



February 2002  
Volume 5, Issue 1

## From Editor's Desk

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ICT came into existence on 6<sup>th</sup> February, 1987. This day, the Consultant International became Intercontinental Consultants and Technocrats Pvt. Ltd. The humble beginning was from the erstwhile garage of A-11, Green Park, the present office of the Estate Management Officer. But today, fifteen years later, our Head Office is spread over six buildings in the vicinity of A-11, Green Park; and in addition, has a number of branch and site offices in India and abroad. ICT has a dedicated team of over 1000 professionals with the state-of-the-art knowledge and proficiency of international standards. Apart from the dedicated staff, ICT also maintains a large panel of experts comprising of eminent professionals and outstanding engineers, both domestic and international. The Company has had a phenomenal growth in the financial terms. Its turnover for the year 2000-2001 is in the range of US \$ 10.00 million. Of course, this has been a result of dedicated effort of each and every individual who has in his own way contributed to the growth of the Company. In this issue we include a couple of articles from some of our old stalwarts. Elmer G. Letterman aptly sums up the success story of any organization in his quote:

“We are today where yesterday's thoughts have brought us,  
and shall be tomorrow where today's thoughts carry us.”

I suddenly find that a large number of our staff members are becoming poets!! Could it be the beautiful hills, snow-clad mountains and rivers that are inspiring them or could it be the separation from their families or may be it is both!! Whatever be the reason, the poems convey the feelings from the bottom of their heart. We include a poem titled “The Ember” in this Newsletter.

Want to be happy and be also a crorepati!! Well, we have in this Newsletter given some suggestions for happiness and success and also for wealth creation. Try and see if there are any common features for being happy and also wealthy. Can these two goals converge at any point in time or these are like two banks of a river, which can never meet? Is there any common ground? We leave the judgement to you.

Adam and Eve had an ideal marriage. Adam didn't have to hear all about the men Eve could have married and she didn't have to hear all about the dishes his mother cooked. But a lot of water has flown under the bridge since their marriage. Today both the genders have to be very careful before they speak about the opposite sex. However, one of our brave Adams has thrown caution to the wind and dared to carry out scientific dissection of womankind through an article “Gender Bender”. Well, I wish him all the Luck. He better start wearing a helmet!!

How do you like the new look of our Newsletter? As they say, “change is the spice of life” and we certainly want to make our Newsletter spicy!! Why don't you mail, fax or e-mail us your views and suggestions.

Happy reading,

- Editor



DNV



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# Appointments

The following senior and middle level staff have joined our Company. We take this opportunity to welcome them to the ICT Family.

General Manager

Mr. Mahesh P. Asthana

Deputy General Manager

Mr. S. M. Tripathi

Mr. Nirmal Kr. Suman

Mr. P. Rama Rao

Manager

Mr. M. P. S. Sivan Menon

Deputy Manager

Mr. Pramod Kr. Singh

Mr. Anand Mohan Tiwari

Mr. Ranjit Kumar

Mr. Sushil Kr. Sinha

Mr. Sanjeev Kumar

Assistant Manager

Mr. Surendra Kr. Upadhyay

Mr. Ajoy Kr. Singh

# Weddings

The following of our staff have shed their bachelorhood and entered the 'Grihastha Ashram'. We wish them a very happy married life.

Mr. Dipak Das married to Ms. Jsana - 25.11.2001

Dr. Rajkumar Ghosh married to Ms. Meera - 20.01.2002

The female of the species frequently puzzles most men.

Confirmatory Test

Pink pure specimens turn red to pale blue when placed beside a better specimen.

# Research

Gender Bender

The female of the species frequently puzzles most men. Here is an attempt at a scientific dissection of womankind. This analysis is not definitive but may contribute towards providing men some understanding of how to handle womankind.

## Hazardous Material Data Sheet

Element : Woman  
 Symbol : Wo  
 Discoverer : Adam  
 Atomic Mass : Accepted as 55 kg but may vary between 40 to 200 kg  
 Occurrence : In copious quantities in all urban areas, found in traces elsewhere.

## Physical Properties

Surface is usually covered with powder.

Boils at nothing; freezes for no reason.

Melts at pleasing talks.

Bitter if incorrectly treated.

## Chemical Properties

Has a great affinity for gold, silver and a range of precious stones.

Absorbs great quantity of expensive

substances.

May explode spontaneously, without warning, and for no reason.

Most powerful money reducing agent known to man.

## Common Use

Highly ornamental.

## Confirmatory Test

Pink pure specimens turn red to pale blue when placed beside a better specimen.

## Potential Hazards

Highly dangerous in unskilled hands.

P.S. : Appropriate rejoinders from women are welcome.

- Contributed by Dr. R. K. Ghosh

(You are asking for trouble Dr. Raj Kumar Ghosh by putting such thoughts on paper just before your marriage and you dare ask for rejoinders also!! I have kept a copy with me which I propose to send to Meera at the appropriate time!! - Editor)

## Reminiscences of their Association with ICT



ICT is a growing concern in the field of engineering consultancy services for civil works. The Company came into existence in 1987 under the leadership of Shri K. K. Kapila, CMD and since then it is growing day-by-day. ICT earned name in this field after completing various prestigious projects and today our Company is among the top hundred companies of the world.

I wish and pray the Company keeps growing from strength to strength.

- Ashok Kumar

I have been working with ICT since last 15 years. I have found the Company an inviting paradise for new entrants as it provides a homely atmosphere full of opportunities. I have gained a lot from ICT and am very thankful to Mr. Kapila who has all along given me guidance and support in my career building. I have full faith and hope in the growth of ICT and its family, in the future too.

- A. S. Khan

I have found ICT an excellent institution for youngsters. Its supporting culture provides its employees all the opportunities to show their skills as well as guide them towards achieving their life goals. I wish and pray that ICT will soon become one of the leading concerns in the world in its field, enabling me also to reach great heights in my life.

- Anjali Verma

This month ICT will be 15 years old. For me personally, it is a matter of pride to have been associated with it from almost its infancy. Looking back, it also revives some nostalgic memories when we were only a few hands. Virmani and Om Parkash were the only two from amongst those present today when I joined in 1989. Between the three of us, under the meticulous eye of Mr. K. K. Kapila, we had to do everything, from preparing proposals and project reports to cyclostyling and getting the binding done from an outside agency.

The first project we had to handle was the Rehabilitation of the Nizamuddin Bridge for which we had to work physically at the bridge site in the cold months of December and January using testing equipment borrowed from CRRI. With hardly any experience in the Design of Bridges and the application of Theory of Structures I had to lean heavily on Gopalakrishnan who was specially engaged for Bridge Projects on his retirement from the Ministry of Surface Transport. I also recall how I carried a piece of RCC Bracket, which had sheared from the Bridge, in my Maruti Car to Roorkee for testing.

The turning point for ICT was in 1992 when it was invited to prepare a Detailed Project Report for Roads of the National Capital Region. Since then, there has been no looking back and it is very heartening to see ICT make such rapid strides under the dynamic leadership of our CMD. In fact, it is Mr. Kapila's hard work, vision and tenacity which has made the Company a leading International Consultancy Company with its impact not only in all States of India but in over a dozen countries abroad.

My heartiest Greetings to Mrs. and Mr. Kapila and the ICT family. I wish and pray that the Company continues to grow from strength to strength.

- J. M. Rai

I joined M/s Intercontinental Consultants and Technocrats Pvt. Ltd. in 1987, the year of its incorporation as Senior Executive. I have therefore virtually seen the entire life of the Company as it grew upto a 15 years old sweet, beautiful, healthy teenager. The growth of the Company is reflected in the exponential growth of turnover from Rs. 2.6 million in 1987-1988 to Rs. 422.18 million in 2000-2001. I, too, have grown along with, to hold the position of Manager (Funds and Establishment) today with half a dozen people to assist me in the Finance Division. It has been a passionately fulfilling experience as I have watched ICT grow from strength to strength, over the years.

I would like to attribute the credit for this growth experienced by both myself and the Company on the unflagging devotion and efforts of the CMD, Director (Finance) and Mr. Prashant Kapila who made me feel a part of the ICT family and bestowed upon me leadership and responsibility that have made me reach where I am today.

- J. N. Virmani

ICT's growth during the last decade and a half reminds me of the phrase "Sky is the limit", often used by our CMD. ICT's professionalism, state-of-the-art technology, philosophy of customer satisfaction and adherence to Quality System have brought us to the top in the industry. Let us keep striving and aim at securing heights in the two promising sectors of urban transport and civil aviation also.

- N.G.K. Raju

I joined ICT on 14<sup>th</sup> February, 1989. At that point of time, ICT was a very small organization headed by Mr. K. K. Kapila as its Managing Director and three other Directors. ICT was housed in a small premises with limited manpower of just three engineers namely Mr. K. S. Raghavan, Mr. R. Gopalakrishnan and Mr. H. A. Bindra and some technical staff comprising of surveyors and draughtsmen. The total strength of the staff at the time was about 20. On the general side, Shri J. N. Virmani was looking after both accounts and administration and with his rich experience, he proved to be a pillar of support to the CMD. We had two electronic typewriters, one telex machine, one telephone, a small laboratory and a few survey equipment and two cars with Robinson as the driver.

Business is after all business, whether it is selling any goods or providing services. Unlike what we have today, the scope in the consultancy services sector was very limited during ICT's infancy. Moreover, there was stiff competition as we were required to compete with better manpower, equipment and experience, all of which are evaluated by Clients while awarding any project. I knew that it would be a herculean task to expand the activities of ICT. At the same time, I also realized that our CMD, who had started a consultancy firm after seeking premature retirement at the young age of 41 years from the International Airport Authority of India, was a man of great grit, vision and fortitude. My interaction with him only reinforced these beliefs. In the creation of ICT, Mr. Kapila had already laid the foundation of an efficient and progressive organization. Over the next few months, I found Mr. Kapila to be a very dedicated and hard working individual who was untiring in his efforts to put ICT on the global consulting map. On the personal side, I saw him as a very humane, polite and courteous person. I knew that these qualities would pay in the long run as the management could ascertain the view points of the professionals who also had the good of the Company in their minds. These qualities would also bear fruit while dealing with the Clients.

The demand for consultancy services for carrying out studies for infrastructure projects particularly in the highways sector, grew rapidly with economic liberalization in India. Side by side, ICT grew and we were able to bag a number of good projects. This is evident from the fact that the annual turnover which was about Rs. 22 lakhs during 1987-1988, ICT has now grown to about Rs. 43 crores during 2000-2001 and is expected to be about Rs. 55 crores during 2001-2002. We have also now been working on projects in several developing countries. Bangladesh, Bhutan, Burkina Faso, Central African Republic, Egypt, Ethiopia, Lao PDR, Maldives, Mongolia, Nepal, Tanzania, Philippines, Vietnam and India.

The future of our organization is unlimited. I cherish the hope that ICT, with an admirable record of past service, will continue to endeavour to achieve greater excellence, that will enable it to be regarded as the topmost engineering consultancy organization of the world. I have gained a lot by working in his organization and I would be unfailing in my duty if I do not express my gratitude to Mr. Kapila Ji, Mrs. Poonam Kapila and their children dear Prashant and Vandana who have always treated me as a part of their family.

As ICT celebrates its fifteenth anniversary this February, I feel great satisfaction at the tremendous growth of our organization and take great pride in being an integral part of it.

- Om Prakash

I joined ICT in September 1990. In these 12 years tenure I have seen the stage-by-stage growth of Company with the strength of employees increasing from 30 in 1990 to more than 1000 today.

Over the years, I have worked in various types of projects where I earned a lot of experience and professionalism. ICT has provided very good infrastructure support at all stages and many types of training to upgrade my capability.

I am very much inspired with our CMD's dedication and hard work. He never feels tired. I am also inspired with ICT that it does not compromise with Quality. My best wishes for the future growth of the Company.

- R. P. Kulshrestha

Being with ICT since 1990, I now consider ICT as a family and myself as one of its members. The love, affection and above all, the care I have got from ICT is like a blessing to me and I am thankful to God for it. ICT has not only helped me to earn my livelihood but to develop myself socially, professionally and above all to become a nice human being. May God bless ICT and all its family members.

- Veer Singh

I joined ICT in October 1986 when it was known as Consultant International, a small Company with 8-9 people, each praying all the time, for success of the Company. During the initial stages, I set-up the photocopy and binding unit where all the technical proposals and project reports are given the final shape for submission to Client. Our CMD has been very keen on this unit and has been upgrading it all the time with latest equipment.

We have seen difficult times, ups and downs over the years but we all accepted challenges and see the Company what it is today. As they say, "where there is a will, there is a way". Our CMD and Mrs. Kapila are gem of a people who have always taken great care of their employees. Under their patronage, I have never felt like I am away from my people or hometown. They have always made us feel like a family with a strong bond of love and togetherness. May God give them long life and bless our Company with the status of number one consultancy Company in the world.

- Vijay Kr. Bhatt

# Projects Awarded

- Consultancy services for supervision of works for four laning and strengthening of the existing two lane stretches between km 199.660 to km 250.500 and from km 250.500 to km 307.500 on NH-2 (Construction Packages I-A & I-B), funded by World Bank - Client : NHAI.
- Consultancy services for construction supervision of Western Transport Corridor Tumkur-Haveri NH-4 (Project Contract-2), funded by ADB - Client : NHAI
- Technical audit consultancy services on Tranche I and II rehabilitation civil works packages under departmental supervision and construction supervision consultants of Karnataka State Highways Improvement Project, funded by World Bank - Client : Government of Karnataka
- Demarcation of alignment of western peripheral expressway and Environmental Impact Assessment Study - Client : National Capital Region Planning Board

## Poem

### The Embers

Down the Alley, by the side of a gate.  
Smouldering embers, lie awake till late.  
They pick up and pop up, once in a while.  
Bring forth afresh, the eerie truth of life.  
And over again, that crackle and glow.  
A discerning eye, quite relishes the show.  
The haughty flame showeth for a while.  
The kindling embers live through a life.  
Embers of love, Embers of hate.  
Of endless vistas, conspiring fate.  
Embers of estranged hearts, choked up desire.  
Of untold stories, consigned to fire.  
Embers within, that did not blossom.  
Uncherished dreams, odds fearsome.  
Embers for a General, who could not win.  
And the poor sepoy, lost in the Din.  
Embers for a hunter gone astray on a hill.  
Trudging the defiles, yet eying for the kill.  
Embers for a punter, with gay abandon  
Put his fortune, on numbers at random.  
Embers for a Monarch who stares through rags.  
The pauper turned billionaire whom melancholy nags.  
Embers in the bosom of Bush and Laden.  
Laloo, Mulayam, Lalita, Al-Quaiden.  
Embers of introspection, omission & commission  
Contemplation, mediation & salvation.  
No lament for these embers divine.  
Cause faith & perseverance they enshrine.  
Embers of hope, embers of sorrow.  
Sans the embers, what is 'Tomorrow'?

The haughty flame  
showeth for a while.  
The kindling embers  
live through a life.  
  
Embers of love,  
Embers of hate.  
Of endless vistas,  
conspiring fate.

# Thoughts

## Keys to Happiness and Success

- Develop a clear-cut aim.
- Draw a wise programme keeping in view the lessons learnt from earlier experiences. Implement it with all your talents and capabilities. Perseverance is the key to success.
- Guard your health.
- Conserve your energy.
- Value character.
- Adopt virtues.
- Pray to God.
- Reflect upon ideal personalities.
- Be kind.
- Be truthful.
- Serve others.
- Think nobly.

- M.V. Sastry

## Ten Steps of Wealth Creation

1. Set 5, 10, 15 or even 20 years goals.
2. Always do more than what you are paid for.
3. Add value to what you do.
4. Make each situation a win-win one.
5. Leverage your time by doing more in less time.
6. Always save 10 per cent of your income.
7. Give away at least 5 per cent to charity.
8. Start your retirement plan now.
9. Always borrow for assets that increase in value.
10. Make safe investments and leave the money alone for a long span.

- Contributed by M. K. Nangia

# Kudos

The following two papers authored by Prof. S. K. Mazumder were published in the proceedings of the National Conference on Hydraulics and Water Resources - HYDRO - 2001 held during 6<sup>th</sup> and 7<sup>th</sup> December, 2001 at Central Water and Power Research Station at Pune :

- Training of River Ganga Near Farakka Barrage
- Model Study of a Ski Jump Type Energy Dissipator

The above two papers were presented in the above conference by Ms. Jaya Sood and Mr. Rofel Hmar. Our heartiest congratulations to Prof. Mazumder, Ms. Jaya Sood and Mr. Rofel Hmar.

# Humour Section

- I read the horrible and evil effects of alcohol consumption and since then I have stopped reading.
- God was in the process of creating the universe. And He was explaining his subordinates.

“Look everything should be in balance.” For example, after every 10 deers there should be a lion.

Look here my fellow angels; here is the country of the United States. I've blessed them with prosperity and money. But at the same time I have given them insecurity and tension...

And here is Africa. I have given them beautiful nature. But at the same time, I've given them climatic extremes...

And here is South America. I've given them lots of forests. But at the same time, I've given them lesser land so that they would have to cut off the forests...

**Send your contributions /  
Article to ISO Secretariat  
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Design & Layout : Dushyant Kumar

So you see fellows, everything should be in balance. One of the angels asked ...“**God, what is this extremely beautiful country here?**”

**God said ...“Ahah.... That is the crown piece of all.” “INDIA”, my most precious creation.**

It has understanding and friendly people. Sparkling streams, serene mountains. A culture which speaks of the great tradition that they live. Technologically brilliant and with a heart of gold....

The angel was quite surprised “**But God you said everything should be in balance.**”

**God replied :** “Look at some of the neighbours, **I gave them!!**

- Contributed by Ramesh Khetarpal