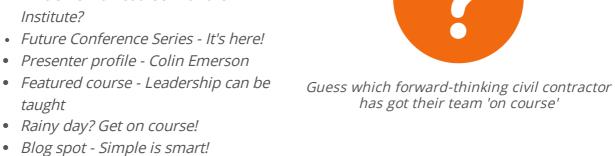
For all those supervising, managing and leading. **EDITION 5** 

IN THIS EDITION...

- What's in store? Upskilling for a better future
  - Who's new on course with the Institute?
- Presenter profile Colin Emerson
- taught • Rainy day? Get on course! • Blog spot - Simple is smart!





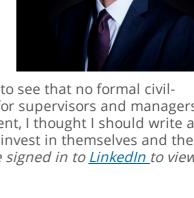
### There are still spaces left but get in quick. These conferences are highly topical in the current landscape. Book now or forever remain in the dark about how to inspire and lead in

WHAT'S IN STORE?

times of change and climb Mount Everest. Again, a warm welcome to our new Members who've joined the Institute since our last edition. Our community is growing by the day and it's heartening to see such commitment to furthering professional development in the workplace. this article) CEO David Castledine.

It's almost here! The Constructing our Industry's Future conference (27-29 May) series kicks off on Monday with Conference 1: Creating a civil, safe and healthy workplace.

When I joined the civil industry eight years ago, I was shocked to see that no formal civilspecific continual professional development program existed for supervisors and managers. After embarking on my own journey of professional development, I thought I should write an article for LinkedIn, in the hope of perhaps inspiring others to invest in themselves and their own careers. Enjoy reading! (Link to article. P.s. You need to be signed in to LinkedIn to view **UPSKILLING FOR A BETTER FUTURE** 



So, who's responsibility is upskilling anyway? With suggestions our careers may now span 60 to 70 years (The 100-Year Life, Living and Working in the Age of Longevity), constant learning and upskilling is becoming critical to our economic and personal wellbeing. Key findings in research conducted by Hays Recruiting research revealed that 96% of the professionals surveyed consider upskilling as 'important' or 'very important', 84% would not consider a role that lacked skills development and nearly half (47%) wouldn't join an

## organisation that didn't offer formal training opportunities. (Who's Responsibility is <u>Upskilling: Hays 2018)</u> As workforce dynamics and demographics shift and the pace of technological change

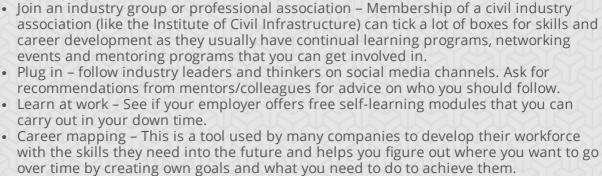
accelerates, there is a challenge to 'stay employable' by keeping skills industry-relevant and current. As such, more and more staff are shifting the responsibility on to their employers to ensure their career longevity, by facilitating on-the-job training through mentoring, external training programs and allowing time off to attend seminars and conferences. Interestingly, 77% of the employers Hays surveyed said they were more likely to shortlist a

qualified candidate who regularly upskills and 59% actively encourage employees to become self-directed learners. The Hays article concludes that the message to employers is clear. "With candidates looking to join organisations that provide upskilling as part of the job, the message is clear: partner with your employees to promote their career longevity for mutual benefit."

GOAL+PLAN+SUCCESS HOW YOU CAN TAKE CHARGE OF YOUR CAREER DEVELOPMENT

Request 'stretch' opportunities at work – take on a project outside your usual scope of

Relevant external courses and learning programs – Consider short courses aligned with



developing trends in the civil sector. Check out the Institute's short courses.

over time by creating own goals and what you need to do to achieve them.

- **DEVELOPMENT** "A key strategic pillar of any successful business

better than most what's required to steer a company's growth. And it's not all about the bottom line. A former secondary and tertiary level teacher, Gladys is also passionate about training and HASLIN opening the doors to continual professional

supported by appropriate training and skill development," Gladys said.

"Business growth and innovation relies on employees having a clear career progression

"Exposure to learning new skill sets and broadening industry understanding is critically important in this era of unprecedented technological change. Employees have to not only be skilled; they also have to be adaptable, flexible and open to new ideas and ways of doing

personnel management, she has overseen the company's growth into one of Australia's premier mid-tier contractors. Throughout her tenure, she admits the greatest challenge has been people management, which is where the organisation has directed their employee training focus with the Institute's learning programs. "I think this is a challenge for people in any industry, so one of the key areas we would like to focus our training on is the development of leadership," she explained. "Another of our strategic pillars is our considerable technical expertise in providing civil engineering solutions. So, a second area we would focus on with training is the development

Since 1991, Gladys has maintained a vital position in Haslin's ever-growing landscape. Responsible for developing company strategy, implementing corporate governance and

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. Each of the four conferences has a related evening learning and networking event which will be held immediately after the full day conference at Doltone House from 4pm-6pm. Here are the details. CONFERENCE 2 CONFERENCE 1 CONFERENCE 3 WORKFORCE & SKILLS CONTRACTS & PROCUREMENT

CREATING TOMORROW'S

SKILLED CIVIL WORKFORCE

TUESDAY 28 MAY, 2019

8AM-4PM

28 MAY 2019

29 MAY 2019

**EFFICIENT & EFFECTIVE** PROCUREMENT CONTRACTS

WEDNESDAY 29 MAY, 2019

8AM-4PM

LEARNING & NETWORKING 3

- SUCCESSFULLY CLIMBING

MT EVEREST...AND

mountaineer.

**BOOK EVENT** 

LAST CHANCE TO BOOK! FUTURE SERIES CONFERENCES

DOLTONE HOUSE, HYDE PARK DOLTONE HOUSE, HYDE PARK DOLTONE HOUSE, HYDE PARK **BOOK CONFERENCE BOOK CONFERENCE BOOK CONFERENCE** 

LEARNING & NETWORKING 2

- DEVELOPING A CULTURE

OF SUCCESS IN YOUR

ORGANISATION COMPLETING PROJECTS MONDAY 27 MAY, 2019 **TUESDAY 28 MAY, 2019** WEDNESDAY 29 MAY, 2019 4PM-6PM 4PM-6PM 4PM-6PM DOLTONE HOUSE, HYDE PARK DOLTONE HOUSE, HYDE PARK DOLTONE HOUSE, HYDE PARK SPECIAL GUEST SPEAKER: SPECIAL GUEST SPEAKER: SPECIAL GUEST SPEAKER: Lyn Ainsworth, Executive Vanessa Porter, Managing Neill Johanson, architect, <u>Director</u>, <u>Catholic Care Broken</u> Director, All of You. business owner and

**BOOK EVENT** 

**COURSE PRESENTER PROFILE** 

**COLIN EMERSON** Colin Emerson is a highly-experienced corporate and adult educator who practices what he preaches. Not just an advocate for lifelong learning, Colin is a 'continual professional developer' himself, who is still learning after 40 years 'on the job'. "Ongoing training is important as how things were done is not necessarily on how things are done now," Colin stated. "Equally, how things are done now will be different to how

### as well as various workshops on leader development in my own business. "To make it all relevant, I find out what as much as I can about those attending the training sessions, their organisation and what roles they perform and then adapt the material to use examples that are relevant to those learners. But more importantly, I use the experiences of the learners to make the learning real for the situations they face that's relevant to the

Colin has become a popular presenter for the Institute, with his approachable demeanour and extensive cross-industry experience enabling him to engage participants with real-life

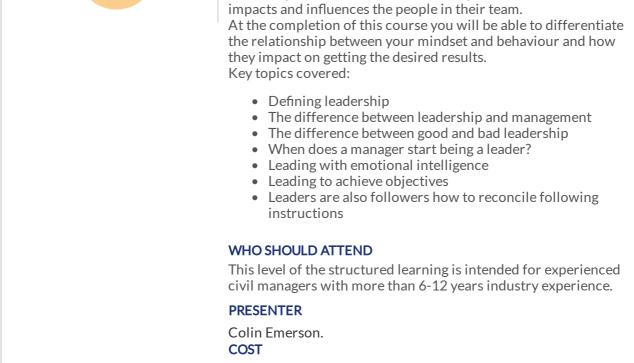
"Now, I deliver more than 13 different units of leadership and business development for TAFE

"I have been in leadership roles, at a state or national level, both in Australia and overseas from the age of 23 in the telecommunications, security, WHS, training, finance and banking

# and relevant experiences from his broad array of business operations. See below Featured Course for an upcoming presentation by Colin or check out the Learning <u>& Events Calendar</u> **FEATURED COURSE**

things will be done in the future. Ongoing training ensures that I maintain relevance and competency in my chosen field of work. Myself? I've just completed two years of study and

Leadership can be taught -The fundamentals and mindset of Leadership



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 START YOUR LEARNING JOURNEY

# WHAT'S ON THE CALENDAR IN MAY/JUNE

Project Cost (2) Economics and Finance

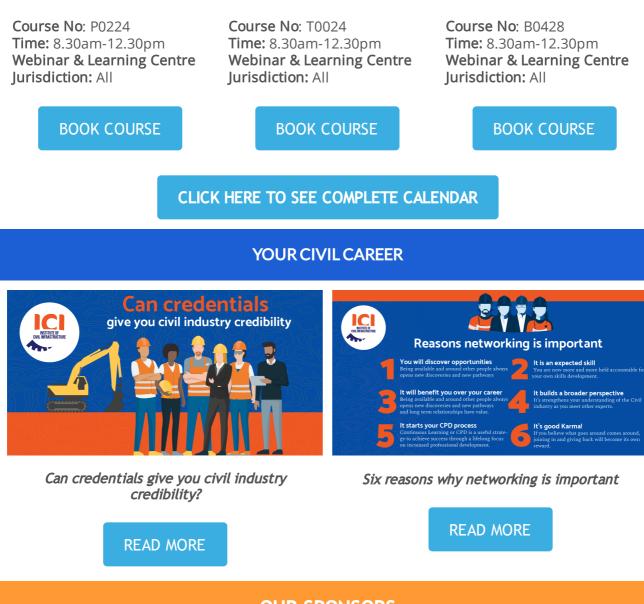
11 June 2019 8:30 AM- 12:30 PM Live Interactive Webinar or at the ICI Learning Centre

11 JUNE, 2019

**Understanding Financial Ratios** 

13th June 2019 8:30 AM - 12:30 PM Live Interactive Webinar or at the ICI Learning Centre

13 JUNE, 2019



MORAY&AGNEW **Assignar** TECHNOLOGIES

Strength You Can Build Ow

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people aware of what the Institute has to offer. JOIN OUR MAILING LIST

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



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Gallagher YOU DIG **Pickles** 

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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

The Voice of the Industry

CONTACT THE INSTITUTE TODAY WHO'S NEW ON COURSE WITH THE INSTITUTE? MASTERING THE ART OF PROFESSIONAL should be a commitment to the professional

work to develop new skills.

development of all employees."

development for her staff.

As the General Manager Corporate Governance and HR of highly-respected civil contractor, Haslin Constructions, Gladys Woods knows

of technical engineering expertise. "Mastery is the most powerful motivator and I believe people are strongly motivated to be more effective and successful in their role. Appropriate training can help them achieve this." Contact the Institute's Specialist Learning Consultant Nick Fox to get your professional

development journey underway. <u>Email Nick</u>.

LEARNING & NETWORKING 1 - A CULTURE OF SAFETY: INSPIRE & LEAD IN TIMES OF CHANGE & CHALLENGE

Bay.

**BOOK EVENT** 

**HEALTH & SAFETY** 27 MAY 2019

CREATING A CIVIL, SAFE &

HEALTHY WORKPLACE

MONDAY 27 MAY, 2019

8AM-4PM

Along with being one of the Institute's regular course presenters, Colin is also employed as a teacher at TAFE NSW and runs his own consulting and coaching business with a focus on leadership and organisational development. In his 'spare time', Colin has written several books on leadership drawing from his four decades of workplace wisdom within the NSW local government sector, as well as from other management roles he's achieved throughout his tenure.

sectors," Colin revealed.

training being given."

now completing further courses!"

THE INSTITUTE OF CIVIL INFRASTRUCTURE PEOPLE MANAGEMENT COURSE

**DATE** CPD THURSDAY 25 JULY, 2019 TIME 1.00Pm - 5.00pm **VENUE** INSTITUTE'S TRAINING CENTER / WEBINAR WHAT THIS COURSE COVERS This short course will equip managers to understand what leadership is, what their own leadership mindset is and how that

OVER 70 CPD Courses for the Civil Construction Industry

Leadership can be taught (P0209)

**Tickets** Member Price Price \$407.00 Inc GST Affiliate Price Price \$447.00 Inc GST Non-Member Price Price \$602.00 Inc GST Registration Closes: 22 May, 2019 **BOOK NOW** RAINY DAY? GET ON COURSE WHAT'S IT LOOKING LIKE OUTSIDE YOUR WINDOW? Don't let rain rule your day onsite. Take charge and book yourself into one of our learning courses. Last minute? No problem! All of

> JOIN NOW AND SAVE BLOG SPOT - SIMPLICITY IS SMART!

And receive \$850\* credit towards training and membership. Get in quick. This offers is closing soon! \*This offer is for all new CIM Members residing in regional NSW (outside Sydney Metro, Wollongong and Newcastle). Members must book and attend their FREE COURSES before 30/6/2019.

Matt Breitfelder from BlackRock (the world's largest asset management firm) shared a simple story at a conference I attend in New York that stuck (and got a round of applause from the audience). It went a little

"I have an 8yr old daughter, Lily, and recently I went to her parent-teacher conference at the school. I spent a long time preparing myself with a list of Lily's strengths, weaknesses, her results to date, what my thoughts were on her improvement plan. I had a list of questions to fire away at the teacher to show that I took my daughter's education and growth seriously. I arrive, chest puffed out, "I'm the Managing Director & Chief Talent Officer for a

Within the first few minutes, the teacher presented Lily's self-assessment of her 'Glow & Grow'. The three things were she felt she Glowed at school, and the three things that she needs to help her Grow!" Matt was flawed. He continued "And with that, I put away my prepared documents and my list of questions, along with my ego and sat in awe of this teacher and the wonderful impact she was having on my daughter, both her development and

THE AUDIENCE ERUPTED IN LAUGHTER AND APPLAUSE! THE RESPONSE WAS INTERESTING TO ME.

Sometimes it's to make us look smart or feel smart, but it ain't smart! SIMPLICITY IS SMART!

real with a personal story, allowing us to have our own personal insight (A'ha moment).

What would happen if we asked people to reflect and list the three areas where they GLOW at work, their strengths, the activities that give them energy - focus on making them feel good about themselves and feeling safe, first. Once they feel 'safe', they are more likely to share the three areas where they could GROW. No need to over complicate the feedback process. But, we do like to do that, don't we! Over complicate.

Matt's example landed so beautifully with a room full of leaders for two reasons: It was simple, and he made it

Whether you are a leader of people or not, we can all take a leaf out of Matt's book when trying to influence

It highlights the power of simplicity and storytelling. It was such a simple concept.

Supporting people's futi

SIMPLICITY IS SMART!

multinational - I got this!"

something like this:

Author: Blythe Rowe, Director Human Incite

Wanna improve performance at work?

others or drive better outcomes.

Understanding the BCGOA

*30 MAY, 2019* 

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shorehire. KREISSON

Should someone else be getting this email?

T 1300 424 287 F (02) 9009 4050

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