

STERLING

ENGINEERING CONSULTANCY SERVICES PRIVATE LIMITED

Newsletter Issue : 16 | September 2018

CELEBRATING

40

YEARS

1978 - 2018



**OUR COMPANY
OUR PEOPLE**

www.sterlingengg.com



Queen's Mansion, Prescott Road, Fort, Mumbai 400 001

OUR FOUNDER

MR. N. B. HADKER

In the year 1935, Shri. N. B. Hadker, graduated from the N. E. D. Engineering College - University of Bombay - in Karachi. Soon thereafter, he was associated with the Quetta reconstruction project in Baluchistan after the earthquake. He came to Mumbai in 1937 and worked at the Alcock Ashdown Company and thereafter, joined McKenzies Ltd. Engineers and Contractors and rose to the position of Chief Engineer - a position he held for thirteen years.

In 1950 he set up his independent practice in Mumbai. However, he was invited to work as Chief Engineer for the Sindhu Resettlement Corporation (Kutch) where he was associated with the development of the Township of Gandhidham between the years 1950 and 1952.



Mr. Narhari B. Hadker

13th Sept. 1911 - 11th Nov. 2003

As Chief Engineer of Shah, Salzgitter and Jolly, he successfully completed the installation of the Plant and Machinery for the Cable-Crane Operation of the Hydro-electric project at Koyna Dam. This project was completed in a record period of two years.

In 1959, he renewed his independent practice in Mumbai which soon expanded to include residential buildings, commercial buildings, sports complexes and multi-storeyed buildings. In 1978, Shri. N. B. Hadker along with his son Mr. Kamal Hadker registered a private limited company named Sterling Engineering Consultancy Services Pvt. Ltd. The scope of this practice widened to include projects abroad. Today, the company has grown into a large organization with many branch offices.

1978
WHERE
IT
ALL
BEGAN...



IT'S ALL ABOUT HUMAN ENGINEERING

MR. KAMAL N. HADKER

Chairman

At the outset, I must admit that, as a structural engineer, I have been very fortunate. My father ("Dada" – as we all used to call him affectionately and with respect) had earned excellent reputation as a civil engineer while handling major projects in Kandla and Koyna. He started his independent practice as a consulting engineer in the early 60s. He gave me full freedom to interact with all the staff members and to participate in discussions with clients, architects and contractors. He encouraged me to travel to England on "work permit" to gain practical experience of working in British consultancy firms.

Upon my return to India in 1968, I was given the opportunity to join as a partner of Hadker Prabhu & Associates. Our firm expanded rapidly and earned



excellent reputation. This progress was possible because of the valuable contribution made by brilliant and hard working engineers like Madan Sawai, Sunil Goregaokar, Pravin Gala, V. V. Kulkarni, Mangalmurty, Ramesh Patkar, Abhay Ghate and others. By 1976, the firm had successfully completed landmark structures like the Bombay Stock Exchange, Wankhede Stadium and several commercial / residential projects in Cuffe Parade and Backbay Reclamation.

Around the same time, a new market opened up in Middle-East and we successfully completed the first Tall building in Dubai - with slip-formed core and flat slabs permitting complete flexibility of internal planning. We were advised to change our Partnership Concern into a Private Limited Company. We could have simply added the words "Pvt Ltd" to our name which was already well-known in the field. However, Dada and I decided to select a name which not only had international appeal but was more suited to ensure perpetuity. It could attract like-minded engineers who believed in our aims and objectives. Engineers like Nagendrakumar, Girish Dravid, Pramod Sahasrabudde, Vishwas Date joined Sterling and made significant contribution to the growth of the company. Some senior and experienced engineers like Dr. Maniyar and V. K. Naik worked with Sterling for relatively short durations before moving on to accept different roles.

Sterling believes in a wholistic approach to design. Our engineers have intense interaction with the clients, contractors, architects and MEP consultants. When they understand and appreciate each other's requirements, the final designs emerge as excellent products. Knowing the buyer's view point is important. Very often, we recommend the most appropriate (not the most economical) solution, offering ease of construction and flexibility of planning in future.

To ensure design excellence, safety and economy, senior structural engineers in Sterling exchange their ideas, problems and experiences with their peers. Sometimes, advice is also sought from independent consultants.

Our company has earned excellent reputation in the consultancy field and our vision for the next few decades is to expand in all the allied branches. We believe in growth like a banyan tree. We would like

to encourage fresh engineering graduates by initial hand-holding and introducing them gradually to complex projects until they develop confidence.

We firmly believe in ethics and honesty to our profession. We encourage our engineers to know their strengths and weaknesses. They are asked to develop and practice team spirit. They get help and advice from other team members and eventually they become Project Leaders.

The scope of structural engineering consultancy practice is ever expanding. Times have changed.....the way structural engineers used to work has undergone a major change. The sizes of the projects, the construction technology, use of powerful computers and softwares, clients' expectations and the need for interaction with other engineering fields has increased tremendously.

This change is seen not only in India but also around the world. Our clients appoint foreign architects and consultants and Indian structural engineers are travelling around the world. We are forming collaborations with different foreign experts. This was not even imagined 50 years ago.

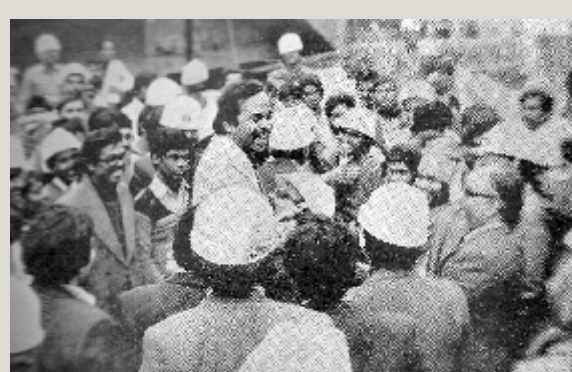
Structural design engineers are the un-sung heroes of the building industry. They are recognised by a few people who are directly associated with the execution of the project. What a common man sees and appreciates is the final product, its aesthetics, its interior spaces and the sale price. He knows very little about its structural performance, safety and durability. Once we learn to accept these realities, we don't get disheartened by the lack of recognition. We simply enjoy our work and gain happiness.



Bombay Stock Exchange



Public Utility Building, Bangalore



1982 Jubilation after de-centering



Indraprastha Stadium



ICICI Headquarters, BKC

RESILIENCE IS A FUNCTION OF LOVE

MR. GIRISH DRAVID

Managing Director

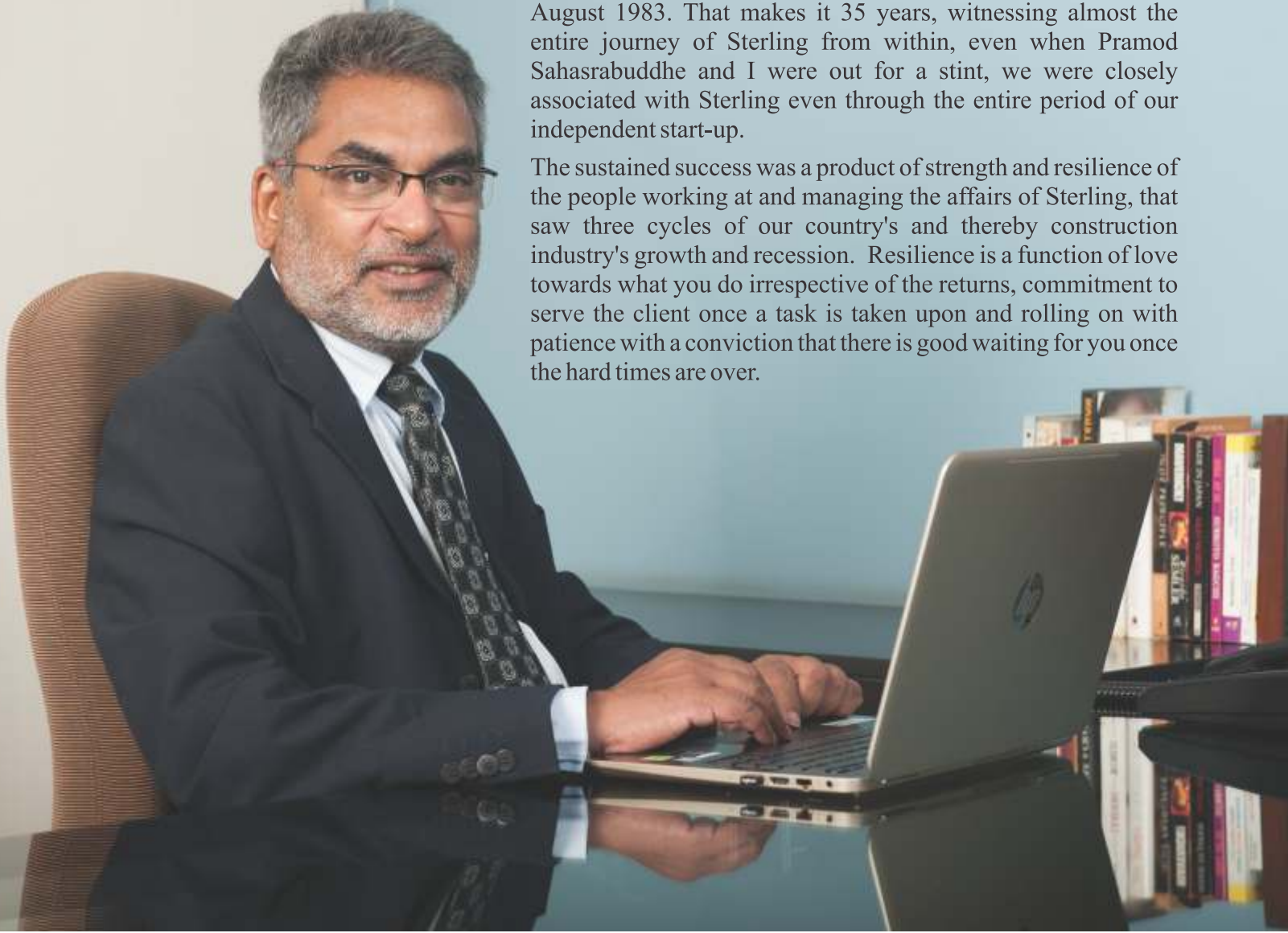
Throughout our 40 year journey we have had to continuously review our business model. From being a highly centralised to a decentralised Institution, closer to our clients and employees.

The strength in turn came from the passion, honesty, integrity, quest for knowledge, desire to do the right thing, constantly striving to innovate and urge to remain in the forefront of the technological developments in the industry.

Forty years is a major milestone for an organization. We are celebrating the completion of 40 years of Sterling and it is just not a celebration, but an occasion to pause and look back at this forty year journey. So today, we remember the founders of our company, who had the vision and passion that brought the company to what it is today. During the year long celebrations that have been planned, we will reflect on how faithful we have been to their vision and ideals.

Stalwarts who contributed to the company's advance through the years are present among us with their quotes and memoirs in this issue. It is time to acknowledge their invaluable contribution to the sustained growth so far. Those of you who have made slight efforts to go through the archives of the company on our website, through numerous past newsletters and anecdotes from the seniors, might have realized the tremendous work our past generations have put in, in order to share the spots occupied by iconic, much identified and important monumental structures throughout the country and abroad over the last forty years. As it must happen, individuals transcend their role in an organization and move on to seek their own career goals or fulfillment. But during their tenure at Sterling, they have, without doubt, given their soul to build the organization. I have been associated with the company for the major part of the period, precisely since August 1983. That makes it 35 years, witnessing almost the entire journey of Sterling from within, even when Pramod Sahasrabudde and I were out for a stint, we were closely associated with Sterling even through the entire period of our independent start-up.

The sustained success was a product of strength and resilience of the people working at and managing the affairs of Sterling, that saw three cycles of our country's and thereby construction industry's growth and recession. Resilience is a function of love towards what you do irrespective of the returns, commitment to serve the client once a task is taken upon and rolling on with patience with a conviction that there is good waiting for you once the hard times are over.



It is also a time to look ahead. In order for the future generation of managers to take upon them the mantle of running the organization, the present steering group has created an excellent infrastructure that is future-proof. Business and administrative models have been invented and are being constantly improved. Most of the administrative, financial and Human Resource decisions have been democratized. All this now needs to be capitalized. There are many mountains to climb. Each one will be a success story, to be followed by another. The present populaces of the company and the designated managers have an important role to play in the future sustenance and growth of the company. They have to identify the challenges and pre-empt the strategies by acquiring new skills, mastering new tools, keeping updated with the new trends in industry, programming the business procedures, attracting the best talent and creating a strong friendly network of fellow professionals. **The brand of the company must be the most visual and desirable to all potential clients in the segment of the construction industry to which we provide our services.** In the following years, our aspirations may often be challenged by economic and political fluctuations just as we have seen in the recent past. Awareness of the environment that affects our functioning must be clearly understood and measures taken accordingly without getting unduly elated or depressed. Aspirations and hopes should never perish.

So as we look back as to whether we have been true and faithful to the dreams of our founders, we can say with pride that we have played our part. If we see the present, we are sure that we are equipped with the necessary resources and infrastructure to fulfill the expectations of our existing clients. From a process-driven to a results-driven

Organisation. And we have always strived to do so while ensuring job and financial security at all times, even in the most turbulent of environments. We have been selective in what kind of projects we would undertake. We have been firm in our scientific and technical propositions. **We are a convinced group of experts who believe that there is a feasible solution to every structural problem.** We have the confidence that comes out of growing through all types of situations over more than four thousand structures and more than 500 years of collective experience in the current working group.

The future lies in the hands of the next generation. It will be shaped with the help of the current management, its experience and foresight with which the present has been achieved. There is no doubt that the next order is being groomed into aligning with the mission and vision of the company that the founders have set for this institution. **The future leaders must remember that there can be old solutions to new problems and new solutions to the problems that sound like some old experiences.** We must constantly rethink our tools, our systems, our responses. We must make best use of opportunities, strive to provide the best services and something that client did not expect, promote Brand Sterling and make sure that the company is financially secure in order to sustain through the social and economic transformations surrounding us. **With the springboard that is available, it should not be difficult to take the company to a new height of technical excellence, to an expanded cognizable presence in the built environment, to be a warehouse of best talent, remain an institution of learning - without sacrificing the canons of the ethical professionalism and remaining above petty profiteering.**

THE PRESENT STEERING TEAM



OUT OF THE BOX SOLUTIONS

MR. NAGENDRA KUMAR

Resident Director, Bangalore

As a young engineer with Masters in Structural Engineering from IIT Bombay in 1978, I joined M/s. Hadker Prabhu and Associates a firm of Consulting Engineers and here is where the journey began! For the next two years, I worked closely with Dada, Mr. Kamal Hadker, Mr. Madan Sawai and others where I learnt the art of designing keeping in mind, code provisions, design principles and overall safety of the structure. In those days, only a couple of consultants in Bombay used main frame computers for analysis. We prepared data for buildings in the format required and got it analyzed while designs were carried out manually. It was very exciting to work on the prestigious Indraprastha Indoor Stadium in Delhi so early on in my career. We prepared the data for the roof structure and the behavior was checked by Kamal Sir, and modifications were carried out. I was also involved in the design of a 30 storey residential tower. During execution of these jobs and site visits along with the seniors helped my founding years. I was exposed to the importance of proper detailing and concreting along with resolving site issues.

In August 1980, I was sent to Delhi to design RCC structures of Indraprastha Stadium. This period in Delhi was extremely hectic as the entire project had to be completed in 24 months! We worked 18 hours a day for a period of 18 months on this complex stadium. We designed several buildings which were being executed simultaneously. While we

constantly shuttled between our Mumbai and Delhi set up, the challenge was to communicate with almost 5 divisions of Delhi Development Authority as well as Architects while visualizing architectural and services requirements.

After the successful completion of the Indraprastha Stadium, I choose to return to Bangalore where I wanted to nurture and grow as a structural engineer. At this juncture Mr. Kamal Hadker encouraged me to start a Sterling branch office in Bangalore as he was already appointed for some prestigious projects in Bangalore. I presume this had been prompted by my interactions with DDA, Architects, Engineers and the detailers and he had the confidence in me.

We practiced good design and detailing although we did not have too many projects to begin with. Our survival was funded by the Bombay office. Gradually, we got good projects - like Brigade Towers, Raheja Towers, Corporate office for Brook Bond Ltd, Manipal Center etc. at a time when Bangalore had structures with just Ground + 3 upper floors, so Architects did take notice of our tall buildings. Soon the professional practice grew with reputed architects like Mr. Zachariah, Mr. Thomas, Venkataramanan Associates and many others.

I began to build the internal strength in the organization, by extensively training the engineers and detailers keeping in mind my exposure in Mumbai. We focused on making young engineers capable of understanding the behavior of structures and taught them the importance of co-ordination and communication. In order to improve and share an individual member's knowledge and approach, we have dedicated Wednesday afternoons for such interaction as and when required. All the jobs in the execution stage needed site engineers who understand the complexities of the job and detailing. These site engineers were developed so well that they became the eyes of Sterling on site, reporting to the concerned engineers and finally to me as their last point of contact. Our entire endeavor was to give sound technical advice and not letting costs override our decisions.

We made sure that our drawings had complete details so that RFI's from sites would be kept to a minimum. As



Mumbai office was always ahead with challenging structures we continued to learn from them and offered good engineering solutions. Some of the innovative solutions we offered were :

- Flat slabs with peripheral beams spanning from 6.9m going up to 14.0m on various jobs and finally settling down to around 10.8m to 11.0m
- Waffle slab system introduced in 1985-86 and the same was used on University campus at Dhaka, Bangladesh.
- Pre-Engineered formwork with concreting of walls and slabs together were tried out in one of the project for Karnataka Housing Board in Yelahanka, Bangalore.
- While doing the 4 Season Hotel – Leela Palace project in Bangalore, we had to walk through the entire perimeter of the project at different levels with the architects to understand and coordinate services in such a complex hotel building. We used the Elevational features as huge vierendeel girders and achieved large clear spans at the entrance.

The most interesting part was arriving at out of the box design solutions while thrashing out the problem with our team of engineers and detailers and this zeal has not reduced. Over the last 35 years we completed several large size projects ranging from multistory residential buildings, commercial buildings, IT parks, Hotel Buildings, Hospitals, Malls with Multiplexes, Mixed use developments, Row Houses, large span industrial structures etc. We have designed projects in Chennai, Madurai, Coimbatore, Rameshwaram, Kochi, Trivandrum, Hyderabad, Vijayawada, Vizag and Dhaka in Bangladesh.

We take the lead and give presentations on the sites where large projects have to be executed - the aim is to coordinate the efforts of Clients, Project Management consultants, Architects and Contractors where we address critical detailing, quality issues and precautions etc to be taken to improve the structure. This has been immensely appreciated by our Clients.

As I look back, I am grateful to the Almighty as well as the engineers and colleagues who have made my contribution so meaningful. I am indeed satisfied and happy.

STERLING'S TEAM AT BANGALORE OFFICE ON COMPLETION OF 25 YEARS



CELEBRATING 40 GLORIOUS YEARS !

DR. DEEPALI HADKER

Director

This issue truly celebrates the spirit of the Company – through its people. The staff members of Sterling Family, who made it possible for the company to come this far and “make it such a successful consulting practice”! Our Newsletter, this time around, is a people's issue, that highlights the people behind the scenes of spectacular projects, buildings and landmark structures you see today, not only in Mumbai but all over India and abroad. I am extremely fortunate to belong to a family where - two stalwarts in Civil Engineering my grandfather Mr. N. B. Hadker (Dada) and my father Mr. Kamal Hadker, are the Founder Members. Dada was the soul of the organisation and played a decisive role in establishing the Values of the Company. We are forever grateful for the strong foundation he laid and his guidance we received. We shall always honour his memory.



Breaking new grounds and pushing new design boundaries, my father, Mr. Kamal Hadker's style has been – completely at ease. He has practiced and enjoyed his work tremendously which is indeed the key to his success.

Dedicated to all the members of Sterling Family, in this issue, we salute their tremendous contributions and hard work over these years. As we present a close up of some of our Key Persons, we find that the thirst for knowledge and pursuit of excellence has kept these leaders in a constant “learning zone”. We applaud their energy, enthusiasm and unwavering support over the years.

We largely remain cutting-edge, bringing innovative concepts to structural design. Our team has shown a lot of resilience to cope with unforeseen changes in the design due to a number of reasons not in our control!

As we continue to do what we do best – innovative design solutions, a holistic approach and timely deliverables, we are deeply reminded of the purpose and the passion from which Sterling was born in 1978. While we have achieved so much over the last 40 years, there is much more we can and have to accomplish!

We hope to celebrate this milestone throughout the coming year with events and activities for the staff and their families

So let the celebrations begin!

“ The wealth of knowledge, combined with understanding of the subject as well as the expertise available within Sterling, makes us the preferred choice for Clients and young engineers alike. ”

MEMORIES & MILESTONES

MR. S. B. MALEKAR

Vice President, Technical

Key Projects : Residence Antilia, Kokilaben Hospital, Imax Theater, Inorbit Mall, Oberoi Mall, SEBI Building, Kalidas Auditorium, Lalit Hotel, Peninsula Corporate office buildings, Ashoka Gardens, Parthenon Luxury Tower, Bangalore Metro Station

Kamal and I go back a long way! Right from being classmates in the 1963 batch of VJTI till the present day, working closely on several interesting and landmark projects, it has been a great journey! I was very fortunate to get associated with Dada as early as 1963 even before I got my BE exam results. Initially, I had joined M N Dastur and Co and worked there till December 1964. After which, I worked with Kuljian Corporation (later renamed as Development Consultants) for nearly 15 years. It was mid December 1980, when I received a call from Kamal asking me to consider the offer to be an associate of Hadker Prabhu and Associates. I accepted and joined them in January 1981. I was fortunate to share a seat in Dada's cabin.

My first job was to design a new building for Bombay Hockey Association near Churchgate station specially built during World Cup Hockey Tournament in 1981.

Soon, I was absorbed as a Senior Engineer at Sterling in the Bandra branch office, leading a team of three engineers and three draughtsmen. We completed some prestigious and large size jobs like the Mulund Sports Complex, Andheri Sports Complex, Ircons Railway Workshop in Saudi Arabia, Sub-stations and de-salination plants in Dubai to name a few.

In December 1999, at the age of 59, Kamal asked me to consider rejoining Sterling and I did so in January 1999 hoping to work for only a few more years. But the years that followed went by so happily that I am still here in 2018 at the age of 78!

Dada and Kamal gave me complete freedom to adopt changes in style of working, developing design and drawings to my liking and satisfaction. Dada with his vast experience, intuition and feel of the behavior of structures was a very encouraging and boosted my confidence. He and Aai were parental figures to me and my family.

Kamal is a unique Engineer who can understand and blend Engineering and Architectural intent with ease and competence. He has a good grip on

architectural concepts, basic structural behavior and detailing in RCC as well as structural steel. I have seen renowned Architects consult him at concept stage and then arrive at grid lines, building configurations and a workable services layout.

Every organization has its own work culture. In Sterling, we address staff members by their first names. There is a very homely atmosphere in any Sterling branch which makes it different from other companies. I find that all staff members, whether junior or senior, engineers or cad operators address each other with respect and there is an unseen bond between them. To a large extent, this has perpetuated from the top. Kamal, Asha Vahini, Deepali and Madhavi often enquire about staff members, their well-being, health, happiness and also difficulties in their living if any.

In the last two decades, I have thoroughly enjoyed my professional contribution and feel proud about the work we have completed. Sharing these achievements with my grand children gives me immense satisfaction. I continue to play an active role not only in design but also in the selection, recruitment and training of young engineers at Sterling.





MANISH NEGANDHI

Senior General Manager, 19 Sterling Years

Key Projects : ITC Colombo One, ITC Kohenur, Monte South Commercial + Residential Towers, Zeon + Treon Towers, Maker Maxity, Peninsula Corporate Park, Equinox Business Park, Adani Corporate Park, Crossroads II

It was 16th of August 1999 when I joined Sterling at Queen's Mansion, Prescott Road, Fort - as a fresh ME graduate from Sangli. The office had the character of an old British building built more than 80 years ago, with a wide wooden staircase, tall windows and very high ceilings. I still remember Dada walk into the office with a smile on his face and a spring in his step as he pleasantly waved to all of us in the office before entering his cabin. In spite of being the senior most and owner of the firm, he was often the first to reach the office, travelling on the Western Railway or the Harbour line trains.

I had been interviewed by Kamal Sir and interestingly, he had not asked me any technical questions but in fact, explained the economics of the project as well as our profession! Indeed it would be our passion for our work that would take us ahead in life rather than "how much money" we would earn from it. Goregaonkar Sir who was already having an experience of more than two decades, was my guide and quickly took me under his wings.

Very early in my career, I had the opportunity to work closely with Kamal sir on Renaissance Hotel in Powai, Gordon House, Cross Roads 2 in Nariman Point, Satellite Business Park and L & T Infotech. We also worked on several high-rises in Girgaum....

I have learned the most on my site visits with Kamal sir where he emphasised the importance of understanding the role of Mechanical, Electrical and Plumbing (MEP) in a project and how the structural design should reflect the design needs on

the entire project! Kamal sir always educated me not only about the architectural concept but also about other disciplines. I believe we could satisfy the needs of the Clients as well as Architects due to this approach. This ability and understanding has led us to become one of the Key players in our industry.

I am proud to be a complete "Home-grown" General Manager, groomed by the Company over the past two decades! Conceptualization of the entire building was what we have been taught throughout by Kamal sir. For example, on CR2, I remember very clearly how the design of the parking structure and its approach with the helical ramps was envisioned and designed by Kamal sir so that the Developer could go ahead with the project!

I am still very much engaged at the core of the project design and take immense pleasure in "owning" the project. Today, Clients approach us for our technically superior advise and design solutions. As the size of our projects get larger, we have to scale up. At the same time, we need to keep abreast of new technologies in building construction as well as developments in software for visualisation as well as design and analysis.

To make us future-proof, my push will be for standardisation of specific drawings and technical details and strong documentation during and after project completion. Over the past 40 years, we have built a strong BRAND and our generation as well as the next, have to not only protect this brand image but enhance it.

DINESHCHANDRA BHAUD

General Manager, 12 Sterling Years

Key Projects : Hindoostan Mills Towers,
DAICEC, Brunton Road Commercial, ITC Narmada,
Lupin Labs, TRIL IT City, Omkar Shivalik

Can you describe what design means to you? What has influenced your design sense in Sterling?

For me, Design is a product of a process of implementation of ideas and technology with basic understanding of principles. Your passion and effort defines the outcome of your product. The success of any design depends how aesthetically beautiful and most importantly how useful the product is to the end user.

Working with leaders in Sterling has been very evolutionary. Starting from the basic element design to a full-fledged design of a particular structure, has improved my understanding of the subject and I learnt to deal with a number of possible solutions to satisfy client requirements. The design must favor the interest of the client.

What do you consider your specialty during your journey with Sterling from a fresher to General Manager?

Since my very first day in Sterling till now, one thing which has been constant is “learning”. Over the years, I have developed my “ability to learn” in this rapidly progressing and demanding industry.

Comment on the culture in the workplace

Culture in Sterling is more conventional, semi-organized and very free. Here, people bring along their own culture at the work place. Upper management is easily approachable.

How do you embrace innovation? How do you foster a Learning organisation?

Innovations and efforts with the right attitude are the keys to lead in this revolutionary industry. You have to devise new methods and tools to produce repetitive work in an efficient way. Learning new techniques and softwares shall always be key to keeping ourselves updated with the surrounding world.

Key Projects - Challenges and innovations

In the 12 years of my career, more than 10 interesting projects have been completed and commissioned. In the list of key projects, I would like to add the following, Office building for Mudra Communications at Santacruz, Mumbai, Five star hotel Sofitel at BKC, Mumbai, Lab & research centre for Lupin Ltd at Pune, Asia office for Hindustan Unilever Ltd., Mumbai & Dhirubhai Ambani International convention & Exhibition centre, at BKC, Mumbai.

At Sterling, all the projects are challenging because of their scale, nature and demand. Large column free spaces, artistically crafted elements like huge atriums, canopies, staircases, and pedestrian bridges are key features of almost all projects that we take up. I am lucky to get the opportunity to work on “International Opera theatre” in DAICEC, Mumbai.

Your hope and vision for Sterling

I hope to see that Sterling continues to succeed in the near future and shine like a star in the global industry.

Outside of work you like...

Apart from office work, I am a food lover. I like to travel to various places, explore them and go on a long drives.



DEEPAK NERURKAR

28 Sterling Years, Senior Project Leader

Key Projects : Neelkanth Kingdom,
Neelkanth Corporate Park, Neelkanth Gardens,
Star Hub, Neptune Colours

Because of the Value Sterling brings to the Clients, we get a lot of respect in the Industry as Consulting Engineers.

What does innovation mean to you?

Innovation is to do things differently from others. This would help our company in improving and economizing what we do.

How do you ensure that your team remains a learning team?

When team makes mistakes, we learn from it and become better than before. We also learn by asking questions. Hence, I should not criticize colleagues for their mistakes unless it is a big blunder. Also, colleagues should be encouraged to ask questions and their queries should be satisfactory answered.

Comment on the culture in the workplace

We have a very comfortable and friendly atmosphere. Team members are cooperative and coordinate with each other.

What has inspired you in all these years with Sterling?

Inspiration was from learning different things, such as requirements of projects, team work, use of available resources and time management. Also I got to know various views of people, helping in betterment for myself, staff members and company.

On being the face of the organisation

When I deal with business establishments (Clients, suppliers, etc.), I am the face of my organization. I ensure that my dealings are fair and helpful to

associates so that I create a good image of my organization, while being able to convey appropriately what Sterling stands for.

In Sterling, you appreciate

The knowledge and training given to freshers - they are provided with an opportunity to work independently. Also Sterling is known to take on unique and challenging projects which are then completed successfully.

I take this opportunity to congratulate my company for completing 40 years, which is quite an achievement for any company. My best wishes to all. May our company go on to complete many more successful years. I would also like to thank all my seniors for their valuable guidance and other colleagues for the cooperation.

Thank you to Kamal Sir for initially guiding me and helping in understanding architectural drawings, structure visualization and design aspects. Also, thanks to Deepali Madam who helped us understand the accounting structure which led to improvement in the company's financial status and also helped in maintaining discipline in the company. I am proud to say -

“We are 40 years young with a long innings ahead”



AMIT SHINDE

16 Sterling Years, Senior Project Leader

Key Projects : U B City Commercial Development, Modern Mills Residential Building, DAICEC, Dr. Ambedkar Memorial, Tejukaya Pride, Unimark Solitaire



Your interests other than Structural Engineering :

AMIT : I have keen interest in Social work, which I do in association with various NGOs working for Senior Citizens, Children and Farmers. As a human being, I believe that we are an integral part of Society and we must strive to give back what we can. The social work I do gives me tremendous satisfaction.

RESHMA : I like to read books on self improvement and investments. Also, travel and lifestyle shows on TV are my favourite. I also watch DIY (do it yourself shows) as well as informational videos on Youtube.

How do you ensure that your team remains a learning team?

AMIT : As we know, we can improve only when we act as a learner. Every day is giving us the chance to learn something new. There is a lot to learn in STERLING on a daily basis and my team gets this exposure through a well thought out learning process. I ensure that they get different types of jobs and more responsibilities.

RESHMA : Learning is a lifetime process. With so many advances happening in technology it's essential for everyone to upgrade themselves. Although it cannot be imposed, one has to accept new things and change accordingly. Hence I feel the leader has to be accepting the change in the first place for teammates to imbibe it.

Comment on the culture in the workplace

AMIT : The Culture in the workplace is warm and open where every employee gets an opportunity to show their caliber.

RESHMA : The culture in the workplace is stress free and happy. There is harmony in the environment inspite of daily work targets. The work culture has innovation and fun. We also encourage the staff to do the same mundane tasks with new zeal and a new attitude.

What has inspired you in all these years with Sterling?

AMIT : Kamal Sir and Girish Sir's journey. The knowledge shared by them and respect they have achieved in this industry.

RESHMA : The inspiration for me at Sterling is all the people and their wonderful achievements in the past years. The projects they had done back then when there were no computers to take help from. We as the technologically advance new generation should learn from them and not become too dependent on technology or handicapped without it.

What does innovation mean to you?

AMIT : It means thinking beyond our limits and providing out of the box solution for the betterment of Society.

RESHMA : It means any kind of simplification done to a complicated and repetitive task. It does not have to be technological breakthrough it could be as simple as a "Straw"... It's about convenience in day to day life.



RESHMA MULLA

13 Sterling Years, Senior Project Leader

Key Projects : Azziano Residential Towers, Brigade Residential and World Trade Centre, 67 Christopher Road Residential, Omkar Bhoiwada, Credence Commercial, R-City Mall, Ekta Sunshine Chambers, Sheth Grandeur



◀ **ABDUL HAFIZ**

11 Sterling Years, Senior Project Leader

Key Projects : ICICI Hyderabad, Pashmina Waterfront Bangalore, Metal Box KRC, DAICEC, Data Center Jaipur

What has inspired you in all these years with Sterling?

ABDUL : Sterling is extremely honest and ethical. Top management is very keen to share the technical knowledge and educate all staff members. This attitude of sharing and spreading knowledge along with good practices in the industry has inspired me a lot.

SAURABH : The field of structural engineering is in itself very challenging and dynamic in nature. For a person to succeed in this field one has to be very passionate about it. It takes years to make your mark and it all depends on the work environment, your seniors and colleagues. Here at Sterling, I get complete freedom to express my ideas and to implement them. Also, the knowledge

one gets from working with Girish sir and Kamal sir is something which you will not get from any book.

Comment on the role played by your mentor

ABDUL : In Sterling, the entire upper management plays the role of a mentor. Particularly, I appreciate Girish sir – who has played a vital role in my life as my mentor. He is very polite, humble and has a caring nature. He always appreciates our efforts and guides us in every manner.

SAURABH : Both Girish sir and Amit Surlekar are supportive in nature. They have stood behind me in every critical situation. Even today, they boost my confidence and encourage me to find solutions to complex situations.

SAURABH BUTALA ▶

10 Sterling years, Senior Project Leader

Key Projects : Lodha NCP Residential, Palais Royale, Rupa Renaissance IT Park, Four Seasons Hotel



On being the face of the organisation

ABDUL : As brand ambassadors, we represent the Company; we carry the Brand name and a huge responsibility. We are well respected in the Industry and it is our duty to ensure that our service and work continue to be of high quality.

SAURABH : It is really honorable for me to be a part of such a big organisation, which has belief in me and given me an opportunity to explore myself at a young age.

In Sterling, you appreciate...

ABDUL : Transparency, Good ethics, Honesty to the profession, Open forum discussions and a warm working environment.

SAURABH : I appreciate the work environment which encourages freedom of expression and most importantly gives respect to each individual which one deserves.

“ **While we mentor our Junior Engineers,
we teach them to be
Responsible, Innovative and Confident.** ”



◀ KALPESH MHATRE

11 Sterling Years, Senior Project Leader

Key Project : Dosti Imperia, Lodha Venezia,
Neptune Colours Residential

Your interests other than Structural Engineering

KALPESH : Other than the field of structural engineering I have a keen interest in teaching and reading. I had worked as a visiting lecturer. I am still in touch with many students and guide them, which gives me a lot of satisfaction.

ANIRUDDHA : Well, I like to explore adventurous places. Difficult mountain terrain, wilderness and meadows attract me. Also I find interest in learning VBA excel and python programs. This area is new for me to explore and enjoy. Small add-on codes come handy and at times save time and effort.... These inspire me to look into this level of programming.

How do you ensure that your team remains a learning team?

KALPESH : In my opinion, firstly, you have to be receptive. This makes every team member comfortable they naturally start to explore different ways. We guide the team to develop different perspectives and insights, but prevent off topic conversations and focus on the team's work on the issue at hand. Also we ensure a safe, equitable, and trusting environment where team members raise their questions.

ANIRUDDHA : Every new project we work on is innovative and challenging. Anything new along with its conditions makes things challenging for which you and your team have to explore new ideas. These new ideas generate from your learning. Also open and receptive environment leads to a good learning team which improves their understanding and skills.

Comment on the culture in the workplace

KALPESH : For any organisation, success is fully dependent on a supportive work culture. Hence, the success we see today is the result of a supportive and trusting environment.

ANIRUDDHA : The workplace here is inspiring, free and open. It allows new recruits to learn and adopt pragmatic knowledge very quickly. Such environment provides an opportunity to learn new things within a short span. Overall the company creates a positive environment to thrive as a professional.

What has inspired you in all these years with Sterling?

KALPESH : More than a decade with Sterling makes me want to say that I am inspired because of, "welcoming and addressing all perspectives coming from all where there is an open forum".

ANIRUDDHA : Innovative and challenging projects is one of the main inspiring factors, this keeps me on my toes, busy, creative and open minded. Also the experience, knowledge and the crucial logical decision making skills I am building from the seniors is always inspiring.

I look forward to becoming the face of the organization with sincere efforts and constant learning.

ANIRUDDHA DHUPKAR ▶

9 Sterling Years, Senior Project Leader

Key Projects : Godrej Trees Ph II and III, Neelkanth Woods





HEMALI IYER

10 Sterling Years, Senior Project Leader and Internal Auditor

I started my journey at Sterling towards the end of 2008. I had taken a break from my career to focus on family needs. When I felt settled and thought of working part-time, no firm was ready to give me a part-time job, especially not at any consulting firm which was my main area of interest.

That is when I was introduced to Nagendra Sir who is the Director of Sterling's Bangalore branch. I forwarded my resume and he readily agreed to offer me a part-time job! I was thrilled, of course, but also nervous. I had left my career at MS: DOS and when it was time for me to join work, Microsoft OS was ruling. I had to learn EVERYTHING! The only thing I thought I knew was Structural Analysis and Design, but that too by conventional methods. I had no idea about ETABS, STAAD, RCDC, SAFE...the list was very long, not to mention the inevitable day-to-day Microsoft programs. But Sterling held my hand through my learning process. The atmosphere was so conducive for

learning that I soon started gaining confidence and graduated from "Junior Engineer" to a Project Leader.

Even when we shifted to Mumbai, I continued working with Sterling after joining Bandra office. I have learnt so much from my experience at Sterling. My journey has been incredible. The faith and support that Sterling showed in me was beyond my expectations.

Working as a Part-timer had its limitations and I again found myself at cross-roads, not knowing which way to go. I decided to try free-lance work. However, I wanted to maintain my association with Sterling in some way. And with a lot of guidance and support from Kamal Sir and Girish Sir, I am now taking baby steps into my job as an Internal Auditor. During one of my meetings with Kamal Sir, he said that he understood my priorities and he was always ready to help if I was ready to stay in the career. THESE words of encouragement shall stay with me forever. These define Sterling Family for me and I hope my journey continues...

STERLING'S TEAM AT FORT OFFICE



The design must be as flexible as possible to cope with unforeseen and ever changing user needs in this rapidly developing city.



Over the last 40 years we have been able to achieve these tremendous milestones due to our collective strength.

AMIT SURLEKAR

General Manager, 14 Sterling Years

Key Projects : Oberoi Commerz, Oberoi Springs, Oberoi Int. School, Palais Royale, Four Seasons Hotel, Lodha - The Park, Lodha NCP, Utalika, City Centre - 2, ITC Rajarhat, Marathon Futurex, Ramanujan IT City, Gandhinagar Railway Station



Can you describe what design means to you? What has influenced your design sense in Sterling?

“Design” for me is bringing innovative ideas and imagination into reality. Distinctive architectural ideas and clients vision influenced to develop my engineering sense of design in Sterling.

What do you consider your speciality during your journey with Sterling from a fresher to General Manager?

Sterling has definitely helped me to become a good listener and learn the art of patience! My journey from a fresher to General Manager has enhanced my ability to make good decisions. I always believed in working with the team and taking them along in our journey.

Comment on the culture in the workplace

Workplace in Sterling has a family oriented culture which encourages everyone to express freely and showcase their talent.

How do you embrace innovation? How do you foster a “learning organisation?”

Innovation is something which keeps me going in the field of structural engineering. Exploring new concepts and implementing them successfully while working on projects already under construction is a challenge. Accepting and facing these challenges to reach the desired goal is a learning process in all.

Your Key projects-challenges and innovations

Oberoi Commerz and Palais Royale are the key challenging projects which I was immersed in at a very early stage of career. Many creative design ideas, application of theoretical knowledge in practical execution, coordinating with International consultants and architects were all important learnings.

Your hope and vision for Sterling

Contribute in placing Sterling as a Brand at an International platform.

Outside of work you like....

Cricket is my passion from the day I am born. And I follow my passion whole heartedly whenever I get time from my work. I also enjoy spending quality time with my family and friends.

ENGINEERING TEAM AT STERLING



“Our “Pillars of Strength” and our most important asset are our team of competent and dedicated engineers. These engineers carry the company values and share the passion of its founders. They are excited to take on new challenges and arrive at new solutions. Every year, we welcome several young engineers and groom them to grow professionally as well as individually.”

DRAUGHTING TEAM AT STERLING



“ Our talented and experienced draughting team has a vast exposure to producing technically accurate general arrangement drawings as well as detailed working drawings. Almost 80% of our draughtsmen have been with the Company for over a decade! Quality procedures and checks are conducted by Senior Draughtsmen to ensure correctness of drawings and data. On the job training is an on-going process at Sterling. ”

QUALITY ASSURANCE TEAM AT STERLING



Standing left to right : Nayan Sawant, Shirish Kini, Rakesh Nankar, Govind Naik, Gaurav Khedekar
Sitting left to right : Atul Jagtap, Ketan Naik, Sanjay Khairnar, Chetan Shinde, Abhi Tipnis

This formidable team ensures periodic inspection, structural audit, repair and retrofitting as the case may be...they bridge the gap between the design office and on-site activity as they answer requests for information and check quality at site.

“ This dedicated team of Site Inspection Engineers play a vital role in the company. They inspect the sites and check accuracy of the work with special attention to design, safety and quality of construction. They are responsible for periodic inspection, writing reports and contract documents and communication with Clients. They are at the forefront, resolving any unexpected technical difficulties that may arise at the site. This group is also specialised in conducting Structural Audits and has now forayed into Structural Health Monitoring. ”

STAFF MEMBERS ASSOCIATED WITH STERLING FOR

MORE THAN 20 YEARS

Sunil Goregaonkar, Vijay Naik, Deepak Nerurkar, Ganpat Parab, Suhas Patil, Ganesh Sahani, Ashok Patil, Chaya Rosario, Ramchandra Medge, Bhalchandra Parab, Arvind Kalsulkar, Smita Chaubal, Ravindran

MORE THAN 15 YEARS

Manish Negandhi, Sanjay Khairnar, Amit Shinde, Aniket Kadam, Gulab Pereira, Vandana Panchal, Vinayak Bhogale, Sunil Tawade, Sandeep Ghadigaokar, Ramesh Singh, Jagdish Gharat

MORE THAN 11 YEARS UPTO 15 YEARS

Kalpesh Mhatre, Abdul Hafiz, Nayan Sawant, Chetan Shinde, Gajanan Kadam, Anand Raut, Ketan Choudhari, Sagar Patil, Ravindra Ravande, Sujit Patil, Jitendra Kini, Harshad Mhatre, Kunal Thakur, Sejal Tawade, Adeline Rebello, Dinesh Bhaud, Bhushan Patil, Rasika Mhatre, Sandeep Rawool, Vincent Pereira, Vivek Thakur, Prasad Thakur, Faiyum Sakharkar, Sarfaraz Ansari, Reshma Mulla, Nilesh Karmalkar, Archana Parab, Mohasin Vasta, Pandurang Ghonge, Amit Surlekar, Pradeep Dhuri, Chandrashekhar Tambe, Dwarkanath Raut, Anita Bhore, Louiza Rumao, Rahul Thakur

MORE THAN 10 YEARS

Ketan Naik, Anand Bhingude, Saurabh Butala, Mohammed Mulla, Sameer Ughade, Atul Jagtap, Jayant Mistry, Bhavika Chaudhary, Sandeep Arote, Abhay Chaudhari, Kiran Sontakke, Neha Bhoir, Nishant Mhatre, Swapnil Thakur, Trupti Churi, Vishal Thakur, Kavita Patil, Sandeep Patil

STERLING'S TEAM AT BANDRA OFFICE



Standing left to right : Anand Raut, Nalitikumar Panchal, Pradeep Dhuri, Sujit Patil, Sagar Patil
Sitting left to right : Anand Bhingude, Mohammad Mulla, S. B. Malekar,
Kamal Hadker, Chandrashekhar Tambe, Nilesh Karmalkar

ADMINISTRATION TEAMS



Standing left to right : Ravindran Sembu, Arvind Kalsulkar, Sunil Tawade, Ashok Patil
Sitting left to right : Sejal Tawade, Adeline Rebello, Smita Chaubal, Maya Bhoir

**Many of our Admin staff have been part of the Company since it's inception!
Loyal and dedicated to their work, they are still evergreen members of the organisation.**



Driver

Driver



Jagdish Gharat

Standing left to right : Sandeep Ghadigaokar, Bhalchandra Parab,
Ramchandra Medghe, Sandesh Chalke
Sitting left to right : Mangesh Mane, Ramesh Thapa,
Ganpat Parab, Narendra Chalke



Pandurang Ghonge



Derrick Dcruz and Sandeep Patil

IT TEAM AT STERLING

MR. DERRICK DCRUZ

My association with Sterling goes back to August 21st, 1996 when I first interacted with Dada (Mr. N. B. Hadker, Founder Member of Sterling) His warm personality and kind heartedness took me by surprise and I was quickly drawn by his simplicity and encouraging words. We would service the Electronic Typewriter and dot matrix printers used by the company in those days at the Fort office. He would take active interest in the working and servicing of the machines!

In 1999, the company modernised its systems. Everyone moved from drawing boards to computers and there has been no looking back since the last 22 years! Soon the engineers and draftsman were trained on CAD and modern computer systems with the latest hardware and software. It was important that we delivered these systems and maintained them within the budget set out each year.

Looking back, it makes me immensely happy to say that the Company made the best use of available technology in its field and yet remained cost conscious.

Each year, the budget for IT was enhanced as the company grew from one office to multiple locations. Data was shared, stored and transferred between branches. Communication through email made it possible to share information and knowledge in the most efficient manner.

As we steer and manage the access of the vast Database of the Company, we are aware of the important Archival data which is indeed the “Storehouse of knowledge”. The company has also invested in advanced Security Systems to ensure the safety of its Data. With strong values and a legacy to remember, I am confident that in the years ahead we will remain at the forefront to take up challenging projects and use technology to the fullest.

“ We believe in forming an Alliance with Architects, Consultants and Contractors-where dedicated terms work on innovative ideas using new materials. We anticipate the requirements and keep the solutions ready which can be offered at competitive prices within a very short time. ”



MR. R. L. PRADHAN

R. L. Pradhan & Co.

Chartered Accountants, Auditors

I have been associated with Dada since Hadker Prabhu & Associates was formed in 1965. In 1978, I witnessed the formation of Sterling. Unlike other family owned companies, the founders did not want their family name to appear in the Company name. In fact, the vision of the founders was such that they wanted to form a Company of like minded engineers, known for their passion for structural designing – hence they chose a unique name like STERLING – meaning pure or of a high standard!

Dada already had a great reputation in the construction industry. He followed a strict code of ethics in conducting the business. When I would visit the office in Queen’s Mansion, I would see Kamal at the drawing board thinking about the structural schemes. He would then guide the team members about the concepts, thus laying down the foundations of the company we see today.

Both Dada and Kamal groomed several structural engineers in their own way. Over the years, many of them rose to senior respectable levels in the company. **The dream of PERPETUITY of the Company has been at the centre of their consultancy practice as well as business decisions.**



MR. VIKRAM KULKARNI

R. L. Pradhan & Co.

Chartered Accountant

My association with Sterling Engineering Consultancy Services Pvt Ltd goes back to 1993 when I was a junior representing their auditors R.L. Pradhan and Co., Chartered Accountants and since 1998 as a partner of R.L. Pradhan and Co. During these years of fruitful association, I was exposed to various activities beyond my scope of work like the basic drawings etc. that are a part of every construction activity. The Directors even trying to explain the engineering drawings to a layman like me in a language and terms I could understand. My sincere gratitude and thanks to Kamal Sir, Deepalитай, Mr Girish Dravid and the Late Dadasaheb Hadker for their valuable interaction with me which I would cherish for life.



I would also like to highlight the fact that since the time the Late Dadasaheb Hadker was heading the Company, the Company never shirked from paying any taxes due and this ideology is now being continued by the current management in the right spirit. **Sterling has always been in the forefront where taxes are concerned.** It would not be wrong to say that whenever there has been a visit to the tax department offices, the Late Dadasaheb Hadker and the current management have always accompanied us and interacted with the tax authorities on the front foot. That the Company adheres to social responsibility is evident from the above fact as well as the tremendous efforts, difficulties and testing times faced by the management in the last few years of acute recession in the real estate space, of not laying off the staff to the maximum extent possible. I congratulate the Company on its 40th anniversary for its growth over the years. I wish the Sterling family all the best for the future and will always value my association with them.



MR. RAJDATTA OAK

Mark & Associates, Chartered Accountants

When I got a chance to introduce myself to this company in the year 2002, as a student of law, I sought the dictionary meaning of STERLING which meant - excellent, valuable, first rate, exceptional, outstanding, of the highest order, magnificent and praise worthy. Now, after almost 16 years of association, I can add certain obvious adjectives such as: “Zealous, trustworthy, genuine, pioneering and innovative” for Sterling without any hesitation! The adjectives may go on and on and the inclusive meaning will continue to grow. The era we are in, is of “nano” technology and hence I am trying to club everything under the umbrella of “Sterling Family” and it is my privilege to be considered as a member of this extended family.

When we use the term family, it is obvious to have “Karta's” and they are in the form of Promoters of the Company. I have very high regards and respect for the Promoters, Mr. Narhari B. Hadker (Dada) and Mr. Kamalakar Hadker (Bhai) as they have influenced my life in numerous ways. It has been my privilege to interact with them at a personal level.

I am exceptionally fortunate to know and understand them beyond their core field. Their expertise extends to the field of finance, budgeting, MIS and interpretation of law. Commonly everyone knows about Asha Bhosale for her excellent singing caliber but a very few know her as an expert cook. Furthermore very few would have had the opportunity to taste her dishes. I have witnessed the brilliant facets of Shri Dada and Bhai, with regards to their understanding and decision making in noncore fields.

The prevalent attitude of “chalta hai” or “adjustment” style for any third party including tax authorities or other government organizations is not practiced here. The pressure of having everything proper, accurate, with a time bound plan and within legal framework, has always kept me on my toes. We have faced a lot of scrutinies under different statutes and have provided all the desired documents in the paper form unlike the prevalent practice.

If this is the value system adopted by Sterling for the area which is not their core field then one can imagine what type of prudence, knowledge and expertise the company must be deploying while performing their core deliverables! Sterling is a culture in itself that has nurtured a very high value system.

This year Sterling is 40 years young and it will continue to be young forever with this strong value system, led by the vision and the legacy of it's Promoters.

MRS. DEEPA SATHE

D. M. Sathe & Co.

Company Secretaries, Thane

I have been providing my services as a Company Secretary to Sterling since 2004. Even though Sterling is a family owned, closely held company the Board's efforts to adhere to the principles of corporate governance are admirable.

The company has always strived to comply with all the statutes and regulations. The Board keeps transparency within the organization. Although the company matters are dealt with high professional ethics, the organization has always felt like a family.



STERLING MEMORIES

ABHAY GHATE

Optimal Consultancy Services
Consulting Engineer, New Delhi

We are what we remember. If we lose our memory, we lose our identity and our identity is an accumulation of our experiences.

On January 01, 1982, I formally joined Sterling and took charge of the design for Hotel Meridian which had two Basements. At least 100 Rooms were to be made operational before the Asian Games within 9 months.

Problems were plenty. Top down Construction was planned in Extended Basement where the Piles, which were to act as columns, were found to be inclined. Architects were changed in the middle of the project that resulted in an altogether new Architectural Design. It required additional Piles with new loads and connections with the old Raft. Design of 100' x 100' column-free Banquet Hall using Steel Beams, Design of Suspended Restaurant above Atrium, Design of Flat Slab, which was uncommon in 1982, Design of a 7.8 M Cantilevered Swimming Pool like a Flat Bottomed Plate and a Box Girder Bridge added to the complexity. The Design was done concurrently with construction.

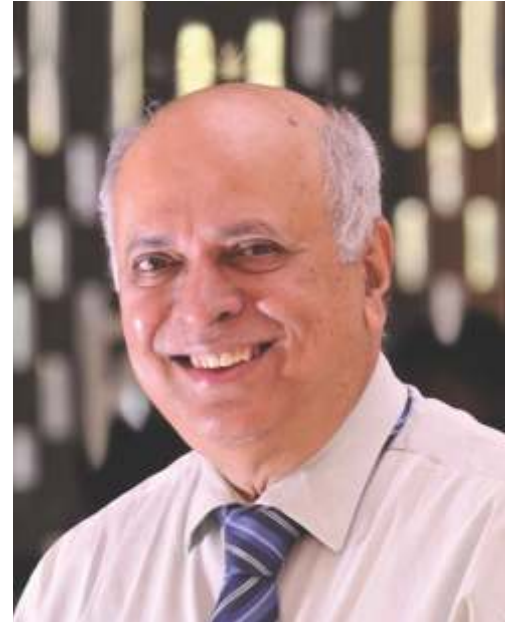
Working with Kamal was an amazing experience. It opened a world to me of holistic Approach to Design based on Structural Simplicity and Clarity of Load Paths. There was a lack of computational power and we had to rely only on basic principles of engineering for Seismic Analysis of Atrium Structure and Design of Transfer Girders. Will I able to do this again? No! The thought itself brings back all the stress and strain of Meridian days.

I recall attending a DDA meeting with Dada when Kamal was extremely busy in Iraq. I accompanied Dada to a meeting where the atmosphere was charged. There was a minor error in a retaining wall drawing and the Committee was furious at Kamal's absence. We entered. Dada had an impressive personality with a commanding height. "All those people who work will make a mistake sometimes" Dada said mildly; we solved the problem. Dada was always generous in encouragement and gentle in reproach.

Sterling had a galaxy of talent then. I recall with nostalgia, Philosophical Approach of Madan Sawai, Sheer Brilliance of Sam Malekar and Engineering Creativity of Kamal evident in every discussion, which I attended.

1984 to 1987, I started Dubai office of Sterling. Sharjah Cricket Stadium was built in 3 months on Kamal's single drawing and the design detailing sketches I did on A3 Graph paper. The Stadium had Pre Cast Bleachers. Club House, which was a VIP Block, had 8 m Cantilever.

Abdul Rehman Bukhatair was the Owner of the Stadium who also owned a contracting company called Eastern. Just prior to



the opening of the stadium, Bukhatair called Kamal and expressed his concern about the design of the cantilevered slab of the Club House. Kamal nonchalantly told him that he could call all construction workers of Eastern, give them a treat, and ask them to stand on the clubhouse slab. I can never forget the scene when I saw at least 500 well built construction workers (mostly Pakistani Pathans) dancing on the 8m cantilevered slab to load test the club house! The Stadium, of course, was a great success; we got VIP passes and we sat with Stars and Sportsmen. The memory still rejuvenates me with blissful joy and pleasure.

“All time great engineer
Fazrul Khan once said,
“Any Good Engineer can solve
a problem; a Great Engineer
eliminates the problem.”
I have seen Kamal working
out a Structural Concept
with required Architectural
tweaking eliminating
structural problems.
This is the greatest gift I
received from Sterling.”

STARTING OUT AT STERLING

VISHWAS DATE

Principle Research Engineer (Structural) Bentley

I still recall my interview at Sterling. In those days, there was no internet and I had very little idea about what Sterling was. When I went for the interview, Kamal sir welcomed me. He had called me to his home at Kiran bungalow where he introduced me to Dada. I felt an affectionate warmth when both of them spoke to me and actually made me feel comfortable. Kamal sir spoke about what Sterling was all about and what kind of projects they had done. He asked about my thesis and also why I had chosen to study Masters in Structures. There was not much of



a technical interview. Then he simply asked me if I could join at the earliest possible date. I was pleasantly surprised for being selected. I was very happy to join a group of people who were part of projects like Bombay Stock Exchange, Indraprastha Stadium and other such prestigious projects.

I got to handle quite a few well known and unique projects like – ICICI-BKC, Bank of India-BKC, Fujairah Beach Resort, Chalet Hotel - Powai, TCS – Banyan Park, Antilia, ICICI – Hyderabad, DB Mall – Bhopal and many others.

In the formative years as a professional, I was fortunate to work directly with Kamal sir. I have always admired his 'visualization skills'. Secondly, I learnt to treat the project holistically. **Kamal sir used to always say that, 'Our design is serving a purpose of functionality and aesthetics to the client. Our structure has to be safe and stable but it has to allow the architect and services to make use of.'** With that attitude, I

have always been able to put structural design in the perspective of the overall project.

Working on the 'schemes' for the project with Kamal sir was a great experience. He has the special ability to identify the solution for a given problem from the available elements. **The solution would be there in front of you only if you could 'see through' like he could.** Very often the solutions would be 'innovative, daring or bold' and still completely workable and based on fundamental principles. Other distinct memories of interaction with Kamal sir are the discussions we used to have and “to scale sketches” he used to draw. If anyone would go inside his cabin with a sketch that is out of scale, then he would probably get a 'classical bashing' and would not repeat that ever.

I am really happy to have been part of Sterling family and still stay associated. I wish Sterling and its entire team many more successful years ahead.



GREAT LEARNINGS AND AMAZING MEMORIES

SAJIT NAIR

Director Product Management, Structural, Bentley

As Sterling soars in the sky to reach yet another milestone I feel immense pride that I began my career here all those years ago and that I am still associated with the company in one way or the other. My heart felt congratulations to this iconic institution of engineering. An institution the has nurtured numerous leaders that have emerged from the portals of Sterling and spread far and wide enriching the profession.

Our lives are shaped by the values and principles that are inculcated early in our lives from. I was fortunate to have had the privilege to work with and see at close quarters the discipline and dedication of Dada and the magic of Kamal Sir. I learnt some amazing life lessons such as the principle of no compromise engineering, to back yourself and take calculated risks and to have an empathetic approach to problem solving.

I joined Sterling fresh from college in July 1996 at the Kiran Bungalow when there were pencils, pads and drawing boards and connecting to the internet was like launching a space ship (remember the handshake). Engineering they said was a tough (and boring!) profession. Completely agree! My 13 months at Sterling was

laced with 4 picnics and numerous other outings. In between we did ensure a few structures came up, from the Taj Land's End to the Cross Roads mall and the ICICI HQ at BKC. It was an unbelievable mix of visionary thinking, cutting edge engineering and great comradery.

I have been in a few meetings with Kamal Sir where he has resolved structural problems by providing brilliant alternate architectural solutions, and you think a roller coaster ride is thrilling! Once on the way to a meeting Kamal Sir talked about the importance of communication and how we as engineers don't give it enough importance, a huge gap that exists in the industry even today. Another

time Kamal Sir was explaining to me (a rookie with hardly four months experience) a complex structural framing and supporting plan, the plan came to life and I could see it like a 3D projection. He was on the phone !

On most days I was the first person to reach office at 8 am and would go up to get the keys. Dada, despite his advanced age would be impeccably dressed and ready to leave for Fort office. He took the train to fort and walked to the office. The simplicity of this great man has had a profound effect on me.

Sterling has and will always have a special place in my heart. As they say once a Sterlingite, always a Sterlingite.



HEMANT VADALKAR

Consulting Engineer, Mumbai

As a young consultant in 1996, I was attending a workshop on Earthquake engineering, when I first saw Dada. I thought he was the speaker, but he turned out to be a good listener, a very senior engineer, whom I had adored till then from a distance, never dreamt that I could go closer. He was Dada Hadker....my idol in Consultancy. He not only attended the workshop but played an active role in it giving me my first important lesson of remaining a student who is open to learning and adapting to changes.

Little did I know that it was the beginning of a beautiful association with the entire Hadker family. Dada, was a hugely respected personality. Soon, I learnt about the complex Indraprastha stadium and some other

structures completed by Sterling, as I had heard Kamal Sir (fondly called Bhai) speak at a forum, and I became a big fan of his! Bhai is a very knowledgeable engineer. I always thought about how he could manage to be so calm! He had to face so many challenges, and would have to handle tensions on so many fronts, yet that didn't disturb him. In the past two decades, I have never heard a single word of distress or anguish from him. He is very soft spoken and yet very firm. He is a big institute in himself. Management students must study his managerial skills. Both Dada and Bhai have had a great influence on how I have run my practice. The most important was being humble.

I am really proud to have witnessed the progress made by Sterling, very closely as I conducted the STAADpro training sessions for design engineers. We were associated structural analysis of some of the prestigious structures like Chalet Hotel, ICICI Hyderabad, TSI Hyderabad, Inorbit Mall Hyderabad, Ashoka Garden, Sewri, Residence Antilia and some buildings in Dubai.

The seed sown by Dada is a big tree today having so many branches and giving shelter to so many people. The tradition is very ably handled by the new generation, having received the baton of a good name, fame and of course responsibility. For Deepali, the task was not at all easy. She had to first maintain the reputation and then grow. Her perfect planning and firm execution has helped Sterling reach where it is today. I am really happy that I have interacted with three generations of Hadkers, Dada, Bhai and Deepali. I look forward to interacting with the gen next, too!

EMPLOYEE PORTAL

The Company launched its Portal "BANYAN TREE" for the benefit of its staff members. This web-enabled system is used by staff members for timesheets, project data, archival and Management Information Systems. This was specifically designed and built for Sterling by Sajit and his team at S-Cube.

OUR VISION

- To be known as a leading, innovative consultancy organisation, at the forefront of Structural Engineering Services
- To be recognised for its excellent bank of competent engineers who provide responsible solutions
- To deliver technical and innovative designs while maintaining uniform quality
- To have a Management Style conducive to PERPETUITY of the organisation



Dinesh Bhaud and Team

OUR MISSION



Manish Negandhi and Team

- The mission of the organization is to deliver outstanding Value to Clients with innovation and technical excellence while maintaining profitability
- The fundamental purpose of this organization is to consistently make a positive contribution to the built environment
- The mission of this organization is to train, develop and create a pool of talented structural engineers who can accomplish tasks of International standard and quality

OUR VALUES

- Honesty to Ourselves, our professional ethics and code of conduct
- Maintaining accountability towards the designs produced
- Passionate Efforts and Continuous Search for Improvement in the Quality of Design while ensuring safety and economy
- Making constant efforts to improve efficiency and productivity without compromising quality in order to remain competitive



Amit Surlekar and Team

OUR CORE PRACTICES

- Inculcating Team spirit while handling any challenge
- Encouraging like-minded engineers to come on board
- Motivating, Inspiring, Encouraging and assisting young deserving engineers to take on greater responsibilities and succeed
 - Work towards the perpetuity of the company where young engineers benefit from the goodwill created by their seniors

|| इवलेसे रीप लावियले द्वारी ||
|| तयाचा वेलू गेला गगनावरी ||



Contact us at

Kurla office : sterlingbkc@gmail.com | **Bandra West Office :** sterlingbandra@gmail.com
Bangalore Office : sterlingenggblr@gmail.com

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