EDITION 4

• What's in store?

IN THIS EDITION...

- Soft skills What are they and why are
- they so important? • Upskill your soft skills with a people
- management course • Future Conference Series • Course participant profile - Luke Fahey
- Featured course Negotiation and Influencing Skills
- Rainy day? Get on course! Blog spot



WHAT'S IN STORE?

made the conscious decision to further their professional

development, enlisting the Institute as their guiding hand through their continual learning journey. We look forward to welcoming more to the Member community as the year progresses. Moving on, mental health is the theme of this fortnight's edition and I can't stress how important it is to make sure you play your part in creating a civil, safe and healthy workplace.

I'm delighted to announce the Institute of Civil Infrastructure

February. That's 100 civil infrastructure managers who have

has welcomed 100 active Members since it began in

Australian research reveals those working in male-dominated industries – such as construction – are at higher risk of experiencing depression and anxiety than workers in other industries, and are 1.8 to 2.2 times more likely to die by suicide. With this in mind, it's never been more important for people working in the civil industry to take a big picture view of their business operations. There is a need to openly address the risks and impact of mental health on commercial performance and manage these risks with strategies for creating a supportive culture and minimising workplace stress. The first in our series of *Constructing our Industry's Future* conferences addresses the changes in workforce dynamics and the risks to keeping workers safe and healthy in an

already high-risk industry. Conference 1 is titled 'Creating a safe and civil workplace' and it will give insights from experts both within and outside the industry into understanding what these risks will look like, and how they can best be managed. You can't afford to miss this. Keep reading to find out more about this conference series and book your spot now.

SOFT SKILLS - THEY'RE A THING! What are soft skills and why are they important? Noun 'personal attributes that enable someone to interact effectively and harmoniously with

other people.' Soft skills are character traits and interpersonal skills that characterise a person's relationships with other people. In

the workplace, soft skills are considered to be a complement to hard skills, which refer to a person's knowledge and occupational skills.

So, what are they top soft skills for the civil industry?

CEO - David Castledine

1. Communication - Civil Contractor Supervision skills needed include "good listener," "good communicator," and "organised." In fact, all of these traits need to be higher on the list than "technically proficient." **2. Creativity** - Civil Contractors core mission is to try to improve the utility of things, to design

products or processes that will solve problems better, faster and cheaper." This simply could not be achieved if Civil Supervisors are not creative in their thinking.

3. Leadership - One of the most important engineer soft skills, successful leadership involves taking challenges head-on while instilling trust in those working in subordinate roles. Although many experts consider leadership a character-based trait, Civil Contractor Supervision can work to sharpen their leadership qualities day by day even if they don't

currently hold a management or leadership role. Take a look at the Institute of Civil Infrastructure's People Management programs to find the next steps for you to upskill your soft skills. And remember, not every day will be perfect, but by keeping all of the skills listed above in mind, you're much more likely to be successful. VIEW CALENDAR OF LEARNING PROGRAMS

UPSKILL YOUR SOFT SKILLS WITH A PEOPLE MANAGEMENT COURSE

A Manager's Guide to Mental Health in the Civil Workplace 17 June 2019

Manager, Sydney/Northern NSW at Work Options with a post graduate degree in Psychology) will give you the tools to identify someone suffering from a mental health condition, how to approach and support the person, privacy considerations, impact of mental health on the person and business and provide the necessary resources to help you. Topics covered • Risks and impact of mental health on business and projects • The importance of management staff understanding how to manage mental health Employment decisions, & connection of mental health to industrial relations Aligning mental health initiatives with other business activities • Strategies for creating a supportive culture & minimising workplace stress Utilisation of third parties Policy setting and adherence Taking staff on the journey MORE INFO & BOOK

CONFERENCE 2 CONFERENCE 1

Creating a Civil, Safe

& Healthy Workplace

8AM-4PM DOLTONE HOUSE, HYDE PARK

MONDAY 27 MAY, 2019

WHO SHOULD ATTEND WHO SHOULD ATTEND Those involved in Workforce planning and development; Training, Recruitment; HR; Senior Those involved in: WHS, Workers Comp; Recruitment; Management and Business Owners HR; Senior Management; Business Ownership

Constructing

Creating Tomorrow's

8AM-4PM DOLTONE HOUSE, HYDE PARK

BOOK NOW

CONFERENCE 4

8AM-4PM DOLTONE HOUSE, HYDE PARK

The details of this conference will be finalised after the

federal election. More information will be available as

TUESDAY 28 MAY, 2019

Skilled Civil Workforce

#civilskills2019

- Supervising safely in the future – the legal issues - Are apprenticeships worthwhile in civil? - Mental health - a workplace and productivity - Identifying and developing talent internally - The changing nature of workers compensation in civil

WEDNESDAY 29 MAY, 2019 8AM-4PM DOLTONE HOUSE, HYDE PARK WHO SHOULD ATTEND Commercial managers; Bid, Contracts and Procurement specialists; Project and Construction Managers; Legal counsel; Government as Customer;

Senior Management; Business Ownership

TOPICS COVERED

BOOK NOW

CONFERENCE 3

- State of the industry & where we're heading - NSW Government Procurement & contract reforms - Roads and Maritime Services reforms Risk Sharing - Standard government contracts - NSW SOPA reforms - Non- traditional Contracts 2.0 - Contract partnering for success

- Managing the next generation of project and contract

BOOK NOW

LEARNING AND NETWORKING EVENTS Each of the four Constructing our Industry's Future conferences has a related learning and networking event which will be held immediately after the full day conference at Doltone

Vanessa Porter has been a Senior Executive for major global companies across divergent industries and markets. These include the NRL, Staging Connections, McDonalds and

Constructing

Tuesday

4pm – 6pm

28 May 2019

it comes to the best way of overseeing a major project.

"One of the things I've found in civil construction is that there's a way that we've done things – there's a whole lot of experience out there but there's not a lot of people looking at

what best practice is and understanding things from

success.



House from 4pm-6pm. Our special guest speaker, Vanessa Porter (featured below) will present on Tuesday 28 May. DEVELOPING A CULTURE OF SUCCESS IN YOUR ORGANISATION



BOOK LEARNING & NETWORKING EVENT 2

a Culture of Success in

Your Organisation

CE SERIES

Developing

COURSE PARTICIPANT PROFILE LUKE FAHEY - MENAI CIVIL



the emotions and focus on the facts • Focus on needs, not positions • Distinguishing between core business needs and personal • Be inventive about win-win options - identify solutions that have a positive impact on the business, its operations

PRESENTER

COST Tickets

Marie Anderson.

BOOK NOW

Member Price Price \$407.00 Inc GST Affiliate Price Price \$447.00 Inc GST Non-Member Price Price \$502.00 Inc GST

Registration Closes: 22 May, 2019

Key topics covered:



WHAT'S ON THE CALENDAR IN MAY MAY

TECHNICAL

Managing Stakeholders for

Project Success

Course No: T0019

Date: 14 May 2019

Jurisdiction: All

Extension

Core: No

Course No: T0022

Date: 20 May 2019

Jurisdiction: All

Can credentials give you civil industry credibility

Can credentials give you civil industry

credibility?

READ MORE

Time: 4.00 PM - 800 PM

Webinar & ICI Classroom

Time: 1:00 PM - 8.00 PM

Webinar & ICI Classroom

Core: No

BOOK NOW BOOK NOW BOOK NOW BOOK NOW PEOPLE MANAGEMENT TECHNICAL **BUSINESS OPERATIONS BUSINESS OPERATIONS Workers Compensation -**Project Scheduling (2) -**Understanding Financial** Understanding a

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Reasons networking is important

Six reasons why networking is important

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

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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8:30 AM - 12:30 PM Live Interactive Webinar or at the ICI Learning Centre

A Manager's Guide to Mental Health in the Civil Workplace beyondblue partnered up with the Housing Industry Association (HIA) Charitable Foundation in 2016 to help address the alarming rates of suicide in the residential construction industry. As a part of this campaign, they put the call out to male-dominated workplaces to change their cultures around discussion of mental health. This course, A Manager's Guide to Mental Health in in the Workplace (P0241) is for anyone managing people, business operations and/or projects. Presenter Ben Humphries (Regional

CONSTRUCTING OUR INDUSTRY'S FUTURE 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.

TOPICS COVERED TOPICS COVERED - State of the industry & where we're heading - State of the industry & where we're heading - Managing Millenials and Gen Z to safety success - NSW Government - supporting tomorrow's civil needs - Attracting, retaining women in our industry - How will we safely manage drug use? - Training supervisors

CONFERENCE 3 4 Constructing **FUTURE Efficient and Effective** Industrial Relations **Procurement & Contracts** Conference WEDNESDAY 31 JULY, 2019

soon as possible.

MORE INFO



As a Project Manager in the civil construction industry, Luke Fahey knows how important it is to keep an open mind when

Negotiation and influencing skills

DATE CPD THURSDAY 23 MAY, 2019 **TIMF** 8.00am - 12.00pm

VENUE

OVER 70 CPD Courses for the Civil Construction Industry

Negotiation and Influencing Skills (P0205)

WHAT THIS COURSE COVERS

INSTITUTE'S TRAINING CENTER / WEBINAR

with influence to improve negotiation skills.

This four- hour course will equip managers with an

understanding of the communication techniques involved in influencing and persuading others and the skills to communicate

• Be hard on the problem and soft on the person - remove

and people • Make clear agreements - set definable outcomes and accountability WHO SHOULD ATTEND This learning level is intended to support all levels of civil managers.

Supporting people's fut

TO MENTOR OR NOT TO MENTOR?

By Blythe Rowe

personally)?"

thoughts.

THIS WAS BRILLIANT!

BUSINESS OPERATIONS

Understanding Management

A Manager's Guide to

Course No: B0402

Date: 13 May 2019

Jurisdiction: All

Time: 9.00 AM - 11.00 AM

Webinar & ICI Classroom

Obligations for the Onsite

Manager

Course No: P0228

Core: People - Stage 1

Time: 8.00 PM - 12.00 PM

Webinar & ICI Classroom

BOOK NOW

Date: 20 May 2019

Jurisdiction: All

PLATINUM

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Systems

Core: No

And receive \$850* credit towards training and membership. Get in quick. This offers is closing soon! *This offer is for all new CIM Members residing in regional NSW (outside Sydney Metro, Wollongong and Newcastle). Members must book and attend their FREE COURSES before 30/6/2019.

JOIN NOW AND SAVE

GET ON COURSE-BLOG SPOT

It was a Monday morning, three months after a nine-month leadership program I'd run had concluded. I was

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

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

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

you are into resolutions? Resolutions or not, what are your top 2 for this year (2 for professionally, 2 for

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?

IT GOT ME THINKING ABOUT THE POWER OF REVERSE MENTORING!

situation where the old fogies 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. 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. 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! REMEMBER, THE WORKPLACE OF THE FUTURE IS ONE WHERE RELATIONSHIPS WILL TRUMP RANK!

PEOPLE MANAGEMENT

Business Approach to

Management

Course No: P0233

Date: 15 May 2019

Core: Technical Stage 1

Time: 8.00 AM - 12:00 PM

Webinar & Classroom

Jurisdiction: All

Statements

Core: No

Course No: B0408

Date: 22 May 2019

Time: 8.30 PM - 12.30 PM

Webinar & Classroom

Jurisdiction: All

Workers Compensation

BUSINESS OPERATIONS

Financial Management

Principles for the New

Core: Business & Operations

Course No: BO406

Date: 16 May 2019

Time: 8.30 AM - 12.30 PM

Webinar & Classroom

Jurisdiction: All

Profit/Loss

Core: No

Course No: B0409

Date: 22 May 2019

Time: 2.00 PM - 6.00 PM

Webinar & Classroom

Jurisdiction: All

Manager

- Stage 2

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