

## EDITION 10

### IN THIS EDITION...

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- The Institute explained in a toolbox
- Some civil stats...
- People skills - Do you have them?
- In conversation with Matt Swan
- Grading score requirements.
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- To mentor or not to mentor

**PEOPLE AWARDS**  
PRESIDENT'S AWARD  
FRIDAY 8 NOVEMBER 2019  
11:30am - 12:30pm  
The event will be held on 8 November 2019 in Sydney but we are now accepting nominations with the deadline of 6 September 2019.

It's that time year again where we encourage you all to be identifying the stars of your company to nominate them for the CCF People Awards.

The event will be held on 8 November 2019 in Sydney but we are now accepting nominations with the deadline of 6 September 2019.

Full information is available on the People Awards web page.

[LEARN MORE](#)

### WHAT'S ON THE CARDS?



Civil forms the core of the Institute. We are committed to bolstering the knowledge and management skills crucial to the industry. Hence, our learning program comprises courses, delivered by industry professionals and leaders, and events that serve this purpose. Our learning program is open to all - Members of the Institute as well as non-members.

Right now we are busy planning an array of exciting and informative events. One of them will take you to the upcoming Western Sydney Airport with a tour of the site as well as the Western Sydney Airport Experience Centre.

Make sure you do not miss this one!

We will keep you posted on the details.

For a complete list of upcoming courses visit our website.

[VISIT OUR WEBSITE](#)

### THE INSTITUTE EXPLAINED IN A TOOLBOX

**Conference delegates have their say...**

- 100% delivered on topic
- 79% put into practice
- 79% knowledge & expertise
- 71% networking prospects
- 71% professional development

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

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.

Panelists fielded a myriad of questions from the day's participants and CCF NSW CEO David Castleline 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?

#### Western Sydney Airport and Aerotropolis development and surrounding precincts

- A\$5.3 billion Australian government investment to build the Western Sydney Airport by 2026
- Future aerotropolis and tourism gateway – trade, logistics, advanced manufacturing, health, education and science economy.
- Agribusiness precinct
- Aerospace and defence industry precinct
- North-South rail link
- East-West mass transit corridors
- A\$632 million Campbelltown Hospital redevelopment
- A\$550 million Nepean Hospital upgrade
- New University of Wollongong Liverpool Campus
- A\$740 million Liverpool Health and Academic Precinct

#### NSW Road and rail transport infrastructure investment projects

- Sydney Metro West and Northwest extension
- North Connex motorway connection
- A\$64 million Parramatta Light Rail planning
- A\$12 billion Sydney Metro City, Southwest and Northwest project investments
- A\$2.1 billion CBD and South East Light Rail
- A\$103 million Western Harbour Tunnel and A\$22 million Beaches Link

### PEOPLESKILLS - DO YOU HAVE THEM?

#### What is People Management in the civil?

We all need *people skills*, be it as a people manager or as part of a team. To cater for this growing need, the Institute offers a range of courses in the People Management category.

In People Management, the CIM learning offerings cover the following areas:

- Managing self
- Managing others
- Leadership
- Organisations and People
- Employment
- Workers Compensation
- Workplace Health and Safety

[LEARN MORE](#)

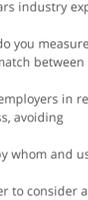
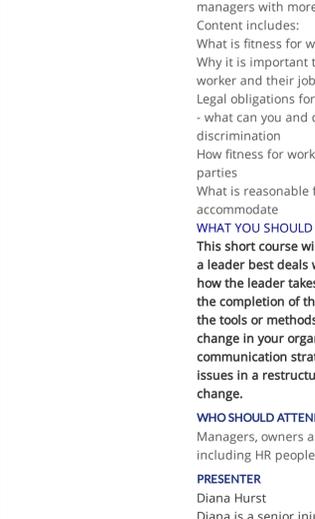
A manager's guide to the employment process

Live Monthly Webinar at the ICI Learning Centre

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



Supporting people's futures

## Leading through change - the leader and restructure

Live Interactive Webinar or at the ICI Learning Centre

OVER 70 CPD COURSES FOR THE CIVIL CONSTRUCTION INDUSTRY

#### Leading through change - the leader and restructure



**DATE**  
THURSDAY 8 AUGUST, 2019

**TIME**  
1.00 pm - 5.00 pm

**VENUE**  
INSTITUTE'S TRAINING CENTER / WEBINAR

#### WHAT THIS COURSE COVERS

This learning level is intended to support Experienced civil managers with more than 6-12 years industry experience. 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

**THIS SHORT COURSE WILL EQUIP MANAGERS TO UNDERSTAND HOW A LEADER BEST DEALS WITH CHANGE IN THE ORGANISATION AND HOW THE LEADER TAKES THEIR TEAM ON THE SAME JOURNEY. AT THE COMPLETION OF THIS COURSE YOU WILL BE ABLE TO IDENTIFY THE TOOLS OR METHODS THAT ENABLE THE INTRODUCTION OF CHANGE IN YOUR ORGANISATION. I.E. CHANGE MANAGEMENT COMMUNICATION STRATEGIES, AND HOW TO HANDLE THE PEOPLE ISSUES IN A RESTRUCTURE AND HOW TO ADDRESS BARRIERS TO CHANGE.**

#### 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 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](#)

### PRESENTER PROFILE

"I think this could be massive opportunity for competitive advantage if an organisation was willing to be more deliberate in the development of their people, approach and culture."

MATT SWAN - ICI PRESENTER - PROJECT MANAGEMENT SCHEDULING

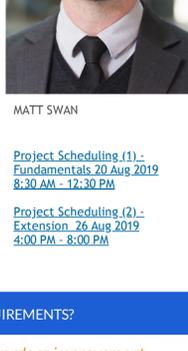
Matt Swan has over a decade experience in the delivery of hard-engineering/construction based projects for customers spanning a range of industries. Matt co-chairs the Australian Institute of Project Management's (AIPM), Future Project Leaders national committee and is a NSW Councillor. He currently teaches in the Master of Project Management program at The University of Sydney and is a Senior Consultant at a leading project management training and consulting firm based in Sydney.

Mat comments "It's been fantastic to work with early and mid-career, project professionals and managers, they've been super eager to learn and improve the way they are delivering their projects.

ICI has been great to work with giving me freedom to design courses focusing on tools and processes participants can apply on their projects immediately and are proven to improve project outcomes."

As we learn more about the participants, their projects and organisations we're adapting the training and adding courses to ensure it provides the most value.

The feedback show that we've been able to provide valuable training to people who physically attend and virtually when they can't make it to ICI's site. It's great that we've been able to create an environment where a virtual participant can actively contribute to activities and discussions.



MATT SWAN

[Project Scheduling \(1\) - Fundamentals 20 Aug 2019 8:30 AM - 12:30 PM](#)

[Project Scheduling \(2\) - Extension 26 Aug 2019 4:00 PM - 8:00 PM](#)

### WHAT ARE THE GRADING SCORE REQUIREMENTS?

*"Without continual growth and progress, such words as improvement, achievement, and success have no meaning."*

**Benjamin Franklin**

For each Grade, the ICI has set minimum standards for each of the 5 categories. As a person moves through their career, the management experience they gain changes. As a reflection of this, the minimum levels ICI has set for each Grade changes.

The Grading categories specify different stages. In one's early career the focus is on Technical Management, before moving to People Management, then Business and Operations, and finally Industry Contribution. Industry Experience reflects the time and diversity of roles undertaken.

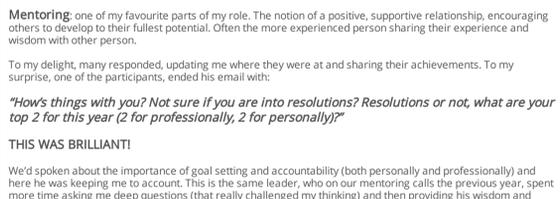
To achieve a particular Grading, the person must achieve each of the minimum Category Scores. Higher scores can be achieved by doing more qualifications, undertaking the Core ICI CPD Learning Program (ICI Core Advantage), by undertaking more senior roles, and by time in the industry.

**ICI CORE ADVANTAGE**

**ICI CIM GRADING**  
GET THE RECOGNITION YOU DESERVE  
Grading is a simple process

1. YOU JOIN ICI CIM (Standard Level) - 100% CPD
2. FILL IN YOUR HISTORY (100% CPD) - 100% CPD
3. CHECK YOUR GRADING (100% CPD) - 100% CPD
4. YOU ACCEPT & APPLY FOR OFFICIAL CIM GRADING (100% CPD) - 100% CPD
5. YOU CONFIRM YOUR CIM GRADE (100% CPD) - 100% CPD
6. YOU CONFIRM YOUR CIM CONTRIBUTION (100% CPD) - 100% CPD

### TO MENTOR OR NOT TO MENTOR?



It was a Monday morning, three months after a nine-month leadership program I'd run had concluded. I was checking in on the wonderful group of leaders who had recently graduated from the program.

How were they? What progress had they made? Did they have any challenges? etc

**Mentoring:** one of my favourite parts of my role. The notion of a positive, supportive relationship, encouraging others to develop to their fullest potential. Often the more experienced person sharing their experience and wisdom with other person.

To my delight, many responded, updating me where they were at and sharing their achievements. To my surprise, one of the participants, ended his email with:

*"How's things with you? Not sure if you are into resolutions? Resolutions or not, what are your top 2 for this year (2 for professionally, 2 for personally)?"*

**THIS WAS BRILLIANT!**

We'd spoken about the importance of goal setting and accountability (both personally and professionally) and here he was keeping me to account. This is the same leader, who on our mentoring calls the previous year, spent more time asking me deep questions (that really challenged my thinking) and then providing his wisdom and thoughts.

#### IT GOT ME THINKING ABOUT THE POWER OF REVERSE MENTORING!

This is not a new phenomenon, Jack Welch (ex CEO GE) coined the term back in the late 1990's, but it's not a commonly used initiative. Alan Webber, the co-founder of Fast Company explains reverse mentoring: "It's a situation where the old folks in an organisation realise that by the time you're in your forties and fifties, you're not in touch with the future the same way the young twenty-something's. They come with fresh eyes, open minds, and instant links to the technology of our future".

Now I certainly don't like to label myself as an "old fogie", yet these fresh-eyed, positive, engaged, future leaders have so much to offer us and so much we can learn from.

- I love that they are full of enthusiasm.
- I love that they bursting with ideas.
- I love that they don't see the boundaries.

We (the more experienced leaders or employees) simply need to open to this idea. Open to listen and to learn from others who may seem 'less experienced' than ourselves. It's about transparency and trust. It's about letting go of ego and leveraging talent and ideas.

#### RATHER THAN MENTORING OR REVERSE MENTORING, IT'S REALLY ABOUT RECIPROCAL MENTORING.

As the name suggests, reciprocal mentoring is a mutually beneficial relationship where each participant takes turns being the mentor and the mentee. Now, this doesn't have to be 'formal', in fact the 'informal' mentoring relationships are often the most effective. Essentially, it's about respecting the value that each person brings to the relationship and being open to learn from each other.

#### REMEMBER, THE WORKPLACE OF THE FUTURE IS ONE WHERE RELATIONSHIPS WILL TRUMP RANK!

Reciprocal Mentoring, a great way to build and nurture your relationships, bring generations together, promote knowledge-sharing and improve sense of self-worth! Doesn't that sound like a win-win-win!

- When was the last time you offered value to someone in your world (personal or professional)?
- Who could you share your experience with to help develop their potential or help them with a challenge?
- Who could you learn from?

Drop someone a line today!

[By the Row](#)

### WHAT'S COMING UP ON THE LEARNING & EVENTS CALENDAR

<p><b>06 Aug 2019</b> <i>A new supervisor and manager's introduction to project reporting</i></p> <p>Course No: T0017 - 02 Time: 8:30 AM - 12:30 PM Member price: \$374.00 Webinar &amp; Learning Centre</p> <p><a href="#">BOOK COURSE</a></p>	<p><b>06 Aug 2019</b> <i>A Site Manager's Role in Implementing a WHS Site Management Plan</i></p> <p>Course No: P0236 - 02 Time: 1:30 PM - 5:30 PM Member price: \$319.00 Webinar &amp; Learning Centre</p> <p><a href="#">BOOK COURSE</a></p>	<p><b>07 Aug 2019</b> <i>Underground Services Understanding Plans from a manager's perspective</i></p> <p>Course No: T0002 - 02 Time: 12:30 PM - 3:30 PM Member price: \$264.00 Webinar &amp; Learning Centre</p> <p><a href="#">BOOK COURSE</a></p>
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### YOUR CIVIL CAREER

**Can credentials give you civil industry credibility?**

**Reasons networking is important**

1. You will discover opportunities
2. It is an expanded role
3. It will benefit you over your career
4. It builds a broader perspective
5. It starts your CPD process
6. It's good karma!

Can credentials give you civil industry credibility?

Six reasons why networking is important

[READ MORE](#)

[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](mailto: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](#)



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



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