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**Do you agree that society is at the dawn of “The Great Workplace Era?” That is, a time when all people can expect to work for an organization where they trust their leaders, enjoy the company of their colleagues and take pride in what they do. A time, in other words, when workplaces make the world better by making people’s lives better.**

*The single largest asset any company has is their employees. Significant investment of resources is required to create this asset. The world is evolving and the lines between the employee and the employer is blurring. With the opportunities and instant access to information, the new generations of employees are technologically poised and have very different expectations in comparison to their predecessors. For any company to remain competitive and profitable in this rapidly evolving environment, it is important for management to understand the employees’ aspirations and make strategic decisions on how their talents can be utilized in the best possible manner.*

*A better workplace will create better employees and make the world better. To make a workplace better, the need is to develop a culture of commitment to excellence and integrity. The new era of work culture is based on truth, knowledge, constructive discussions, passion to win, and the courage to face and fix mistakes. I remember about our company, around the beginning of SPML in 1980s, we had few employees and very tight deadlines to execute the projects. Even during that crucial and challenging time, my father (Late P C Sethi) was always having his cool temperament while discussing the issues with the team members. His idea was that empowered employees are vital to our success by taking responsibility and accepting accountability for results. This idea was seeded in company’s DNA and we follow it religiously. I remember my father saying “...take care of even the smallest employee as they are the backbone of our organization. Give respect to each employee and make them feel that they are treated fairly. It is about building lasting loyalty with the employees.”*

*Trust is the defining principle of great workplaces and it is seen that if you trust your employees, they will not breach it unless unexpected happens. SPML being an engineering and project management company, as a strategy we have to execute to win projects. Execution involves every employee’s contribution. We act quickly on problems, drive for*

*results, and ensure detailed follow-up so that we meet our commitments. Our continued success largely depends on each employee's commitment towards the responsibility entrusted to them in creating the engineering marvel for the nation.*

*It is fortunate to have competent and dedicated people with commitments that go well beyond creating values. To be leading and trusted, we need people who walk the talk and deliver on the promises. Our more than three decades of legacy is based on commitment to work fairly and with conviction. Management's credibility, good governance with a common set of rules is essential to effective team building. These help safeguard the reputation and align company's performance with the best interests of our clients and shareholders. The biggest thing that separates one company from others is their employees as to how inspired they are and have the opportunity to contribute their talents and the best of themselves. I believe that the whole is greater than the sum of the parts and the team should be responsive and complements each other. I am proud that the same idea has made SPML to be the largest water management company in India and the only Indian company been featured in World's Top 50 Private Water Management Companies. And this is inevitably linked to the people around us.*

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