

EDITION 16

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Have you set yours right?

FROM THE CEO



I am really excited to announce that the Institute's 2020 Learning Program calendar is now online. The 2020 calendar will also feature new courses which have been created to meet the demands of the civil infrastructure industry.

If you missed a course for any reasons in 2019, now is the time to look at the calendar and reserve a spot. We have already started receiving bookings for 2020 courses, which is great news. It reinforces the Institute's vision and spurs us to continue with our efforts.

Additionally, we have planned a wide array of events for our CIM Members (Civil Infrastructure Manager). One of the upcoming CIM Learning and Networking event includes a look into an exciting new civil infrastructure project with Mick Boyle, Executive Chairman of Abergeldie Complex Infrastructure.

Enjoy reading this edition. Check out the 2020 calendar now. CCF NSW CEO - David Castledine

LEARNING PROGRAM CALENDAR

MEET & GREET - LUKE WEST



Luke West Communications and Content Specialist

The newest recruit to the Institute of Civil Infrastructure team is Luke West. Luke joined us in mid October as the CCF NSW's Communications and Content Specialist.

His career has taken him from education and publishing to communications roles for industry associations and also for an agency. He joins us after stints working in ClubsNSW's communications department and more recently as editor of a motoring history magazine. He has qualifications from the Australian Catholic University (Diploma of Teaching) and Macquarie University (Bachelor of Arts/Communications). Outside of work, Luke is married with two teenage sons. He is a lifelong motorsport tragic and follows the Wests Tigers and the Western Sydney Wanderers.

It's Luke's job to tell the world – well, the civil construction industry and our Members at least – about the Institute, its courses and the important roles it plays. So, while Luke won't be presenting courses, you might just receive a call from him to learn about your training experiences for *Get on Course*.

If you already have a story that you would like to share, hit the email button below.

EMAIL LUKE



CIM Learning and Networking Event

Join us for an informative look into an exciting new civil infrastructure project with Mick Boyle, Executive Chairman of Abergeldie Complex Infrastructure.

Ghella Abergeldie Joint Venture (GAJV) have been appointed by Watercare to construct the Central Interceptor, a \$1.2 billion wastewater tunnel with associated infrastructure.

The largest wastewater project in New Zealand, the tunnel will stretch over 13 kilometres from Western Springs to the Mangere Wastewater Treatment Plant, collecting wastewater along the way via sewers and drop shafts. The project will greatly benefit Auckland and the community by providing additional wastewater capacity to accommodate the growing city and help reduce the volume of wastewater overflows, so that everyone can enjoy clean waterways, beaches and estuaries.

Don't wait too long to book.

BOOK NOW

SOME CIVIL STATS



Capability uplift in the construction/infrastructure sector: more projects, more risk, more opportunity

Last year, the NSW Government released its 10 point plan for the construction sector, outlining a range of measures for improving the way that the government contracts, collaborates and shares risk with industry, to deliver the biggest infrastructure boom in the State's history.

And whilst this commitment is extremely promising, we find ourselves questioning: just how equipped are we to deal with the number and size of projects in this pipeline?

As infrastructure projects are set to peak in NSW in 2019-20, we believe that now, more than ever, we need to uplift project management capability across the sector to be able to deliver these large scale, complex projects efficiently and successfully.

The sector's growth and opportunity

By 2036, NSW Government said it needs to support:

• 113% more train trips (2018-2036 State Infrastructure Strategy) • 30% more car trips (2018 State Infrastructure Strategy) and

• 40% more households (2016 NSW population and household projections)

In order to meet these demands, it's a <u>Premier's priority</u> to deliver a range of major projects "on time and on budget, and accelerate the delivery of more than 80 significant local infrastructure projects."

NSW - we've got a lot to do, and quickly! Therefore, it's incredibly important that this pipeline of projects is managed by competent people using best practice project management tools, techniques and methodologies. Why? To minimise risk while maximising value for contractors, suppliers, government and community.

Need for capability uplift in project management

The NSW Government's aim, expressed in the Plan, to "achieve value for money in construction procurement" is a fantastic goal and many in the sector have started working toward this vision. This is of course a great start, but it's not enough. As the Plan notes, the current infrastructure boom brings with it the substantial challenge of developing the "skills, capability and capacity of the construction industry's workforce."

To successfully deliver NSW's pipeline of infrastructure projects we're going to need not only more skilled workers, but workers with a new set of leadership skills. We're going to need project leaders capable of not only dealing with more technically complicated and interconnected projects; but also capable of handling projects with far more socio-political complexity.

We will need project leaders who can build high performing teams while communicating, negotiating and influencing stakeholders from a wide range of political, regulatory and commercial domains. We will need project leaders who can think strategically and tactically who can talk about the long term benefits of place-making with triple-bottom-line outcomes for community, and in the next breath discuss technical issues with suppliers on site.

Whilst there's been significant progress already, project management across this sector (indeed, all sectors) - must continue to shift:

• from *accidental project management* (where people move from technical expertise into project management without any prior training in the latter); • to *best practice project management* (where project management and project leadership skills are developed *before* the individual assumes a project management role, and indeed

throughout their career). In-house and boundary-spanning uplift

This sector-wide capability uplift will require a united effort. All organisations in the civil infrastructure sector need to pro-actively invest in capability uplift. This means undertaking both:

• Traditional, in-house learning and development initiatives (in-house training programs, mentoring and coaching); and

• Collaborative professional development initiatives involving partners, suppliers, subcontractors and others in their project delivery community (e.g. The Institute of Civil Infrastructure courses, knowledge sharing and industry networking events).

The impact of this capability uplift will be profound - from minimising risk and maximising return on projects, creating healthier and more sustainable working environments, growing the talent pool shared by the sector, and ultimately producing better outcomes for the community.

Furthermore, we believe that if we teach more of our workforce to manage and lead projects in line with best-practice, we'll start to see greater maturity and sustainability across the sector. This is because the project management practices implemented will support a reliable, adaptable and scalable project delivery system. In other words, we'll end up with a sector that's able to accommodate fluctuations, disruptions and innovations in future project pipelines.

<u>Elemental Projects</u> *is a boutique training and consulting firm specializing in project and* program management capability uplift. In 2019 Elemental Projects received Gold and Bronze awards in the globally recognised Brandon Hall Human Capital Management Excellence Awards for their innovative use of project management simulations to support a major change Program for Sydney Water's Delivery Management Group.

COURSE PRESENTER PROFILE



Otre Moussa

ABOUT OTRE MOUSSA

Otre is a qualified Civil Engineer (UNSW Australia honors) with over twenty years' experience in the protecting of underground and above ground services.

His areas of expertise include networking with underground asset owners across Australia and the world and public speaking internationally, delivering awareness presentations -this year alone has taken him to the USA, UK, Middle East and Europe for public speaking engagements - utility event management and damage minimisation programming.

Otre has a good knowledge and understanding of relocation of the underground assets and is an expert witness in courts for underground asset strikes.

He has delivered over 3000 presentations on damage minimisation throughout his career and professionals from all over the world seek attendance at his presentations.

He has a proven success in coordinating damage minimisation strategies with various councils, civil and construction industry, government authorities and underground asset owners. Not only that but he has also written articles for the American and European market.

THE INSTITUTE EXPERIENCE

In his words, "As was at the first meeting that concentrated on the creation of the Institute. I was very excited about the concept and I am glad that it is now a reality as it is well overdue".

WHY IS TRAINING IMPORTANT?

According to Otre, 'Training is the most effective way to bring up the standards in all aspects of the civil construction industry. I have been delivering training on the assets that run our daily lives for over 21 years, I have personally seen the culture and attitude change of the civil construction industry towards a better damage minimisation awareness".

IN FOCUS - DIAL BEFORE YOU DIG

Are you across the basics of safe excavations?

Anyone engaged in the civil infrastructure industry must know of the vast network of underground assets that exist to support myriad essential services such as telecommunications, internet and water supply networks, to name a few.

Damage to any of these can wreak havoc by disrupting these essential services and cost millions to businesses. Hence civil personnel and businesses must be across the basics of safe excavations on any project they are working on.

If you are a manager looking to lead your team in ensuring the risk of underground services is understood and managed, and want to take away an understanding of the types of systems that should be set up to ensure teams perform when undertaking any underground work, the Institute has learning courses in the TECHNICAL (CIVIL) MANAGEMENT stream covering this much required area of learning.

This edition's **featured course** focuses on underground services within the civil industry.

Check it out and book.



All Learning Program Courses and Events are specifically tailored to the interests and needs of the people in the civil industry. Ultimately, this benefits the development of a skilled and sustainable industry and is the key reason the Institute was created.



FEATURED COURSE



Underground Services - Leading managers to manage the risk every time



THURSDAY 28 NOVEMBER, 2019

TIME

8:30 AM - 11:30 AM

DATE

VENUE

INSTITUTE'S TRAINING CENTER / WEBINAR

WHAT THIS COURSE COVERS

This course is designed for the more experienced manager who is now managing sites, and needs to ensure those teams comply with the law and company systems in

respect to underground assets. The course will include:

- The law in NSW, and obligations of contractors, in regards to underground assets;
- The risks both from a safety and corporate perspective;
- Responsibilities of the site team, senior mangers and officers;
- What systems are necessary to ensure the team knows what to do, and when.

WHAT YOU SHOULD HOPE TO ACHIEVE

The participant will gain an understanding of the forms of contracts that exist, how they fit in with Awards, and what must and should, be included in a contract.

WHO SHOULD ATTEND

The course will aid managers to lead their teams in ensuring the risk of underground services is understood and managed. The manager will take away an understanding of the types of systems that should be set up to ensure teams perform.

PRESENTER

Otre Moussa

Otre Moussa is a qualified Civil Engineer with 19 years' experience in the protecting of underground services across Australia. His areas of expertise include networking with underground asset owners, public speaking (awareness presentations), utility event management, damage minimisation programming and management of Dial Before You Dig (DBYD) members. Otre also has a good knowledge and understanding of relocation of the underground assets and is an expert witness in courts for underground asset strikes. He has proven success in coordinating damage minimisation strategies with various councils and underground asset owners.

COST

Tickets Member Price: Affiliate Price: Non-Member Price: \$321.00 Inc GST Registration Closes: 27 November 2019

\$185.00 Inc GST \$213.00 Inc GST

BOOK NOW



IF YOU COULD DO JUST ONE THING TODAY, WHAT WOULD IT BE?

Read through any job advertisement, any role description, any list of required skills set in the 21st century, the word PRIORITY is sure to find its way there.

We have an ever-growing list of tasks vying for our attention daily, both at work and outside of it. This inadvertently has been a boon for companies printing stationery that allows us to 'prioritise' our infinite set of to-do's and software that promise to make it all work for us magically.

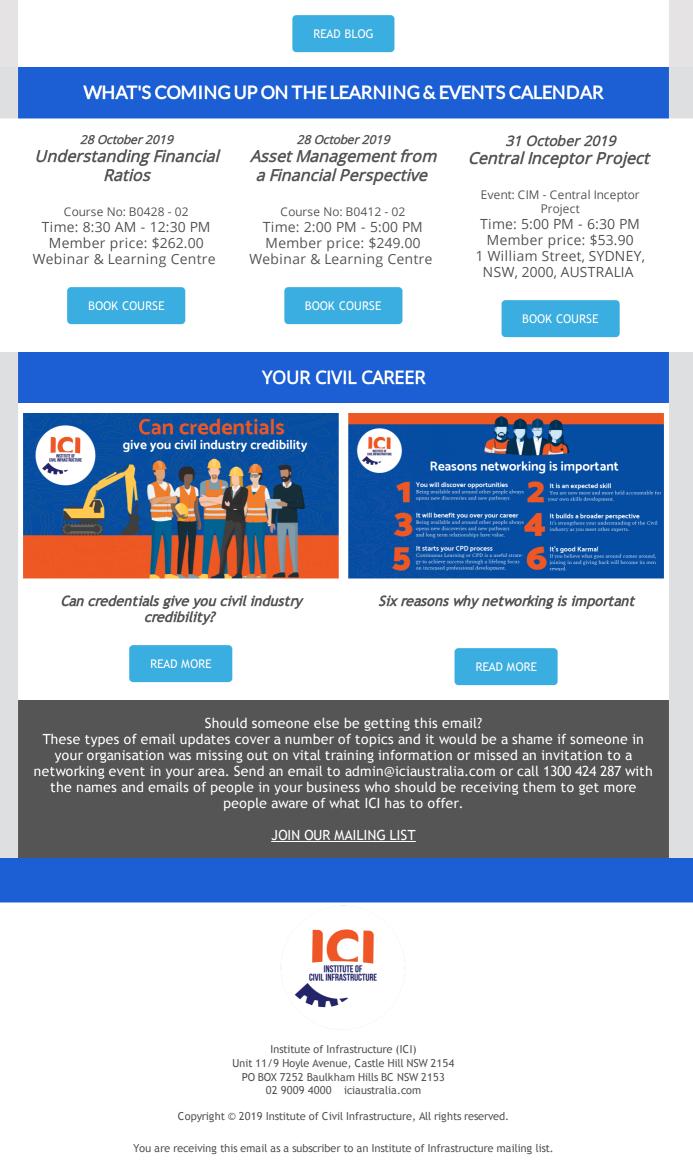
In the ensuing flood of stress emanating from still not getting our priorities right, it does beg the question that have we actually succeeded in setting them right in the first place?

In an old fashioned way, one would like to mention 'discipline' as opposed to prioritising because from one or two things being important enough to be a priority, it seems everything is now critically important.

It is even more crucial for leaders to be adept at the art of decluttering through everything and be able to identify the single most important idea or concept to focus on and make it happen.

Greg Mowbray, in his blog, wades through the maze of what is it that we may be missing in the art of prioritising.

To read the blog click below.



You can [[UNSUBSCRIBE]] from this list

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



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