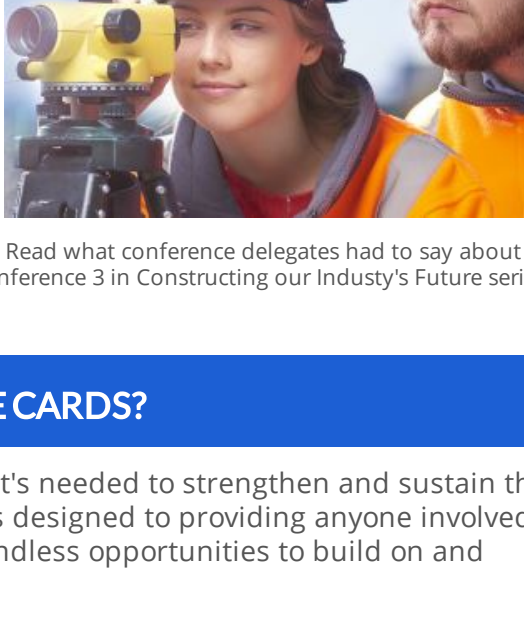


EDITION 9

IN THIS EDITION...

- What's on the cards?
- Who said what about our conference series...
- Some civil stats...
- Are your technical skills up to scratch?
- Training for employers
- Grading explained
- Featured course
- What kind of leader are you?



Read what conference delegates had to say about Conference 3 in Constructing our Industry's Future series.

WHAT'S ON THE CARDS?

Built by the industry, for the industry, we know what's needed to strengthen and sustain the industry into the future. Our learning our programs designed to providing anyone involved in civil construction, from leading hands to CEOs, boundless opportunities to build on and advance their management skills.

Ongoing, the Institute will work tirelessly to provide a calendar full of industry-relevant learning courses across all training management areas, made accessible for any manager working in civil construction looking to value-add to their workplace.

You don't have to be a Member of the Institute to participate in our upcoming courses. Naturally, as Membership supports the Institute to achieve its Mission, Institute Members receive significant discounts on the cost of training, and attendance at courses and events will earn Members CPD points.

"YOU DON'T HAVE TO BE GREAT TO START, BUT YOU HAVE TO START TO BE GREAT." –ZIG ZIGLAR

We know you are busy, but stop and think for a moment about what you need and deserve. Learning is a journey, so get on board and enjoy the ride.

For a complete list of upcoming courses visit our [website](#).

CONSTRUCTING OUR INDUSTRY'S FUTURE

1

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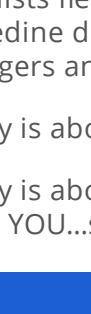
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CONFERENCE 3

EFFICIENT AND EFFECTIVE PROCUREMENT AND CONTRACTS

Supporting people's futures



Constructing OUR INDUSTRY'S FUTURE SERIES

Conference delegates have their say...

100%

delivered on topic

With expert program content delivered on topic, industry-relevant only

79%

put into practice

90% delegates agreed to implement key points

79%

knowledge & expertise

90% delegates gained professional knowledge & expertise

71%

networking prospects

70% delegates gained new working & networking prospects

71%

professional development

70% delegates agreed to undertake professional development

77 people attended the Efficient and Effective Procurement and Contracts Conference – 29 May 2019

CONFERENCE 3: EFFICIENT & EFFECTIVE PROCUREMENT CONTRACTS

The procurement and contracts conference provided opportunity for the industry to raise concerns in processes which were heard by key decision makers in government. Legal experts outlined SOPA reforms and using non-traditional contracts amongst much more key information all in one day.

Panellists fielded a myriad of questions from the day's participants and CCF NSW CEO David Castledine drove home the importance of training the industry's next generation of civil managers and supervisors to maintain a skilled workforce for the future.

"Today is about the future...so let's focus on solutions," he said.

"Today is about our whole industry...so let's be inclusive. And today is about YOU...so let's enjoy learning!"

DID YOU KNOW?

- In Australia, small businesses underpin the building and construction industry, with more than 360,000 small businesses accounting for 98% of the construction industry.
- More than 100,000 new skilled jobs have been created in the past year by the construction industry, accounting for more than one in every four new jobs created
- This makes the construction industry Australia's third largest employer and the largest employer of full-time skilled workers
- An additional 300,000 employees, apprentices and contractors are needed over the next decade and 50,000 new entrants each year over the next 10 years to meet forecast demand

(The Road to Construction Manager: Hays plc 2018)

ARE YOUR TECHNICAL SKILLS UP TO SCRATCH?


What is Technical Civil Management?

In Technical (Civil) Management the CIM learning offerings cover the following areas:

- Site Control
- Materials
- Plant and machinery
- Engineering construction and maintenance
- Design
- Environmental management
- Project management

LEARN MORE

THE INSTITUTE OF CIVIL INFRASTRUCTURE TECHNICAL CIVIL MANAGEMENT COURSE




Underground Services
Understanding plans from a manager's perspective

OVER 20 CPD COURSES FOR THE CIVIL CONSTRUCTION INDUSTRY

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

THE INSTITUTE OF CIVIL INFRASTRUCTURE PEOPLE MANAGEMENT COURSE



ICI

INSTITUTE OF CIVIL INFRASTRUCTURE

Supporting people's futures.

Understanding Fitness for Work at the employment selection stage

OVER 70 CPD COURSES FOR THE CIVIL CONSTRUCTION INDUSTRY

An Introduction to the Techniques of Project Management

CPD

4

DATE

TUESDAY 30 JULY, 2019

TIME

8.00am - 11.00am

VENUE

INSTITUTE'S TRAINING CENTER / WEBINAR

WHAT THIS COURSE COVERS

This course is for those responsible for managing risk of injuries in the workplace, and/or recruitment of workers. Content includes:
What is fitness for work' and how do you measure it
Why it is important to get a good match between the worker and their job
Legal obligations for workers and employers in recruitment
- what can you and can't you assess, avoiding discrimination
How fitness for work is assessed, by whom and use of third parties
What is reasonable for an employer to consider and accommodate
WHAT YOU SHOULD HOPE TO ACHIEVE
Participants will learn why it is important to ensure a good match between a worker and their role so as to avoid injury to self or others, how and what to assess in a fitness for work assessment; avoiding discrimination; interpreting results; and what is reasonable accommodation'.
WHO SHOULD ATTEND
Managers, owners and those involved in recruitment including HR people, site managers and project managers
PRESENTER
Diana Hurst
Diana is a senior injury management specialist at Work Options. She is an accredited Occupational Therapist with over 14 years industry experience. Diana is passionate about helping people get back to work after injury and working with employers to reduce the risk of workplace injuries. Diana is known as a bit of a guru' at Work Options for her broad skills and knowledge in workers compensation, workplace drug testing and fitness for work. In 2017 she won a NSW industry award for Outstanding Return to Work. When she is not at work you will find her training for an upcoming triathlon!
COST
Tickets
Member Price Price \$326.00 Inc GST
Affiliate Price Price \$366.00 Inc GST
Non-Member Price Price \$521.00 Inc GST
Registration Closes: 10 July 2019

BOOK NOW

TRAINING FOR EMPLOYERS

While the responsibility for engaging in continual professional development is ultimately up to the individual, more and more employers are highlighting the importance of CPD and encouraging their staff to get involved in industry-associated training.

SALLY COOPER - COOPERS EARTHMOVING

As an employer, Sally Cooper understands the challenges people face when it comes to continuing their professional development. But she also knows that on-the-job skills can be supported through learning programs.


"ICI is an integral part of this process in our industry," she said.

"We never stop learning; skills learnt are improved, supported and certified through ICI training. People who have worked and learned through life skills on the job but don't have the documentation to support their abilities, can continue to develop and grow their abilities through professional development.

"We gain the most out of staff by acknowledging them. People in general do like to learn and improve their skills and have those skills recognised," Sally continued.

"The biggest challenge it seems is time or the lack there of. We are so often caught up in the 'paperwork' requirement of jobs that we lose sight of the human factor involved.

"But with knowledge and education comes confidence. Which in turn becomes an asset to the person and the position they hold."



COOPERS

CE

EARTHMOVING

& HAULAGE Pty Ltd

IT'S TIME TO GET RECOGNISED!

"Don't worry when you are not recognised, but strive to be worthy of recognition." - Abraham Lincoln.

Are you being recognised for your skills in the workplace?

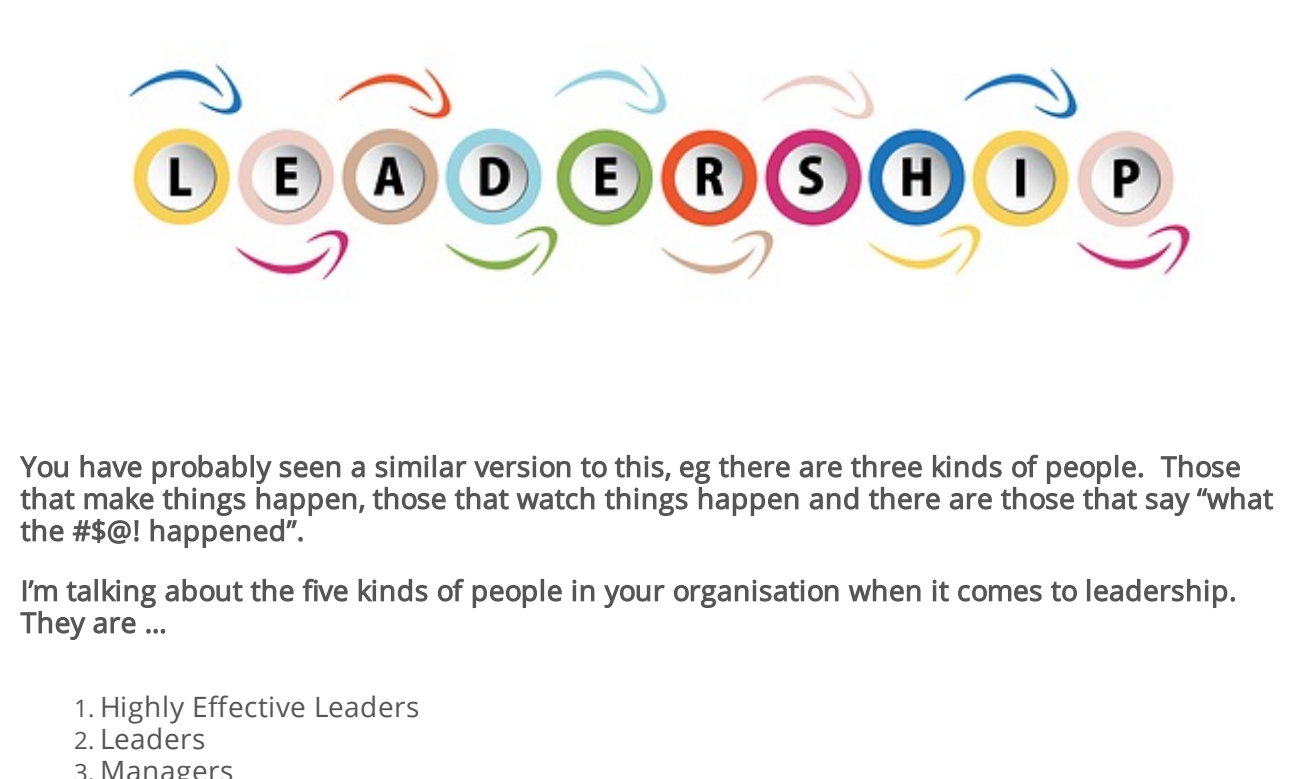
If the answer is no, help is at hand.

After joining, Civil Infrastructure Manager (CIM) Members can apply to be graded. Grading is a way for you to be recognised for the experienced manager you are, and to clearly define your career path.

Grading is based on your work experience, which you enter into your work history in the Member portal. There are no exams or tests involved!

The grading standards are set by the Institute's Board on advice of the Grading Standards Committee, comprising a diverse range of industry participants. They ensure the grades reflect a realistic pathway for individual career development and will make the grade holder desirable to the industry.

Read more about grading on our website.



WHAT KIND OF LEADER ARE YOU?

LEADERSHIP

You have probably seen a similar version to this, eg there are three kinds of people. Those that make things happen, those that watch things happen and there are those that say "what the #&\$@t happened".

I'm talking about the five kinds of people in your organisation when it comes to leadership. They are ...

- Highly Effective Leaders
- Leaders
- Managers
- Followers
- Saboteurs.

Saboteurs don't care whether your organisation wins or loses
They are actively disengaged. They may even be looking to cause problems. They gossip, are dishonest and back stab. There is no place in your organisation for people who act in this way.

Followers are neutral
They are neither engaged or disengaged. Sometimes they care, sometimes they don't. They go with the flow, which is not all bad, but we want them to care more. Rather than just follow we want them to show initiative and be more positive.

Managers are the ones working to maintain the status quo and keep the wheels turning
They follow correct policy and procedure. They care about the organisation and its people. They take responsibility for the goals and targets they have been given. They are actively engaged and really important. (NB – you don't have to actually have 'Manager' in your title to be in this group).

Leaders challenge what they see in front of them and want better
They steer the organisation in new directions. They produce results. They inspire others around them to strive to do better. They take ultimate responsibility for the performance of the organisation. They are highly engaged.

Highly Effective Leaders do all that leaders do and more.
The most important responsibility they take on is to grow others into effective leaders. Their mission is to leave a legacy, to make the organisation and its people better than when they found it.
Some interesting questions – which one are you? What is the proportion of each in your organisation?

What can you do about it?
The answer is to create a culture of leadership in your organisation so that everyone moves towards becoming a highly effective leader - except the saboteurs – they move out!

To see more of this author visit [www.gregmowbray.com](#).

WHAT'S COMING UP ON THE LEARNING & EVENTS CALENDAR

29 July, 2019

WHS Manager for new graduates and managers

Course No: P0235
Time: 8.30am-12.30pm
Member price: \$319.00
Webinar & Learning Centre

BOOK COURSE

30 July, 2019

Workers Compensation - Obligations for the Onsite Supervisor and Manager

Course No: P0228-02
Time: 12.30pm-4.30pm
Member price: \$337.00
Webinar & Learning Centre

BOOK COURSE

31 July, 2019


Reading plans & specifications

Course No: T0009
Time: 8.30am-12.30pm
Member price: \$374.00
Webinar & Learning Centre

BOOK COURSE


YOUR CIVIL CAREER

Can credentials give you civil industry credibility?



READ MORE

Reasons networking is important



READ MORE

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 ICI has to offer.

JOIN OUR MAILING LIST

ICI

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The Institute of Civil Infrastructure operates in partnership with the

Civil Contractors Federation of NSW

CCF

CIVIL CONTRACTORS FEDERATION

The Voice of the Industry