



ASSOCIATION OF CONSULTING
ENGINEERING COMPANIES
MANITOBA

Young Professionals Committee

Welcome to another issue of the Association of Consulting Engineering Companies – Manitoba's (ACEC-Manitoba) Young Professionals Committee (YPC) Newsletter. As usual, if you haven't already joined our LinkedIn® group, please do so as soon as possible. The group is another way to get updates on group events, while allowing you to participate in or start discussions, and connect with other young professionals in consulting engineering.

Please continue to forward this newsletter to the young professionals in your office. We hope you had a wonderful holiday break and are looking forward to great things in 2013!

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What is a Young Professional?

A Young Professional is defined as any employee of an ACEC-MB member firm under the age of 35 or with up to 10 years of experience in his/her field.

Upcoming Events and Notices

- ACEC Manitoba's YPC Meeting

When: Tuesday February 5, 2013; 5:30 PM

Where: Tetra Tech (161 Portage Ave E)

This event is only open to YP employees of ACEC-MB registered firms.

November Event Recap

On Tuesday November 20, 2012, 20 ACEC-MB young professionals gathered at Luxalune Gastropub to attend an information forum on building successful consulting engineering companies. The forum featured three leaders from various ACEC Manitoba member firms. James Blatz (Partner, TREK Geotechnical), Jeff O'Driscoll (Branch Manager, Associated Engineering), and Ron Typliski (Vice President

Manitoba, AECOM) were on hand to provide valuable insight into the challenges they faced to establish successful consulting offices through merging offices, launching a new company, and opening a new branch of an established company.

Ron was the first to speak. He gave a detailed account of the challenges that AECOM faced while merging two large offices of once fierce competitors into a single cohesive unit. Apart from technical challenges such as implementing unified processes, procedures and policies, the company also faced difficulties in aligning the two social cultures and, over time, by recognizing the separate histories and roots of the different organizations and providing strong leadership with a unified direction and core values, the two groups began to work well together.

James gave a brief account of the steps his group followed to start Trek Geotechnical. He spoke about the importance of strong core values, and the importance of fostering the spirit of community among the members of the firm. He indicated that the success his organization achieves comes from bringing the right people together. Employees feel motivated to achieve when they feel like they have a personal stake in the company.

The third member of the panel to speak was Jeff, who discussed the challenges and benefits of expanding an existing company into a new market. He described the work associated with opening a new, and emphasized that the likelihood of success came down to the people that you hire. He stressed that there is a strong need for strategy and common focus, and that it is extremely important to build the best team possible, where everyone is capable of and willing to pull their own weight.

After the forum, there was brief question and answer period where YPs asked more detailed questions related to building companies and on the consulting industry as a whole. Following this, the three panel members made themselves available for additional questions and casual conversation with the attendees.

The young professionals committee would like to thank Luxalune Gastropub for allowing us to use their venue for the event, and James, Jeff and Ron for their time, advice, and for making the event a success.

Survey Results

The results are in from the Young Professionals' Fall 2012 survey! Based on your responses, the Committee appears to be on the right track and you are satisfied with what we offer. Respondents were quite aware of the events we host, but would like us to provide more information about what we do behind the scenes with the ACEC-MB Board, other ACEC-MB committees, and the University of Manitoba.

We have reviewed your answers on how best to communicate with you and what type of programming you'd like to see us offer, and will use the suggested educational topics to continue to provide business-oriented learning sessions. ACEC-Manitoba Board has decided to make the theme of this year's Business Practices meeting all about human resources – how can we bridge the generational gaps in the workplace – based on your answers to the greatest challenge to your career progression. Topics will include consider the keys to staff recruitment and retention and making consulting engineering the career of choice for young engineers.

Thank you to everyone who took a few minutes to complete the survey. Please continue to forward any suggestions to us by sending us an email at yp@acec-mb.ca. Your feedback is always appreciated!

Board Notes



This is the time of year for reflection on what we have accomplished in the past year, and what we hope to achieve in the upcoming year. As always, we invite your feedback on your association as there are always areas where we can improve.

Please help us to become a stronger voice for our industry. If you have staff that already volunteer with ACEC Manitoba, thank you; if you or your staff are not currently participating, I ask you to consider getting involved in 2013. 2013 is our 35th year. We have made great strides, and I believe our voice is becoming stronger and has more and more credibility thanks to the efforts of all of you, together with your association.

Over the past month, the Association has been very active on a number of fronts.

- The Awards committee is working on revising the 2013 Awards project evaluation process, and some of the submission deadlines have been revised from previous years. Please ensure that you submit your projects based on the current submission guidelines and deadlines.
- The 35th Annual 2013 Gold Tournament is scheduled for Monday May 13, 2013, at the Niakwa Country club. Invite your co-workers, clients, and contractors! Although this is an ACEC-MB fundraising event, part of the proceeds goes to charity.
- The Energy, Science and Technology Committee may be contacting you with information about the Oil and Gas Sector in Manitoba. This area of work has been increasing significantly over the past years, and ACEC Manitoba wants to ensure that Manitoba Consulting Engineers are doing their share of the work. The committee is also seeking to raise awareness of Mining or Renewable / Green Energy in the province, there will be a sponsored coffee break at the 2013 Manitoba mining conference.
- The Image Committee is working with the University of Manitoba to complete the planning of and construction for the "ACEC-MB Legacy Wall". They have completed concept drawings, received budget approval from the Board, and are now finalizing the plan and hoping to get construction underway in 2013. The Legacy Wall will be one of the highlights of our 35th anniversary celebration.
- The Institutional Committee is continuing to work with the City on improving the new City of Winnipeg permit approval process.
- The YP committee completed a very successful Dinner Gala in October with record attendance.
- One of the most exciting developments is our new Professional Development Sessions. ACEC Manitoba held our first session on October 16, 2012, and the response was fantastic with some 44 registered attendees. The Professional Development Committee is working on the second session. Congratulations to the committee and thank you to everyone who attended.
- Business Practices will be held on February 21, 2013, and the Ad-Hoc Committee is working on finalizing the agenda, we are anticipating a very worthwhile session and encourage you all to attend.
- Shirley and I attended the Annual General Meeting of CTTAM in October. CTTAM held a number provided a number of very informative information sessions, and the AGM was well attended by their membership.
- There will be an annual meeting of Western Canadian Associations this month and Shirley and I plan to attend. The session is an opportunity for us to meet face to face with our sister organizations in the west to discuss issues of common interest. We were first made aware of the NWTPA at these sessions and we continue to gain from their experience in this and other issues facing our profession.

In closing, I am proud to report to you the progress your association is making, and encourage you to become an active participant in ACEC Manitoba. If you would like more information on how to get involved in our association, call or email either myself or Shirley Tillett, we will be happy to help you find the right fit for you.

The Board of Directors and I, wish you and your families a Merry Christmas, a Peaceful Holiday and a prosperous and fulfilling New Year.

Ken Drysdale

ACEC-Manitoba President

Website Announcement

It's official! ACEC-MB has launched their new website - 'www.acec-mb.ca'. See what our amazing association is up to, keep up to date the all the different events hosted by ACEC-MB on our new calendar, and connect with our many board members and diverse committees. Check out www.acec-mb.ca today!

Call for Volunteers

Looking for EIT or PD volunteer hours? ACEC-MB needs YOU to volunteer at its booth for the University of Manitoba career fair on January 16, 2013. Morning and afternoon shifts are available. Please contact Kristen Poff at kristen.poff@genivar.com if you are interested.

The ACEC Image Committee and Energy Science and Technology Committee are both looking for YP volunteers! If you are interested in learning more about these opportunities, please send us an email at yp@acec-mb.ca and we'll get you in touch with the appropriate committee chair!

Spotlight on...

- The ACEC Manitoba Private Sector Committee

Energetic and Motivated.

The purpose of the Private Sector Committee is to liaise and further relationships with client groups representing private sector clients, and to facilitate their understanding of the role of consulting engineers and promote best practices in the selection of consultants in keeping with the principles and guidelines of the InfraGuide document.

Are you currently looking for volunteers?

We are always looking for volunteers who like to take an active role in their profession.

Why should Young Professionals be interested in your committee?

Manitoba has an incredibly diverse and exciting private sector. This committee has the ability to directly influence how our profession is viewed by and how it serves the private sector.

Interested in learning more?

Please contact Hugh Williams at hwilliams@ksgsgroup.com for more information.

Other Business

- ACEC Manitoba Events

What: Business Practices Meeting
When: Thursday, February 21, 2013; 8:30 AM – 4:00PM
Where: 2nd Floor, Winnipeg Convention Centre
Cost: ...to be determined. We'll let you know!

Please contact Shirley Tillett at cemca@shaw.ca for more information.

- APEGM Events

What: An Overview of Lake Manitoba Wave Attenuation Trial Projects
When: Monday January 24, 2013; 11:30 AM
Where: Canad Inns Polo Park (1405 St. Matthews Ave)
Cost: \$25 (lunch included)

Visit <http://www.apegm.mb.ca/pdf/PDNotices/130124%20luncheon%20notice.pdf> for more details.

Contact Information

We thrive on feedback! For newsletter related questions or comments, please email ypnews@acec-mb.ca.

If you'd like more information on the YPC, please contact our Chair, Owen Van Walleggem, at yp@acec-mb.ca.

For additional information on ACEC Manitoba and the ACEC Manitoba YPC, please visit our website at www.acec-mb.ca.

Find old copies of the ACEC-MB YPC Newsletter at www.acec-mb.ca/young-professionals-newsletters.php

Friday January 11, 2013

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