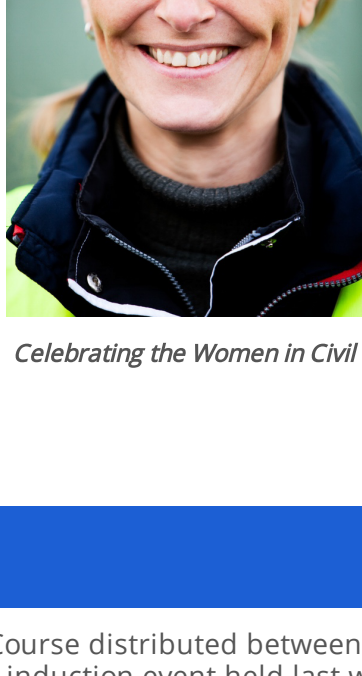


EDITION 23 - February 27, 2020

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Celebrating the Women in Civil

FROM THE CEO



With this issue of Get on Course distributed between the 2020 Women in Civil mentoring induction event held last week and International Women's Day on March 8, we've themed this E-Newsletter accordingly.

The Women in Civil program was instigated in 2016 due to the industry's gender imbalance. With women comprising just 4 percent of the industry's workforce, it was time to act. We put it to the women who were working in the industry and asked them 'How do we fix this?'

In determining what the fix looked like, we set about creating places that are welcoming, where those in the minority are comfortable reaching out to others.

The Institute of Civil Infrastructure is also part of the gender imbalance fix. As the Continual Professional Development partner of the industry, we are committed to promoting diversity in the workplace.

But most importantly, the Institute delivers dedicated Learning Courses designed to increase an organisation's ability to encourage and maximise a diverse workplace.

David Castledine, CEO - Institute of Civil Infrastructure

WOMEN IN CIVIL NEWS



Round 3 of the Women in Civil Mentoring Program Underway

New partnerships were forged when mentees met their mentors at the 2020 Women in Civil induction event at Cropley House, Baulkham Hills on 19 February.

The event – attended by Institute Members, event attendees and staff – signified the start of the third mentoring program, a key component of WiC. The mentoring system pairs the 'more experienced' with the 'less experienced'. Mentors began the process of connecting one-on-one with their mentees at the historic venue, laying the foundations to share experiences and provide support and guidance.

A driving force behind the WiC program is CCF NSW and Institute Vice President Kim Liddell (Non-Destructive Excavations Australia), who noted the new pairings immediately looked to "be getting along famously".

"The Women in Civil program has definitely got some good momentum behind it now," says Kim.

"We're building our community. We see that in our virtual communities where we're getting a lot of women come onboard into our zoom conferences that reach metro and regional areas.

"We're also seeing mentees who are now becoming mentors which is super inspiring." Returning mentor Gladys Woods (Haslin Constructions), joint winner of the 2019 CCF NSW Presidents Award, says creating an environment where mentor and mentee can connect has proven to be the program's strong suit.

"The key to the program's success is the relationship between the mentors and mentees," Gladys says. "The mentees have come here today and been immersed in the possibilities of forming a network. And the possibilities of professional development.

"The civil industry needs to increase its participation of women. It's been proven that the more women there are in an organisation, the better the bottom-line. This program's clear aim is to increase the participation of women in our industry."

Institute hosts Women in Civil Virtual Communities

The Institute of Civil Infrastructure plays an important role in the Women in Civil program by hosting the Virtual Communities component of the mentoring program.

The monthly Virtual Communities see past and present Women in Civil mentees, mentors and committee members participate in an online video conference via Zoom to aid accessibility. The Virtual Communities complement any in-person get togethers. The sessions last for 30 minutes and feature speakers addressing topics including Individual Development Plans & Career Planning, Empowering Women, Public Speaking, Managing Work/Life Balance and Handling Setbacks.

Attendees are encouraged to ask questions and start conversations/discussions on the topic. The Virtual Community sessions use the 'video-conference' technology used to deliver the Institute's courses.

For more information about the program, email us.

EMAIL US

INTERNATIONAL WOMEN'S DAY



The Institute to celebrate International Women's Day

#EachforEqual is the theme for International Women's Day 2020, set for Sunday 8 March. The theme embraces the ideal that "an equal world is an enabled world."

International Women's Day aims to encourage everyone to challenge stereotypes, fight bias, broaden perceptions, improve situations and celebrate women's achievements. In doing so, each one of us can help create a gender equal world.

The Institute has embraced the International Women's Day's aims of gender equal boardrooms and workplaces. The Institute has female staff, presenters, course participants and a female Vice President.

It also offers specific diversity courses:

- Managing diversity in the workplace (2) – Managing a diverse team (P0206)
- Managing diversity in the workplace (3) – Managing managers (P0207)
- Managing diversity in the workplace (4) – Defining corporate objectives, and achieving them (P0208)

One of the most prolific ICI Members last year was Ladex Constructions' Jennifer Tonjes, who participated in four courses, all with a safety and compliance focus. In November, Jennifer was named the (joint) winner of the Safety Officer Award at the 2019 People Awards.

ICI PRESENTER PROFILE

Marie Anderson - TAFE NSW

Marie Anderson 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.

Marie has more than 20 years of experience in leadership, staff performance and management skills delivery. Her 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 which is helpful in daily operations," Marie said.

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

Marie is currently teaching leadership and staff management principles in the business sector. She has also held senior board, teaching and training roles across multiple industry platforms inclusive of pharmaceuticals, government, medical and advertising.

"In my learning courses, I encourage effective leadership awareness, innovation and sound decision making under pressure," Marie said.



FIRST BIRTHDAY SPECIAL OFFER ENDS SOON



Supporting people's futures

LET'S CELEBRATE!

BOOK TWO COURSES AND RECEIVE THE SECOND FREE!

Valid to: 29/02/2020

Full terms and conditions available on our website

3D PRINTING MASTERCLASS AVAILABLE



Supporting people's futures

3D PRINTING MASTERCLASS

LEARNING & NETWORKING EVENT

Join us at the 3D Printing Studios, Chippendale, where you'll take part in a guided masterclass, educating you on the value of 3D Printing in the Civil Construction Industry. Food and drinks will be served during the masterclass.

DATE: WEDNESDAY 11 MARCH 2020

TIME: 3PM - 6PM

LOCATION: 3D PRINTING STUDIOS, CHIPPENDALE

BOOK NOW

ICI Members receive 5 points after attendance.



A limited number of spots are available for a masterclass on the value of 3D printing in the civil infrastructure industry. The masterclass has been organised by The Institute of Civil Infrastructure as its first Learning & Networking Event of 2020.

The class – scheduled for Wednesday 11 March from 3pm to 6pm at the 3D Printing Studio in Chippendale – will educate attendees on the rapid advancements in 3D Printing today and its impact on many people and industries. This technology is finally becoming more readily available, drawing much attention from media, consumers and manufacturers. It is breaking down barriers in design and manufacturing, and making happen what was previously impossible.

Attendees at this masterclass will receive a fundamental understanding by putting some 3D printers into action. And yes, we will 3D print your design!

Due to the exclusive nature of this Masterclass, places are very limited.

BOOK NOW

IN FOCUS - MENTAL HEALTH IN A CIVIL WORKPLACE

Mental Health - Can you identify and manage the invisible?

Mental health is equally important as physical health, if not more. Just like physical health, mental health varies and fluctuates and can have an alarming impact on an individual's well being as well as productivity. It is a well known fact now that the consequences of failing to identify, address and support mental health issues of employees has a human and financial cost.

What makes it harder to identify mental health issues in most instances is the subtlety of the signs and symptoms. However, that should not serve as an excuse to overlook them.

And having a worker with mental health issues on a civil work site is not a risk that anyone would want to take. It is a very serious health and safety concern.

So, where does that leave you as an employer and as a manager responsible for people or even as a co-worker?

As hard as it maybe, there are ways to develop heightened awareness of these issues and the signs to help someone in distress.

We at the Institute have endeavoured that all aspects of *people management* are reflected in our *learning program*. With this in mind, our *Featured Course* this edition is about *Mental Health*.

If you are a *Site Manager, Project Manager, People Manager, Business Owner* or just interested them, then take the time to review the course "A Manager's Guide to Mental Health in the Civil Workplace" and book your self in.

See below for more information.

FEATURED COURSE

THE INSTITUTE OF CIVIL INFRASTRUCTURE PEOPLE MANAGEMENT COURSE



ICI
Supporting people's futures

A Manager's Guide to Mental Health in the Civil Workplace

OVER 70 CPD COURSES FOR THE CIVIL CONSTRUCTION INDUSTRY

CPD 5

A Manager's Guide to Mental Health in the Civil Workplace

DATE

WEDNESDAY 25 MARCH, 2020

TIME

8:30 AM - 12:30 PM

VENUE

INSTITUTE'S TRAINING CENTER / WEBINAR

WHAT THIS COURSE COVERS

This course will explain include:

- What is mental health and why is it important to manage
- Statistics on mental health in Australia and the civil industry
- Common mental health conditions, signs & symptoms
- How to approach and talk to a worker who may be suffering a mental health issue
- Where to get help, resources experts

WHAT YOU SHOULD HOPE TO ACHIEVE

This course is for anyone managing people. It will give you the tools to identify someone suffering from a mental health condition, how to approach & support the person, privacy considerations, impact of mental health on the person & business, and resources to help you.

WHO SHOULD ATTEND

This course is suitable for persons looking to understand how the Enterprise Bargaining Process occurs. It is an important learning element for site, project and contract managers, along with business owners.

PRESENTER

Ben Humphreys

Ben is the Regional Manager, Sydney/Northern NSW at Work Options, and holds a post graduate degree (honours) in psychology. He is passionate about helping people and organisations improve their understanding of workforce health and how this can directly impact on the culture, productivity and risk for businesses.

Ben's career has included providing critical incident counselling, employee counselling, work rehabilitation and training on mental health for work. One of his biggest achievements was being asked to train NSW Ambulance workers on mental health. Outside of work Ben is a keen golfer and big rugby fan.

Tickets

Member Price: \$270.00 Inc GST

Affiliate Price: \$302.00 Inc GST

Non-Member Price: \$426.00 Inc GST

Registration Closes: 24 March 2020

BOOK NOW

WHAT'S COMING UP ON THE LEARNING & EVENTS CALENDAR

02 March 2020

What every new supervisor & manager needs to know about managing people

Course No: P0412 - 03

Time: 12:30 PM - 04:30 PM

Member price: \$326.00

Webinar & Learning Centre

BOOK COURSE

03 March 2020

Estimating Fundamentals - Interpreting a civil construction specification

Course No: B0117 - 03

Time: 09:00 AM - 01:00 PM

Member price: \$320.00

Webinar & Learning Centre

BOOK COURSE

04 March 2020

WHS Management for new graduates and managers

Course No: P0235 - 03

Time: 8:30 AM - 12:30 PM

Member price: \$255.00

Webinar & Learning Centre

BOOK COURSE

YOUR CIVIL CAREER



Can credentials give you civil industry credibility?



Reasons networking is important

Can credentials give you civil industry credibility?

Six reasons why networking is important

READ MORE

READ MORE

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INSTITUTE OF CIVIL INFRASTRUCTURE

LEARN MORE ABOUT THE INSTITUTE PROGRAMS

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



CIVIL CONTRACTORS FEDERATION
The Heart of the Industry