik. A little later, the mountainous paths ended and we were on motorable roads again. It was boring.

This part of the trek mainly involved capturing photos of flowers, animals and people. We made many friends with little school children who were returning from school. There is something very cute about children from the Northeast: they are extra adorable; I felt like taking them home.

Rimbik is a small town and the way to our hostel was lined with small shops on both sides of the narrow road. We spent some time in the market area buying gifts for our families and gorging on momos.

Out trek done, the valedictory ceremony took place just before dinner. Some of our teammates shared their trek experiences. We received certificates and medals.

After the campfire, the "bada khana" (feast) was served (which we had been told about and were eagerly anticipating since the start of our trek).

We were dropped at our base camp, Darjeeling, the next morning. We had lunch together for one last time and then started departing one by one for our respective railway stations.

*For plains dwellers like us, the mountains
are like paradise!*

- Abhishek Heda, Pune



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