


EDITION 8

IN THIS EDITION...

- Give yourself the Core Advantage
- Constructing our Industry's Future: Conference 2
- Sophie Renton talks millennials and life-long learning
- Find out which team of civil engineers has been on course at the Institute
- Featured course - Project cost (2)
- Rain is on the way! Get in some training!



Conference 2: Creating tomorrow's skilled civil workforce

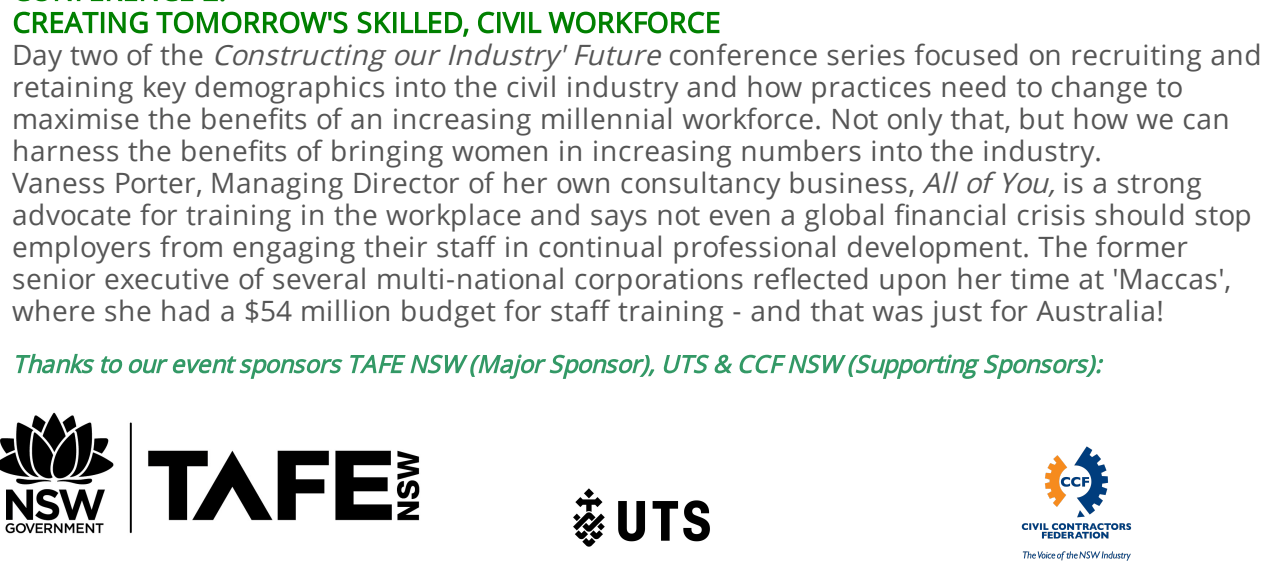
GIVE YOURSELF THE CORE ADVANTAGE

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 Core Learning Guidelines allow each CIM Member - both non-graded Entrant CIM and Graded CIM - to optimise their learning experience and strengthen their employment options by taking the option of focusing learning on a structured path - the industry's civil management standard.

A mix of 12 **Technical (Civil) Management, People Management and Business & Operations** courses have been set in each of the three stages, designed to achieve a broad range of skills relevant to all well-rounded civil supervisors or managers.

Get recognition and extra points towards your Grading Application.  
Download a copy of the Institute's [Core Advantage Courses](#)

CONSTRUCTING OUR INDUSTRY'S FUTURE CONFERENCES



www.iciaustralia.com/events

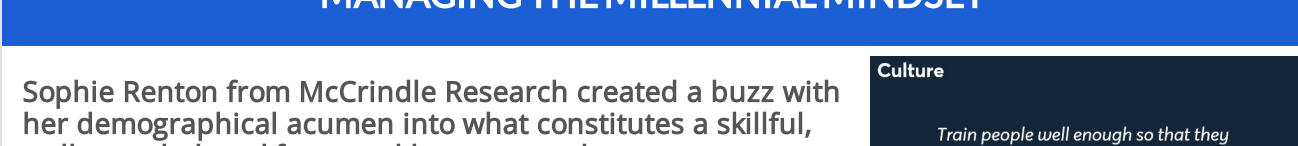
The *Constructing Our Industry's Future* conference series is a collaboration between the Institute of Civil Infrastructure and CCF NSW. Three conferences were held from 27-29 May, providing an outstanding opportunity for civil contractors to gain insights from experts both within and outside the industry.

**CONFERENCE 2: CREATING TOMORROW'S SKILLED, CIVIL WORKFORCE**

Day two of the *Constructing our Industry's Future* conference series focused on recruiting and retaining key demographics into the civil industry and how practices need to change to maximise the benefits of an increasing millennial workforce. Not only that, but how we can harness the benefits of bringing women in increasing numbers into the industry.

Vanness Porter, Managing Director of her own consultancy business, *All of You*, is a strong advocate for training in the workplace and says not even a global financial crisis should stop employers from engaging their staff in continual professional development. The former senior executive of several multi-national corporations reflected upon her time at 'Maccas', where she had a \$54 million budget for staff training - and that was just for Australia!

Thanks to our event sponsors **TAFE NSW (Major Sponsor)**, **UTS** & **CCF NSW (Supporting Sponsors)**:



MANAGING THE MILLENNIAL MINDSET

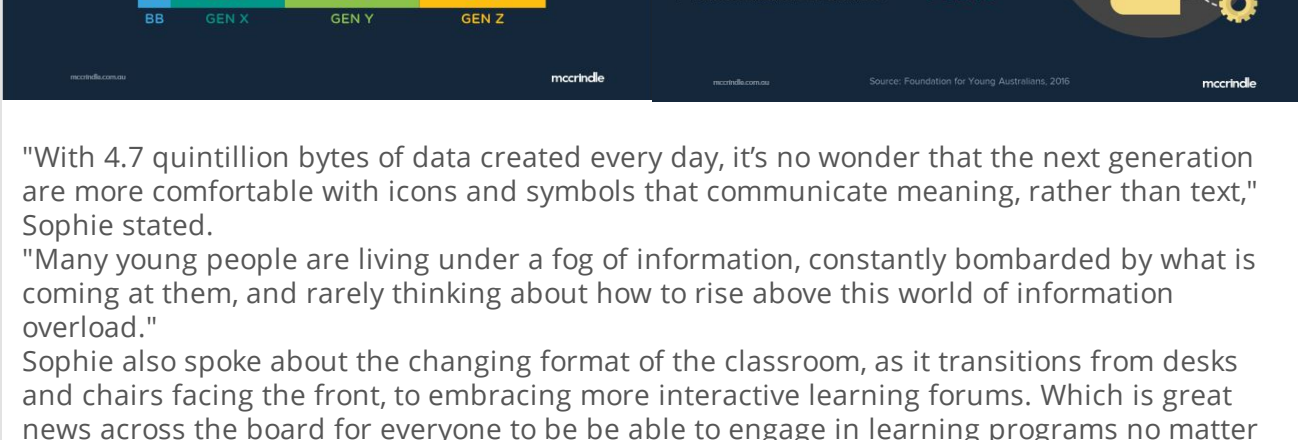
Sophie Renton from McCrindle Research created a buzz with her demographical acumen into what constitutes a skilful, well-rounded workforce and how we get there.

Kicking off her address with a snapshot of what today's workforce looks like she identified a relatively urgent need for knowledge transfer and for workplaces to understand the different values and perspectives each generation brings.

**Culture**

Train people well enough so that they can leave.  
Treat them well enough so they don't want to.

-Richard Branson



"With 4.7 quintillion bytes of data created every day, it's no wonder that the next generation are more comfortable with icons and symbols that communicate meaning, rather than text," Sophie stated.

"Many young people are living under a fog of information, constantly bombarded by what is coming at them, and rarely thinking about how to rise above this world of information overload."

Sophie also spoke about the changing format of the classroom, as it transitions from desks and chairs facing the front, to embracing more interactive learning forums. Which is great news across the board for everyone to be able to engage in learning programs no matter the geographical obstacles.

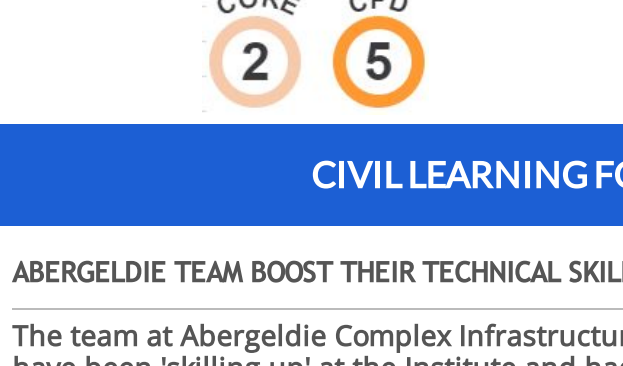
"As we live longer, retire later, change jobs more frequently, and perform more work with the assistance of machines, learning throughout life becomes more important," Sophie explained.

"Today, more than 80 per cent of the time we spend in education and training occurs before the age of 21. But the idea that a post-secondary qualification will set us up for life is no longer a reality. In the future, workers will not be able to rely solely on what they learned as a teenager. To remain employable, workers will need to make a habit of refreshing existing skills and adding new ones throughout their career."

"By 2040, Australians will need to invest significantly more time in education and training, as skills become a worker's greatest asset in more complex, machine-assisted workplaces."

For more information about the first three conferences and what's coming up on the Institute's learning and events calendar, go to our [website](#).

See below for details of a short course in managing a diverse workplace.



**Managing Diversity in the Workplace (P0206-02)**

Date: Tuesday 25 July  
Time: 8am-12pm  
Member price: \$407.00 (GST included)  
Live webinar/classroom  
Presenter: Colin Emerson

**BOOK COURSE**

CIVIL LEARNING FOR THE REAL WORLD

**ABERGELDIE TEAM BOOST THEIR TECHNICAL SKILLS**

The team at Abergeldie Complex Infrastructure (pictured) have been 'skilling up' at the Institute and had some great feedback to share about the civil-specific learning course they attended last month.

Here's some of what the satisfied course participants had to say about the session they attended - *Project Cost (2) - Economics & Finance*.

The course was great! The presenter was knowledgeable and also conducted the class like it was a discussion - involving everyone in the room. The content was useful, interesting, and brief. Overall, the roughly 4 hour class ran well, and I walked out with more knowledge than I walked in with. **Daniel Di Benedetto, Trainee Engineer**

The course was very useful as it gave me a broad idea of how we calculate the feasibility of future projects we undertake. In my opinion the content and format was really good. **Nikhil Dersh, Graduate Engineer**

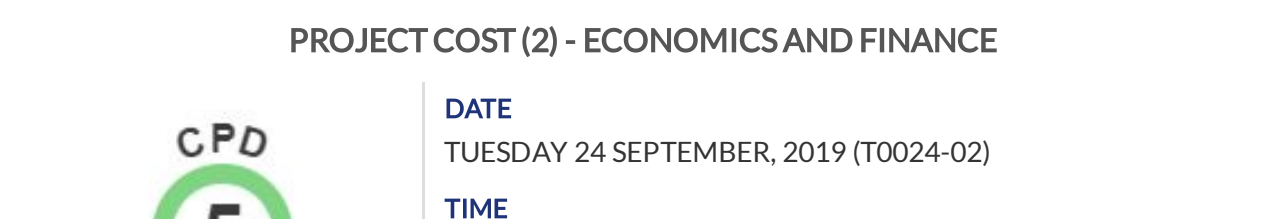
The ICI session is pretty helpful. The lecturer taught pretty well and made everything clear and straightforward. Part of the lecture is a case study and that's my favourite part. He also mentioned several certificates we can get and several organizations we can consider participating and these information are helpful as well. **Kathryn Zhang, Graduate Engineer**

The session was indeed very informative. Coming from an engineering background and the course we undertook being Project Cost- Economics and Finance, a lot of the information was relatively new to me at least. Matt Swan, backed with his abundance of experience in the field delivered the course in a capsule manner very effectively. He touched on a lot of topics and related it to past projects (e.g. The Lane Cove Tunnel) in the short 4 hours we had at ICI. Hopefully the theoretical knowledge we gained will come in handy while analysing the financial viability of projects in the near future for Abergeldie. **Zabin Salil, Graduate Engineer**

This course is coming up again in September with the same presenter, Matt Swan. See below for details in this issue's 'Featured Course' article.



FEATURED COURSE



**Project Cost (2) Economics and Finance**

OVER 70 CPD COURSES FOR THE CIVIL CONSTRUCTION INDUSTRY

**CPD 5**

**DATE**  
TUESDAY 24 SEPTEMBER, 2019 (T0024-02)

**TIME**  
8.30AM - 12.30PM

**VENUE**  
INSTITUTE'S TRAINING CENTRE / WEBINAR

**WHAT THIS COURSE COVERS**  
This course will cover how a project price is structured and managed for risk.

It will include an overview of:

- Project economics and the time value of money
- How confidence intervals can be used to estimate the project's likelihood of achieving budget
- An introduction to project financing structures and accounting definitions
- Project governance, gating and budget approvals
- How to manage the planning and sunk cost fallacies, and other biases that can lead to poor project decisions
- How budget estimates can be reality-checked' using reference-class forecasting unconscious bias and strategic misrepresentation; and
- Further opportunities to develop as a project professional

**WHO SHOULD ATTEND**  
This course is suitable for anyone looking to frame their projects within your business, the finance system or the wider economy. Specifically relevant to New Managers (both Leading Hands/Supervisors and Graduate Engineers). Participants should have some experience in project cost development and control. We recommend Project Cost (1): Estimation and Control, be done prior.

**PRESENTER**  
Matt Swan  
COST  
Tickets  
CIM Member Price Price \$392.00 Inc GST  
Affiliate Price Price \$432.00 Inc GST  
Non-Member Price Price \$587.00 Inc GST  
Registration Closes: 10 September, 2019

**BOOK COURSE**

IF OUTSIDE IT'S RAINING, GET ON SOME TRAINING!



**Raining outside? Get in quick to get on course!**

Don't let the wet weather rule your week. Take charge and book yourself into one our learning courses for a rainy day. 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. See below for what courses are available for booking NOW! [Learning and Events Calendar](#).

WHAT'S COMING UP THIS MONTH

**9 JULY, 2019**

Course No: P0203  
Time: 8.00am-12.00pm  
Webinar & Learning Centre  
Jurisdiction: All

**BOOK COURSE**

**9 JULY, 2019**

Course No: P0215  
Time: 2.00pm-6.00pm  
Webinar & Learning Centre  
Jurisdiction: NSW

**BOOK COURSE**

**10 JULY, 2019**

Course No: B0417 - 02  
Time: 12.30pm-4.30pm  
Webinar & Learning Centre  
Jurisdiction: All

**BOOK COURSE**

**11 JULY, 2019**

Course No: P0205  
Time: 1.30pm-5.30pm  
Webinar & Learning Centre  
Jurisdiction: All

**BOOK COURSE**

**18 JULY, 2019**

Course No: P0203  
Time: 8.30pm-12.30pm  
Webinar & Learning Centre  
Jurisdiction: NSW

**BOOK COURSE**

**24 JULY, 2019**

Course No: T0020  
Time: 4.00pm-8.00pm  
Webinar & Learning Centre  
Jurisdiction: All

**BOOK COURSE**

BLOG SPOT



THREE THINGS TO BECOMING A BETTER LEADER  
by Greg Mowbray

There are hundreds of things that you could do to become a better leader, but if you did just these three things you would make great progress towards getting the best out of your people.

**Prioritise your time.** We simply can't do everything that we want to or think we need to. Some of us become less productive and less efficient because we try to do too much. Simply slow down, work out what your highest value contribution to your organisation is and focus on those tasks. Delegate the rest. Say 'no' to low value tasks. Become bullish about focusing on the things that matter most.

**Build trust.** People won't follow you if your promises or trust you. Be reliable. Do what you say you are going to do. Follow through on your promises or don't make them. Tell the truth. People have good 'BS detectors'! Sometimes the right thing to do is also the hard thing to do, so we might be tempted to cut a corner and do the wrong thing. Remember, there is no right way to do the wrong thing.

**Make others better.** Let go of your ego. Leadership is not about you but what you can do with and for others. Be selfless. Judge the success of your leadership by how much you have helped others succeed. Sir Isaac Newton said "If I have seen further it's because I have stood on the shoulders of giants." Imagine your organisation if you focused on helping your people to become giants. Everyone wins.

While many of us feel overwhelmed with the responsibilities of leadership, even to the point of giving up on becoming better, focusing on just a few achievable areas of improvement will lead to better leadership and better outcomes. In the words of Simon Sinek, "Be the leader you wish you had."

Read more blogs like this at [www.gregmowbray.com](#)

YOUR CIVIL CAREER

**Can credentials give you civil industry credibility?**

**READ MORE**

**Reasons networking is important**

- 1 You will discover opportunities
- 2 It is an expected skill
- 3 It will benefit you over your career
- 4 It builds a broader perspective
- 5 It starts your CPD process
- 6 It's good karma

**Six reasons why networking is important**

**READ MORE**

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 people aware of what the Institute has to offer.

[JOIN OUR MAILING LIST](#)