EDITION 3

• What's in store?

IN THIS EDITION...

- Some civil stats... skills?
- Do you have effective people management • What is the Core Advantage? • Rainy day? Get on course!
- Course presenter profile Featured course
- Conference Series Seven ways to upskill

- Constructing the Industry's Future
- find out more...
 - Who is our very special guest speaker at one of the Future Series conferences in May? Read on to

CONFERENCE 3 CONFERENCE 2 CONTRACTS & PROCUREMENT 29 MAY 2019

WORKFORCE & SKILLS 28 MAY 2019 HEALTH & SAFE 27 MAY 2019 We're really looking forward to bringing you our brand new future-focused Constructing our Industry's Future Series which

WHAT'S IN STORE? CONFERENCE 1

will kick off with three conferences at the end of May with the fourth conference to be held at the end of July. Designed to develop your civil management excellence, all four conferences have CIM networking events attached to them. Attend the full day conference and the related networking event is free of charge. All conferences and attached events are open for booking now! May's training calendar is packed from top to toe with courses skills, technical ability or operational techniques.

organisation in the years ahead.

In People Management the CIM learning offerings will include civil learnings in the

from. The course calendar explains the course,

following areas:

 Managing Self Managing Others

designed for anyone in the civil industry who wants to continue their professional development by enhancing their management Take your pick! There is something to suit all levels of management - from leading hands to CEOs. All you need is the desire to be a better manager or supervisor. Our industry-lead courses are presented by professionals not just within the civil industry, but from across a broad range of employment portfolios, which adds to the depth and diversity of the information made available to you. See below for a selection of the exciting array of courses we have coming up in May. For a complete list of upcoming courses visit our <u>website</u>. CEO - David Castledine **SOME CIVIL STATS**

According to an employer survey conducted by Hays Recruiting and published in their report The Road to Construction Manager (2018), 59 per cent of employers believe a shortage of

management and soft skills will have the highest impact on the effectiveness of their The survey revealed the top four most needed skills across the construction industry: 60% Management Skills

52% Problem Solving

49% Attention to Detail 49% Decision Making

DO YOU HAVE EFFECTIVE PEOPLE MANAGEMENT SKILLS? What is People Management?

You can download a copy of the Road to Construction Manager from Hays' website.

 Leadership Organisations and People Employment • Workers Compensation Workplace Health and Safety The basics of an employment relationship - what every manager & supervisor needs to know We have developed an extensive range of People Management courses for you to choose

30th April 2019 8:30 AM - 12:30 PM Live Interactive Webinar or at the ICI Learning Centre the CPD points you earn, whether it's part of the Core Advantage, what the content and OVER 70 CPD COURSES FOR THE CIVIL CONSTRUCTION INDUSTRI outcomes of the course are. It also gives a guide as to who should attend. OUR LEARNING PROGRAM

BOOK COURSE THE INSTITUTE'S CORE ADVANTAGE

CORE Take advantage of the industry advised and recommended Core Learning Plans at each Learning Stage, and gain recognition and extra points towards your grading application. This is just part of the Institute's Core Advantage.

The purpose of the Core Learning Guidelines is to allow each Member – both the non-graded Entrant CIM and the graded CIM - to optimise their learning experience and strengthen employment options by focusing learning on a structured path, which is the industry's civil management standard. Core Learning Plan - The Institute advantage Just one advantage of this is the CIM will get additional points toward their grading application. By completing one of the three sections (Technical, People and Business & Operations) in each of the three Stages, the person gets a boost score towards their grading application. Because the courses listed in the Institute's Core Learning Plans are linked to the new Institute of Civil Infrastructure industry standards, employers will understand that the applicant has undertaken practical, civil industry-specific training across a broad range of key learning areas. This will set that applicant apart from those who have not completed the Core Learning Plan. Just another integral part of

the Institute's Core Advantage.

LEARN MORE

Start your journey of recognition by joining the Institute as a CIM... Supporting people's futures You'll receive between \$500 and \$850 credit towards training and membership To find out more visit

JOIN NOW AND SAVE

LEARNING COURSES FOR A RAINY DAY

SEEING A LOT OF THIS ON YOUR WEATHER APP?

yourself into one of our learning courses. Last minute? No problem! All of our classes are available via webinar so you can

join in the from the comfort of your own office.

CHECK OUT WHAT'S COMING UP

Don't let the weather be the boss of your day. Take charge and book

www.iciaustralia.com or call 1300 424 287

COURSE PRESENTER PROFILE Marie is an experienced management consultant and qualified HR professional with industry experience in both the private and public sectors in Australia, New Zealand and South East Asia. With more than 20 years of experience in leadership, staff performance and management skills delivery, other areas of expertise include conflict resolution, negotiation and risk

management.

"Ongoing training is critical in upskilling individuals, whilst reminding them of core business and people-based knowledge

"The exchange of new ideas and proven concepts encourages a problem- solving perspective and keeps you current in the latest

pharmaceuticals, government, medical, advertising and the film industry.

which is helpful in daily operations," Marie said.

making under pressure," Marie said.

management ideas and Human Resources concepts."

through change are just some of the topics I've covered so far." See below for this issue's featured course which Marie will be presenting in May. **FEATURED COURSE** THE INSTITUTE OF CIVIL INFRASTRUCTURE PEOPLE MANAGEMENT COURSE

Negotiation and influencing skills

Currently teaching leadership and staff management principles in the business sector, Marie has also

"In my learning courses, I encourage effective leadership awareness, innovation and sound decision

"Effective management skills, emotional intelligence, negotiation and influencing skills and leading

held senior board, teaching and training roles across multiple industry platforms inclusive of

Negotiation and Influencing Skills (P0205) DATE CPD THURSDAY 23 MAY, 2019 TIME 8.00am - 12.00pm

WHAT THIS COURSE COVERS

INSTITUTE'S TRAINING CENTER / WEBINAR

This four-hour course will equip managers with an

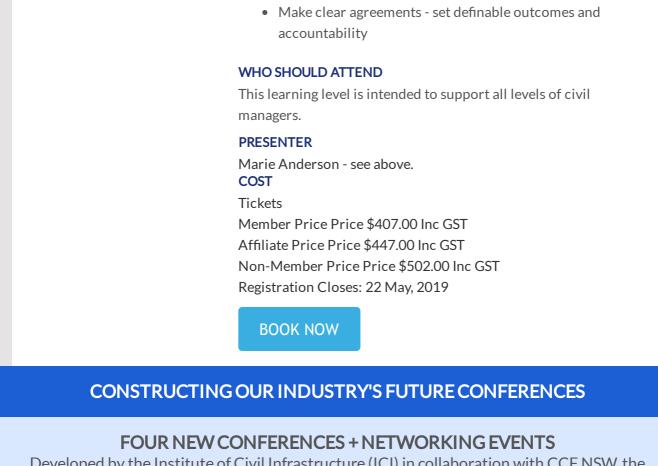
understanding of the communication techniques involved in influencing and persuading others and the skills to communicate with influence to improve negotiation skills. Key topics covered:

• Be hard on the problem and soft on the person - remove

VENUE

OVER 70 CPD Courses for the Civil Construction Industry

the emotions and focus on the facts • Focus on needs, not positions Distinguishing between core business needs and personal • Be inventive about win-win options - identify solutions that have a positive impact on the business, its operations • Make clear agreements - set definable outcomes and accountability



Developed by the Institute of Civil Infrastructure (ICI) in collaboration with CCF NSW, the Constructing our Industry's Future Series of conferences and networking events are designed specifically to develop your civil management excellence. CONFERENCE onstructing SERIES

Conference 1: Creating a Civil, Safe & Healthy Workplace

DOLTONE HOUSE, HYDE PARK

WHAT THIS CONFERENCE COVERS

• State of the industry and where we're heading • Managing millennials and Gen Z to safety success

• Supervising safely in the future - the legal issues • Mental health - a workplace and productivity issue • The changing nature of workers compensation in civil

• How will we safely manage drug use?

MONDAY 27 MAY, 2019

8.00am - 4.00pm

TIME

VENUE

VENUE

DOLTONE HOUSE, HYDE PARK

WHAT THIS CONFERENCE COVERS

Recruiting successfully

• Training supervisors

WHO SHOULD ATTEND

Supporting people's futures

FUTURE

CPD

Creating a Civil, Safe & Healthy Workplace

Creating Tomorrow's Skilled Civil Workforce

FUTURE

CONFERENCE 3

CONTRACTS - PROCUREMENT

Open NOW for booking

29 MAY 2019

8am - 4pm

Doltone House, Hyde Park

MORE INFO

Wednesday

29 May 2019

completion of projects and contracts.

qualified candidate who upskills regularly.

the colleagues you admire for recommendations.

problem-solving skills.

even mentorship programs.

they need into the future.

PEOPLE MANAGEMENT

Workplace - A Supervisor's

Drugs & Alcohol in the

Course No: P0237

Core: People Stage 1

Date: 01 May 2019

Jurisdiction: All

Time: 8.00 AM - 12.00 PM

Webinar & ICI Classroom

BOOK NOW

PEOPLE MANAGEMENT

A Manager's Obligations

when Managing Airborne

Contaminants

Course No: P0243

Date: 06 May 2019

Jurisdiction: All

Time: 1.30PM - 3.30PM

Webinar & ICI Classroom

BOOK NOW

Core: No

Guide

Read the full article on the Hays website

applications too.

Here are 7 key ways to take charge of your own development:

4pm - 6pm

Efficient and Effective Procurement & Contracts

WHO SHOULD ATTEND Those involved in WHS, workers compensation, recruitment, HR, senior management, business ownership. **DOWNLOAD BROCHURE COST Tickets** Member Price Price \$310.00 Inc GST Non-Member Price Price \$410.00 Inc GST **BOOK NOW** #civilsafe2019 Conference 2: Creating Tomorrow's Skilled Civil Workforce **DATE TUESDAY 28 MAY, 2019** TIME 8.00am - 4.00pm

• State of the industry and where we are heading

Identifying and developing talent internally

Those involved in workforce planning and development; training, recruitment; HR; senior management and business

• Attracting, retaining and training new generations

• Attracting and retaining more women in our industry

• Are apprenticeships workable and worthwhile in civil?

How the NSW Government is supporting tomorrow's civil

owners. **DOWNLOAD BROCHURE COST Tickets** Member Price Price \$310.00 Inc GST Non-Member Price Price \$410.00 Inc GST **BOOK NOW** #civilskills2019 WATCH THIS SPACE!

Industrial Relations

CONFERENCE 4

INDUSTRIAL RELATIONS

COMING SOON

31 JULY 2019

8am - 4pm

Conference

UPSKILLING THE NEW NORM - HERE'S 7 WAYS TO DO IT

A recent survey conducted by Hays of 951 employers found 77% are more likely to shortlist a

35% were aware of the technology and digital trends relevant to their job or industry.

For their part, 96% of the 1,253 professionals they also spoke to regard upskilling as 'very important' or 'important' and

2. Stay plugged in - Follow industry leaders and thinkers via various forms of social media. Don't forget to ask mentors and the social media of the social media of the social media of the social media. The social media of the social media o

3. Join an industry or professional association - Membership of a professional association or industry groups can tick a lot of the boxes for skills and career building. Ask about its continuous learning program as well as networking events and

4. Relevant courses outside of the workplace - Consider short courses such as specialised certificates aligned closely to developing trends in your sector. There are also a plethora of online tutorials on how to use technology and software

5. Learn at work - Check out free self-learning modules offered by your employer. Peer-to-peer learning is a hot trend too. 6. Career mapping - Career mapping is a tool that helps you plan where you want to go over time by creating goals and what you need to do to achieve them. The tool is also used by many companies to develop their workforce with the skills

7. Employer supported external study - If you want your employer to pay for tertiary study or a specialist course you must be able to explain how what you will learn will benefit your team or company. Also, think about courses that will build on

WHAT'S ON THE CALENDAR IN MAY

MAY

TECHNICAL

Introduction to Project

Reporting

Course No: T0017

Date: 03 May 2019

Core: Technical Stage 1

Time: 8.30 AM - 12:30 PM

BOOK NOW

Webinar & Classroom

Jurisdiction: All

your current skills to boost your job role or position you as a knowledge leader in your existing sector.

TECHNICAL

An Introduction to the

Techniques of Project

Management

Core: No

Course No: T0020

Date: 01 May 2019

Jurisdiction: All

Time: 4:00 PM - 8:00 PM

Webinar & ICI Classroom

BOOK NOW

PEOPLE MANAGEMENT

Leadership in a Crisis

Course No: P0212

Date: 07 May 2019

Jurisdiction: All

BUSINESS & OPERATIONS

A Manager's Guide to Understanding

Management System Controls (B0402)

13 April, 9.00am-11.00am

BOOK NOW

Can credentials give you civil industry

credibility?

READ MORE

WesTrac

DIAMOND

PLATINUM

Can credentials

Time: 8.00 AM - 12.00 PM

Webinar & ICI Classroom

BOOK NOW

Core: No

1. Ask for stretch opportunities at work - Taking on a project outside your usual remit is a great way to develop new competencies. If working on a project with people from other teams, you'll also hone important collaboration and

CLICK HERE TO SEE COMPLETE CALENDAR MORE COURSES IN MAY

OUR SPONSORS

YOUR CIVIL CAREER

Gallagher workoptions YOU DIG MORAY&AGNEW **Assignar Pickles** C.R.Kennedy Strength You Can Build On Christies **Position** NAVACE

CORE PEOPLE MANAGEMENT TECHNICAL Workers Compensation - Obligations for Onsite Managing Stakeholders for Project Success Supervisors & Managers (PO228) (T0019) 20 May, 8.00am-12.00pm 14 May, 1.00pm-3.00pm **BOOK NOW BOOK NOW** CPD

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Holcim

HAYS Recruiting experts in Construction KREISSON **shorehire.** Should someone else be getting this email?

The Institute of Civil Infrastructure operates in partnership with the Civil Contractors Federation of NSW The Voice of the Industry

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CONFERENCE 4 INDUSTRIAL RELATIONS 31 JULY 2019

Doltone House, Hyde Park **MORE INFO** NETWORKING 3 Constructing **EML** Successfully climbing Mount Everest... and completing projects **NETWORKING EVENT #3 - MEET OUR GUEST SPEAKER** Neill Johanson has climbed the highest peak in each of the world's seven continents including Mt Everest. Along the way he has overcome many challenges from frostbite to falls to surviving the devastating earthquake in Nepal on ANZAC Day in 2015. As an architect, business owner and mountaineer Neill understands the importance of preparation and planning, goal setting, risk mitigation, problem solving, and adapting in a crisis – all invaluable skills used in preparing for and delivering civil projects. In this session, Neill will reflect on how his experience climbing relates to the successful **BOOK CONFERENCE 3 + NETWORKING 3**

> TECHNICAL PEOPLE MANAGEMENT The Fundamentals of **Managing Diversity in the Project Management for** Workplace (3) - Managing **Managers** Civil Construction Course No: T0018 Course No: P0207 Core: Technical Stage 2 **Core:** People Stage 2 **Date: 07 May 2019 Date:** 8 May 2019 Time: 1.00 PM - 5.00 PM Time: 12.30 PM - 4.30 PM Webinar & Classroom Webinar & Classroom Jurisdiction: All Jurisdiction: All **BOOK NOW BOOK NOW**

> > PEOPLE MANAGEMENT

Effective Management Skills for Managers

(P0201)

13 May, 12.00pm-4.00pm

BOOK NOW

Reasons networking is important

Six reasons why networking is important

READ MORE

KOMATSU

PEOPLE MANAGEMENT

Performance Management

for the New Supervisor

Course No: P0218

Core: People Stage 2

Date: 06 May 2019

Time: 8.30 AM - 12.30 PM

BOOK NOW

Webinar & Classroom

Jurisdiction: All

AUSCO HARRINGTON

people aware of what the Institute has to offer. JOIN OUR MAILING LIST Institute of Infrastructure (ICI) Unit 11/9 Hoyle Avenue, Castle Hill NSW 2154 PO BOX 7252 Baulkham Hills BC NSW 2153 02 9009 4000 iciaustralia.com You are receiving this email as a subscriber to an Institute of Infrastructure mailing list. INSTITUTE OF CIVIL INFRASTRUCTURE iciaustralia.com

These types of email updates cover a number of topics and it would be a shame if someone in your organisation was missing out on vital training information or missed an invitation to a networking event in your area. Send an email to admin@iciaustralia.com or call 1300 424 287 with the names and emails of people in your business who should be receiving them to get more Unit 11/9 Hoyle Avenue, Castle Hill NSW 2154 PO box 7252, Balkham Hills BC NSW 2153