

# AFCONS INSIGHT

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Strong Leadership

Vibrant organisation

"Champion" EPC

Widely respected  
for Delivery, Ethics,  
Engineering Skills

Respected for Employee Engagement

Relationship driven proactive BD

EPC Capabilities

**ITC Ltd (Paper Boards & Speciality Papers Division)** has awarded Transtonnelstroy Afcons JV UAA01 (TAJV) with an Appreciation Certificate for partnering with Well Being out of Waste (WOW), a National recycling initiative. TAJV UAA01 contributed 295 kg of waste paper for the recycling project, saving 6 trees



**Reliance Industries Limited** has awarded a Contractor Quality Performance Award for the first half of the year 2015 in the Major Job Execution Partner Category to Reliance J3 project on June 06, 2015

**Delhi Metro Rail Corporation Ltd (DMRC)** has awarded an Appreciation Certificate for achieving 2 Million Safe Man Hours at DMRC CC-29 site on May 26, 2015

**IRCON** has awarded an Appreciation Certificate for the achievement of 1.5 Million Safe Man Hours at T74 RA site, J & K on April 20, 2015

### OFFICE ADDRESS

AFCONS House,  
16, Shah Industrial Estate,  
Veera Desai Road, Azadnagar,  
Andheri (W), Mumbai - 400 053,  
Maharashtra, India.  
Tel No: +91-22-67191000  
Fax: +91-22-2673 0047/ 2673 0026  
**Website:** www.afcons.com  
**CIN No:** U45200MH1976PLC019335

### EDITORIAL

S Paramasivan, Sandeep Desai,  
Bhakti Prasad, Krishnakumari C,  
Bivabasu Kumar

From VC & MD's Desk

# Stronger Together



*"... ask not what your country can do for you, ask what you can do for your country."*

**John F Kennedy**

The wise words from former American president John F Kennedy comes to mind as we prepare to rededicate ourselves to the next 150 years in the sesquicentennial celebrations of the Shapoorji Pallonji Group.

Afcons is in a redevelopment mode and the synergy between the group companies is propelling us towards betterment. We are now acknowledged as a transparent and dependable organisation which can deliver challenging projects on time. Even with existing clients our customer satisfaction scores have been encouraging.

In a bid to enhance our reputation, we have adopted Level Next as a strategy. We aspire to be accepted as an organisation respected globally for delivery, ethics, engineering, employee engagement and as a sought after partner.

But to get there we have to be highly committed and focussed. I, therefore, seek for more motivation, energy and ownership from each one of you. As Aesop once said, "In union there is strength". We are stronger when together

K Subrahmanian

# At the cusp of a new beginning

Delivering on execution and business development goals simultaneously can only be achieved by an organisation that is motivated and brimming with energy. Afcons is shifting gears to *Level Next*

**T**he journey of AFCONS, since its beginning in 1959, has been an exciting one. From being a foundation specialist in the 1960s, it has gone on to become India's first EPC contractor to install a process platform (HRD Process Platform for ONGC) using float-over technology on time.

This transformational journey was possible because of key decisions taken at important junctures. In the past 15 years, the Shapoorji Pal- lonji Group Company has gradually consolidated its place in the Indian infrastructure EPC industry. It has diversified its business into areas like tunnelling, LNG tanks, roads, bridges, underground metro, marine works and oil & gas. The company has grown rapidly since 2005, almost at an annual growth rate in excess of twenty percent.

Over the years, AFCONS has delivered several complex and challenging projects. It has constructed an LNG

standby jetty for Petronet, at Dahej, that extends 2.5 km into the sea. The jetty was constructed in treacherous sea conditions, where the water was rough with high tidal variations (10 metres) and rapid current (6 knots). The company made its entry into offshore oil and gas with a process platform for ONGC (ICP-R). Process Platforms represent the upper end of offshore operations. But it turned out to be the starting point for Afcons. It has also constructed the country's longest rail bridge. The Vallarpadam rail bridge, in Kochi, which spans over four kilometres, was built in a national record time of 27 months. Most recently, the company stormed into National Highway Authority of India's (NHAI) record books for completing a hill-road project before time. Afcons received critical acclaim for its performance in the 64-km Jammu-Udhampur corridor.

All these explain how Afcons has made it a habit for itself to complete

**THE COMPANY HAS GROWN RAPIDLY SINCE 2005, ALMOST AT AN ANNUAL GROWTH RATE IN EXCESS OF 20%**

A majority of the LNG tanks in India have been constructed by Afcons

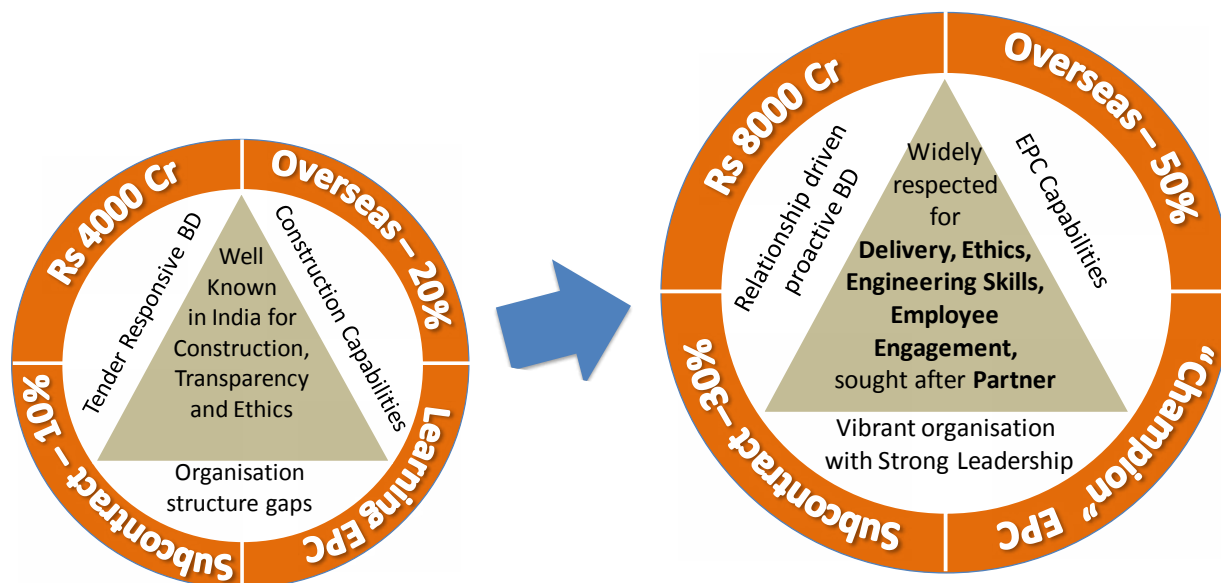
Afcons Photo



Strategy Conclave 2015

**LEADING THE WAY: (Top row, L to R)** Mr Parag Bhargava, Ms Bhakti Prasad, Mr Natarajan Baskaran, Mr Minoo Lalvani, Mr Hitesh Singh, Mr Mudit Sharma, Mr P Jayaram, Mr Arvind Sagar, Mr V Manivannan, Mr BS Malik, Mr Satish Tengri, Mr Rustom Batliwala, Mr PR Rajendran, Mr Sandeep Desai, Mr Darius Patel, Mr Abhijit Tailong, Mr SG Paretkar, Mr Arun Deore, Mr Puny Praya Boni, **(Bottom row, L to R)** Mr Gokul Jawalikar, Mr Shankar Krishnan, Mr ND Khurody, Mr Kuppaswamy Iyer, Mr S Dixit, Mr Jai Mavani, Mr Umesh Khanna, Mr S Paramasivan, Mr Shapoor Mistry, Mr K Subrahmanian, Mr Palon Mistry, Mr PK Johri, Mr S Sankar, Mr R Giridhar, Mr Akhil Kumar Gupta, Mr N Selvaraj, Mr N Balaram





projects on or before schedule. This has helped the organisation to set higher benchmarks and enjoy a wider acceptance amongst its peers as an organisation steeped in “Operational Excellence”.

But Afcons has had its share of comeuppance too. In between the successes there have been stumbles. The challenges have been both internal and external. Some of these challenges include demanding clients, tough urban environment, intense competition and weak execution. However, its job procurement successes last year put Afcons in a relatively stronger position. At the same time, a turnover in excess of Rs 4000Cr and an order book of Rs 12,000Cr hinted that the organisation is prepared to shift gears and take on bigger responsibilities and challenges in the days to come.

### Level Next

Realising that opportunities will get thinner with time, a new action plan was charted. Backing its qualities of on-time delivery, transparency and ethics, Afcons set off for Level Next. The company set itself a target to evolve as an organisation respected globally for delivery, ethics, engineering, employee engagement and as a sought after partner. The management braced itself for a change – a change that would augur well in a highly competitive Indian and global infrastructure market.

### Change of Mindset

Despite the progress, it was felt that Afcons might not be insulated from what is happening in the industry for long. While the organisation nourished high aspirations, it was facing a tough business climate too. The management

realised they would have to think beyond the ordinary. They have to be more proactive and quick to identify areas for growth and take ownership of delivering projects in challenging conditions.

Afcons is already working on some of the most daunting projects in the world like the Chenab railway bridge which upon completion will be the tallest arched railway bridge in the world and the Rohtang Tunnel, which is going to be the longest motorable road tunnel in the world above 13,000ft. Both these projects are being executed in extremely remote and geographically tough conditions. These efforts will only have to multiply manifold to enable Afcons get counted amongst the best engineering organisations in the world.

**AS AFCONS MOVES TOWARDS COMPLEX AND LARGER PROJECTS, IT IS PREPARING TO STRENGTHEN ITS IN-HOUSE ENGINEERING, ENCOURAGE INCREASED PARTICIPATION OF SUB-CONTRACTORS TO IMPROVE DELIVERY FROM EXISTING RESOURCES. THIS TRANSFORMATION WILL PUSH THE ORGANISATION FROM “LEARNING EPC” TO BECOMING A “CHAMPION EPC” COMPANY**

### Skillful Execution

Execution is the key driver for Afcons. The organisation is recognised for its project execution capabilities and it will continue to be a driver for growth. In the recent past, in some of the challenging projects, Afcons has been found wanting in some areas and the manage-

ment has responded proactively to tighten the loose ends. The management is encouraging employees to take ownership for execution at all levels in headquarters and at sites. But the major onus is on Business Development Units to take ownership of and execute projects. Business development will also require a change in mindset in terms of creating opportunities in new and lucrative geographical locations.

### International Presence

Afcons has been amongst the first few Indian organisations to bag and execute projects overseas even when the Indian market was booming. Today, as Afcons attempts to consolidate its international presence, it is adopting a business development approach that is proactive by design. The resolve is to look beyond just participating in tenders and become a complete solution provider and a partner to clients.

### Increased Motivation

Delivering on both execution and business development goals can only be achieved by an organisation that is highly motivated and brimming with energy. This calls for a vibrant and motivated leadership across levels.

As Afcons moves towards complex and larger projects, it is preparing to strengthen its in-house engineering, encourage increased participation of sub-contractors to improve delivery from existing resources. This transformation will push the organisation from “Learning EPC” to becoming a “Champion EPC” company.

As Afcons brings itself at the cusp of a new beginning, Level Next should become its battle cry.

## HSE

# Afcons wins Golden Peacock Environment Management Award



(From L to R) Lt Gen JS Ahluwalia, PVSM (Retd), Dr U Senthilnathan, Mr Surjit K Chaudhary, The Rt Hon Baroness Verma, Shri Prakash Javadekar, Mr GMS Ramakrishna Rao (Head of HSE, Afcons), Mr MVSK Perraju (Sr Mgr, Afcons), Justice M N Venkatachaliah, Mr Shashi Bhushan, Mr R Saravana Kumar, Mr Rakesh Garg, Mr S Chakraborty

**July 11:** Afcons won the Golden Peacock Environment Management Award for the year 2015. The award was presented by Mr Prakash Javadekar (Minister of Environment, Forest & Climate change, Govt of India) to Mr Ramakrishna Rao (Head of HSE, Afcons) on July 11, 2015 in New Delhi. Golden Peacock Environment Management Award (GPEMA) named after India's national bird the "Peacock", is regarded as a benchmark of corporate excellence worldwide and presented annually under various categories. Instituted by the Institute of



Directors, in 1991, Golden Peacock Environment Management Award is the coveted and prestigious recognition that an organization could strive to win in the area of environment management. The award provides not only worldwide recognition and prestige, but a competitive advantage in driving business. The award stimulates & helps organizations to rapidly accelerate the pace of sustainable & effective Environment Management System (EMS) in the organization giving a competitive edge in today's rapidly changing market-place.

## News

## New project in Maharashtra

Afcons has been awarded a new project of constructing wharf and approach trestle works for Bharat Mumbai Container Terminals Private Limited at Jawaharlal Nehru Port (JNP)

## New project in Chennai

Afcons has been awarded a new project of constructing Coal Berth-4 at Kamarajar Port, Ennore by Kamraj Port Limited, Ennore, Chennai

## New project at Dahej

Afcons has been awarded a new project of Engineering, Procurement and Construction of Jetty Modification works at GCPTCL Marine terminal, Dahej by Gujarat Chemical Port Terminal Company Limited (GCPTCL)

# World Environment Day



World Environment Day 2015  
Seven Billion Dreams.  
One Planet.  
Consume with Care.  
June 5

**June 05:** The World Environment Day was celebrated on June 05, at Afcons head office. The HSE department invited all employees to participate in WED-2015 celebrations. Online quiz was held to spread awareness on environment issues and the winners were awarded. A short film was screened at head office showcasing the origin of our planet and how important it is to protect it. World Environment Day was celebrated with equal gusto across sites.



Head Office



Jamnagar site



Delhi site



Prize distribution at HO



Kolkata site



Bangladesh site



## HR Corner

### WHOLE WELLNESS WORKSHOPS

#### Bone Densitometry & Lung Function Test – ALEP Sites

A Bone Densitometry & Spirometry Test was conducted for employees at ALEP sites.  
On June 21 & 22, 2015 – Package II (4546)  
On June 23 & 24, 2015 – Package IV (4545)  
The Bone Densitometry test is carried out to assess the level of osteoporosis in bones, and accordingly, take necessary corrective steps. Spirometry (Lung Function Test) helps to find out the lung capacity of each individual. The test is also a good indicator of the lung condition for people who are exposed to dust, cement and chemicals for a longer period of time.

### CIVIL TRAININGS

#### Quality Assurance & Quality Control

The training programme was organised at differ-

ent sites & was delivered by Mr P Gururaju.  
On April 24, 2015 – DMRC CC – 29 (3563)  
On June 25, 2015 – ALEP Pkg IV (4545)  
The objective of the training was to help engineers understand and practically apply various quality management tools and techniques to achieve effectiveness and efficiency in projects.

#### Contracts Management

The workshop was organised at ALEP Package IV (4545) site by Dr Ajit Patwardhan.  
The objective of the training is to make participants understand the remedies available in the event of breach of contract & understand the role of alternative means of dispute resolution.

### MANAGEMENT DEVELOPMENT PROGRAMMES

#### Junior Management Development Programme

The programme was organised at head office in two phases. The programme was attended by senior engineers & engineers from different sites.  
Phase I: April 06 to 09, 2015 – 23 Participants  
Phase II: June 15 to 18, 2015 – 20 Participants



Junior Management Development Programme at HO

The programme is a blend of technical & soft skills modules and gives insights in various disciplines. The first phase of the training covered modules on Planning & Scheduling, Quality Control, ISO and soft skills. The second phase covered modules on Safety (BBS, EMS), Knowledge Management, Contract Management & soft skills.

#### Middle Management Development Programme

The programme (Phase II) was organised at head office from June 8 to 12, 2015. The training programme was attended by senior managers & managers from different sites.  
The programme is a blend of technical & soft skills modules and gives insights into various disciplines. The second phase of training covered modules on Finance for Non Finance, Costing & Budgeting & soft skills

## New Joinee



**Manas Kumar Kundu** has joined as Dy General Manager-Projects Co-Ordination at Head Office. He has an overall experience of 25 years.



**Rajamanickam Ramanathan** has joined as Vice President - Engineering at Head Office. He has an overall experience of 27 years.

## Awards



**April 24, 2015:** The British Safety Council has awarded Afcons Infrastructure Limited - Kuwait - with an International Safety Award for demonstrating strong commitment to good health and safety management during 2014

**June 04, 2015:** Afcons was awarded an International Environment Management Award 2015 by International Quality Environment Management Association (ISQEM) for demonstrating Leadership Support and Commitment to Environment Management



**April 28-29, 2015:** At the 3rd ASSE India 2015 Annual Professional Conference and Exposition, Ms Prabhavati Mishra, Manager-Safety, was conferred with "Women in Safety Engineering Award 2015" in recognition of her professional excellence in pursuit of protecting people, property and environment



# Afcons are champions of the west

## TOP GROUP WITH NINE GOLD & 20 MEDALS

Afcons maintained a healthy lead in all events in the west zone and went on to top the group in the SP Unity Cup. Our players were formidable in all racquet sports, carrom and chess. The winners continued their form into the national finals, held in Mumbai, and brought us several laurels.



## West Zone Medal Tally

Afcons	09	04	07
Forbes & Company	07	02	04
SP Engineering and Construction	06	08	06
Sterling and Wilson	05	05	06
SD Corporation Pvt. Ltd	03	06	04
Forbes Facility	02	03	02
Eureka Forbes	02	-	03
SP Engineering Procurement & Construction	01	02	02
Next Gen	01	-	-
SP Infra	-	01	02
SP Real Estate	-	-	02
SP FAB	-	-	01
Forvol	-	-	-
Gokak Textiles	-	-	-
Shapoorji Pallonji and Company Pvt Ltd	-	-	-
SP Investment Advisors	-	-	-
SP International	-	-	-
SP Construction Material Group	-	-	-



## ★ Hall of fame

### Table Tennis

#### Men (Singles - Above 40):

Amit Tewari (NZ) SILVER  
Ravindra Ekande (WZ) BRONZE

#### Men (Doubles - Under 40):

Amit T & Monu G (NZ) BRONZE

#### Women (Singles):

Tejaswini Joshi (WZ) GOLD

### Badminton

#### Men (Singles - Above 40):

Ranbir K Santra (SZ) GOLD  
Arvind Sagar (WZ) SILVER

#### Men (Singles - Under 40):

Suman Dutta (SZ) SILVER  
Rajkumar Marichamy (SZ) BRONZE

#### Women (Singles - Above 40):

Jayashree Poojari (WZ) GOLD  
Solly Joseph (WZ) SILVER

#### Women (Singles - Under 40):

Tejaswini Joshi (WZ) GOLD  
Swati Kulkarni (WZ) SILVER  
**Women (Doubles - Above 40):**  
Jayashree P & Solly J (WZ) GOLD  
**Women (Doubles - Under 40):**  
Tejaswini J & Swati K (WZ) GOLD

### Chess

#### Men:

Roystan (WZ) GOLD

### Carrom

#### Men (Singles):

Sachin Shinde (WZ) SILVER

#### Men (Doubles):

Sachin S & Amol W (WZ) GOLD  
Sohaib H & Jeetendra R (WZ) SILVER

### Throw ball

#### Women:

Team from West Zone - BRONZE

### Volleyball

#### Men:

Team from West Zone - BRONZE

## FINALS IN MUMBAI

### Tug of War

BRONZE

### Badminton

#### Women (Singles - Above 40):

Jayashree P - GOLD

#### Women (Singles - Under 40):

Tejaswini Joshi - GOLD

#### Women (Doubles - Above 40):

Jayashree P & Solly J - GOLD

#### Women (Doubles - Under 40):

Swati K & Tejaswini J - GOLD

#### Men (Singles - Above 40):

Ranbir Kumar - SILVER

### Table Tennis

#### Women (Singles - Under 40):

Tejaswini Joshi - GOLD

### Athletics

#### Women (Above 40):

##### 200 mts

Christina Nazareth - BRONZE

##### 5000 mts

Christina Nazareth - SILVER

#### Men (Under 40):

##### Long Jump

Jhony Joy - BRONZE

##### 5000 mts

Prathamesh Naik - GOLD

Anil K Sharma - SILVER

### Chess

#### Men

Royston Andrade - SILVER

### Carrom

#### Singles

Sachin Shinde - GOLD

#### Doubles

Amol W & Sachin - GOLD

Sohaib H & Jiten-dra R - SILVER





# AFCONS CHAMPIONS OF THE WEST

