



SUBHASH SETHI
CHAIRMAN, SPML INFRA LIMITED



MY STORY

While travelling in rural areas in late 1970s and watching people struggle to get drinking water, my inner consciousness directed me towards solving this travail and a chance to change lives forever. It was also an opportunity for business and the beginning of our water projects. My vision was simple. To make life more comfortable for people by providing what many of us take for granted - the water. Today, when I look towards more than 40 million people spread across the country that is getting drinking water facilities by our efforts, I feel happy that an idea seeded more than four decades ago has been fructified.

SEED OF THE DREAM

After my education, I joined my father's small business of water pumps in north-east India. My firm belief and potential to inspire change has led me to transform the nation's approach to the delivery of water infrastructure solutions for the public good. I am a firm believer of 'entrepreneurs not only shape but create the future' and during my journey in the company, SPML Infra Limited; we have created significant value for the country. The over 600 completed large infrastructure projects have touched the lives of millions of people with provision of clean drinking water facilities, wastewater treatment, integrated sewerage network, better municipal waste management, power transmission & distribution and lighting up millions of home.

BIGGEST CHALLENGE

The biggest challenge at the beginning of our business was the government themselves used to undertake the

construction of water assets and merely outsourced procurement of components such as pipes, pumps, bricks and mortar. In the beginning nearly nobody believed in this idea, but we didn't lose hope. Through incessant dialogue and interacting within the government, we finally made them understand the benefits of outsourcing project execution in water industry to the private sector and that was the practical beginning to the now widely prevalent Engineering Procurement and Construction (EPC) business model.

IMPACTING LIVES

From the beginning of my career, I was driven by the ideas to create the impossible and was attracted to make positive impact for the large populace. The idea of water infrastructure development and management business was the result of an idea only that transformed lives of millions of people in the country. Today, we are providing drinking water and electricity to thousands of households and mainly in the rural India. One of our important water supply projects in Rajasthan, in absolutely desert of Jaisalmer district is providing drinking water to almost 600 villages and 4 towns where the women folks used to walk 5-10 kilometres everyday to fetch not very clean water for drinking and daily chores. We got the opportunity to work for them and we build large water treatment plants, pumping stations and about 500 kilometres of water supply pipeline to take clean drinking water to their doorsteps. Similarly our other water supply projects in different states has been instrumental in providing drinking water to thousands of villages and towns thus making people's lives comfortable.



MY SUCCESS MANTRA

Bold decisions pay dividend

LEADERSHIP LEARNINGS

LEADERSHIP DNA

Being a leader one has to be democratic. Although a leader makes final decision but based on the inputs from the team member. Democratic leadership is most effective as it allows employees to exercise authority and motivates them to perform better. It is important to help develop the organization as a whole along with growth and individual achievements of each member.

WORDS OF WISDOM

Learning should never stop even for a leader. The idea is - keep learning, keep inventing. The inherent leadership style should be to build an adaptive team with trust and ensure your intent and desired goals are known and understood by them. A good leader understands that one plus one doesn't always equal two. Being truly open and receptive to the knowledge, ideas, and thoughts, a leader should respect team members and trust them to bring the right ideas to the table.

PERSONAL TAKEAWAYS

PET PASSIONS

I like to read extensively on business and management topics to the autobiography and anything which I feel interesting. Apart from reading, I have a passion for exploring new places and most recently I went to the frozen continent at the end of the earth - Antarctica to explore the unpredictable wilderness.

DREAM DESTINATION

London - the diverse city with amazing attractions from natural history, science and great masterpieces.

MY INSPIRATION

I am inspired by Nelson Mandela. He was a man on the mission with determination and courage. I firmly believe in his dictum "A winner is a dreamer who never gives up."