



Supporting people's futures

INSTITUTE OF CIVIL MANAGEMENT TRAINING MAGAZINE

GET on COURSE

The civil industry's continual learning e-magazine.
For all those supervising, managing and leading.

EDITION 5

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Guess which forward-thinking civil contractor has got their team 'on course'?

WHAT'S IN STORE?

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*. 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 times of change and climb Mount Everest.

Again, a warm welcome to our new members who 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.

When I joined the civil industry eight years ago, I was shocked to see that no formal civil-specific 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 this article)

CEO David Castledine.

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 Upskilling: Hays 2018](#))

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."

HOW YOU CAN TAKE CHARGE OF YOUR CAREER DEVELOPMENT

- Request 'stretch' opportunities at work – take on a project outside your usual scope of work to develop new skills.
- Relevant external courses and learning programs – Consider short courses aligned with developing trends in the civil sector. [Check out the Institute's short courses](#).
- Join an industry group or professional association – Membership of a civil industry association (like the Institute of Civil Infrastructure) can tick a lot of boxes for skills and career development as they usually have continual learning programs, networking events and mentoring programs that you can get involved in.
- Plug in – follow industry leaders and thinkers on social media channels. Ask for recommendations from mentors/colleagues for advice on who you should follow.
- Learn at work – See if your employer offers free self-learning modules that you can carry out in your down time
- Career mapping – This is a tool used by many companies to develop their workforce with the skills they need into the future and helps you figure out where you want to go over time by creating own goals and what you need to do to achieve them.

WHO'S NEW ON COURSE WITH THE INSTITUTE?

MASTERING THE ART OF PROFESSIONAL DEVELOPMENT

"A key strategic pillar of any successful business should be a commitment to the professional development of all employees."

As the General Manager Corporate Governance and HR of highly-respected civil contractor, Haslin Constructions, Gladys Woods knows 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 opening the doors to continual professional development for her staff.



HASLIN

LAST CHANCE TO BOOK! FUTURE SERIES CONFERENCES

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 1
HEALTH & SAFETY
27 MAY 2019

CREATING A CIVIL, SAFE & HEALTHY WORKPLACE

MONDAY 27 MAY, 2019
8AM-4PM

DOLTONE HOUSE, HYDE PARK

BOOK CONFERENCE

CONFERENCE 2
WORKFORCE & SKILLS
28 MAY 2019

CREATING TOMORROW'S SKILLED CIVIL WORKFORCE

TUESDAY 28 MAY, 2019
8AM-4PM

DOLTONE HOUSE, HYDE PARK

BOOK CONFERENCE

CONFERENCE 3
CONTRACTS & PROCUREMENT
29 MAY 2019

EFFICIENT & EFFECTIVE PROCUREMENT CONTRACTS

WEDNESDAY 29 MAY, 2019
8AM-4PM

DOLTONE HOUSE, HYDE PARK

BOOK CONFERENCE

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

MONDAY 27 MAY, 2019
4PM-6PM

DOLTONE HOUSE, HYDE PARK

SPECIAL GUEST SPEAKER:
[Lyn Ainsworth, Executive Director, Catholic Care Broken Bay.](#)

BOOK EVENT

LEARNING & NETWORKING 2
- DEVELOPING A CULTURE
OF SUCCESS IN YOUR
ORGANISATION

TUESDAY 28 MAY, 2019
4PM-6PM

DOLTONE HOUSE, HYDE PARK

SPECIAL GUEST SPEAKER:
[Vanessa Porter, Managing Director, All of You.](#)

BOOK EVENT

LEARNING & NETWORKING 3
- SUCCESSFULLY CLIMBING
MT EVEREST...AND
COMPLETING PROJECTS

WEDNESDAY 29 MAY, 2019
4PM-6PM

DOLTONE HOUSE, HYDE PARK

SPECIAL GUEST SPEAKER:
[Neill Johanson, architect, business owner and mountaineer.](#)

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 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 now completing further courses!"



FEATURED COURSE

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.

"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 sectors," Colin revealed.

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

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 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 & Events Calendar](#)

THE INSTITUTE OF CIVIL INFRASTRUCTURE PEOPLE MANAGEMENT COURSE



ICI
INSTITUTE OF CIVIL INFRASTRUCTURE

Supporting people's futures

Leadership can be taught -
The fundamentals and mindset
of Leadership

OVER 70 CPD COURSES FOR THE CIVIL CONSTRUCTION INDUSTRY

Leadership can be taught (P0209)

CPD
5

CORE
3

DATE
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 impacts and influences the people in their team.

At the completion of this course you will be able to differentiate the relationship between your mindset and behaviour and how they impact on getting the desired results.

Key topics covered:

- Defining leadership
- The difference between leadership and management
- The difference between good and bad leadership
- When does a manager start being a leader?
- Leading with emotional intelligence
- Leading to achieve objectives
- Leaders are also followers how to reconcile following instructions

WHO SHOULD ATTEND

This level of the structured learning is intended for experienced civil managers with more than 6-12 years industry experience.

PRESENTER

Colin Emerson.

COST

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 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



ICI
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Supporting people's futures

Join ICI today

And receive \$850* credit towards training and membership.
Get in quick. This offers is closing soon!

*This offer is for all new CIM Members in the civil sector. (Outside Sydney Metro, Wollongong and Newcastle). Members must book and attend their FREE COURSES before 30/6/2019.

JOIN NOW AND SAVE

BLOG SPOT - SIMPLICITY IS SMART!

SIMPLICITY IS SMART!

Author: Blythe Rowe, Director Human Incite

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 something like this:

"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 like 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 multinational. I got this!"

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 flattered. 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 self-esteem!"

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

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

Wanna improve performance at work?

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.

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

Matt's example landed so beautifully with a room full of leaders for two reasons: It was simple, and he made it real with a personal story, allowing us to have our own personal insight (Aha moment).

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

[www.blytherowe.com](#)

WHAT'S ON THE CALENDAR IN MAY/JUNE



Understanding the BCGOA

Building Construction Governance and Accountability

11 May 2019
8.30AM - 12.00PM

Live Interactive Webinar at the ICI Learning Centre

30 MAY, 2019

Course No: P0224
Time: 8.30am-12.30pm
Webinar & Learning Centre
Jurisdiction: All

BOOK COURSE



Project Cost (2)

Economics and Finance

11 Jun 2019
8.30AM - 12.00PM

Live Interactive Webinar at the ICI Learning Centre

11 JUNE, 2019

Course No: T0024
Time: 8.30am-12.30pm
Webinar & Learning Centre
Jurisdiction: All

BOOK COURSE



Understanding Financial Ratios

14th June 2019
8.30AM - 12.00PM

Live Interactive Webinar at the ICI Learning Centre

13 JUNE, 2019

Course No: B0428
Time: 8.30am-12.30pm
Webinar & Learning Centre
Jurisdiction: All

BOOK COURSE

CLICK HERE TO SEE COMPLETE CALENDAR

YOUR CIVIL CAREER

Can credentials give you civil industry credibility



Can credentials give you civil industry credibility?

READ MORE

Reasons why networking is important



Six reasons why networking is important

READ MORE

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shorehire.

Should someone else be getting this email?

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

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The Voice of the Industry

The Institute of Civil Infrastructure operates in partnership with the
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