



ASSOCIATION OF CONSULTING
ENGINEERING COMPANIES
MANITOBA

Young Professionals Committee

Welcome to the March 2013 issue of the Association of Consulting Engineering Companies – Manitoba's (ACEC Manitoba) Young Professionals Committee (YPC) Newsletter. The days are getting longer and the weather's getting a little bit warmer, which can only mean one thing – the Awards of Excellence Gala is right around the corner! In addition to that, there are a number of great upcoming events and volunteer opportunities for anyone who would like to get involved with ACEC Manitoba. Keep reading to find out more!

Please continue to forward this newsletter to the young professionals in your office.

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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

- Adventures in Working Overseas

- What: Breakfast Seminar
- When: Thursday, April 18, 2013
- Time: 7:30 – 9:30 AM
- Where: Oak Boardroom, AECOM, 99 Commerce Drive
- Cost: \$20

Have you ever wondered what it would be like to work in another country? Maybe you're interested in broadening your work experience, or maybe you just want a change of scenery. In the consulting engineering industry, there are a wide range of opportunities for travel and for working in foreign locations! Join us on Thursday, April 18, 2013 for a breakfast presentation by Ralph Kurth, President at Teshmont Consultants LP. He will discuss his experiences working on projects all over the globe, including Malaysia, China and Germany. Come hear about the projects, his experiences, and why he made the personal decision to step out of his comfort zone and pursue these exciting opportunities.

To register, please contact Shirley Tillett at cemca@shaw.ca by Thursday, April 11, 2013.

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

This event is eligible for two (2) APEGM PDH credits – Informal Activity.

- **ACEC Manitoba's YPC Meeting**

When: Tuesday, April 02, 2013

Time: 5:30 PM

Where: GENIVAR (10 Prairie Way)

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

Event Recaps

March YP Event Recap

On the morning of March 20, seventeen YPs gathered for an exciting and informative tour of one of Winnipeg's newest entertainment venues, the MTS Centre, located in downtown Winnipeg on the site of the former Eaton's building.

The tour started at the top of the building in the press box, where the group got a bird's eye view of the arena. Next they were led down to the 300 level, then the 200 level where they toured the suites. The group was then led down to the 100 level where they were shown the walls of the Hockey Hall of Fame and the club seats. The tour ended down in the basement where the group got to see the loading docks, the visitors' locker rooms, the exchange, a quick view of the Jets weight room, and a look in the mechanical room with the ice plant equipment. The group was also treated to an informative talk by one of the MTS Centre's site engineers about the inner workings of the mechanical and lighting systems of the building.



The ACEC-MB YP committee would like to thank True North Sports and Entertainment Limited for hosting a fascinating and informative tour. The YP Committee would also like to thank MCW/AGE Consulting Professional Engineers for sponsoring this exciting event!

ACEC Manitoba PD Session Recap

On February 12, 2013, nearly 30 professionals came to the Convention Centre for a presentation on Principled Negotiation and Conflict Resolution.

In the morning, Gord Gibben presented on Principled Negotiation, focusing on how to get through a negotiation so both parties are satisfied. He went on to explain four negotiating principles:

1. Separate the people from the problem
2. Focus on interests, not positions
3. Generate options for mutual gain
4. Use objective criteria

A lot of work can be done before the negotiation takes place. Your party needs to come up with its *Best Alternative to a Negotiated Agreement* (BATNA). Also, it is a good idea to come up with the *Worst Alternative to a Negotiated Agreement* (WATNA). The other party will also come up with a BATNA and your party needs to predict what that would be and how your party will counter their position.



Throughout the morning, Gord had the attendees role play scenarios where they were put into negotiation situations and had to negotiate their way to a settlement. Gord provided a thorough teaching experience and backed it up with some well thought out scenarios to enforce the newly learned knowledge.

In the afternoon, the session shifted focus to Conflict Resolution. The presentation discussed the contemporary view on conflict, which suggests that conflict is not only inevitable, but essential to successful teams. Through a combination of role play and lecture, Gord went on to demonstrate the advantages and disadvantages of various styles of conflict resolution, the value of conflict, as well as how to use professional escalation and develop an *Escalation Ladder*.

Overall, the event successfully relayed a significant amount of valuable insight that was directly relevant to the consulting industry.

ACEC Manitoba Business Practices Recap

The Business Practices Conference was held on Thursday, February 21, with a theme of Creating Performing Workplaces through Employee Engagement. The event was well attended by both "seasoned professionals" (SPs) and YPs. The day focused on identifying communication barriers in the workplace, with workshops targeting ways of overcoming these challenges and discussing ways of increasing employee engagement. Through a combination of targeted breakout sessions, brainstorming activities, and exercises, the event's theme was successfully carried out through the entire day.

The morning began with a presentation by John Gamble, President of ACEC-Canada. He provided an update of ACEC's current activities and involvement with the New West Partnership Trade Agreement and the Limitations of Actions Act, which ACEC-Canada is currently partnering with and providing support to ACEC-Manitoba.

Barbara Bowes, of the Legacy Bowes Group, began the first session of the day on employee engagement. The session involved a breakout session in which YPs and SPs separated to discuss challenges for employee engagement. In smaller groups, YPs discussed challenges and barriers which would prevent them for advancing in their career. At the same time SPs discussed what challenges they experienced that would prevent YP advancement and engagement. The both groups rejoined with a representative from each group presenting a summary of their perspective. Some of the main challenges that were identified included issues of time devoted by YPs and SPs, lack of communication, disparity between expectations for both YPs and SPs, and the overall change in the engineering culture over the past 20 years. A group discussion followed on what could be done to overcome the challenges identified. The session was useful for both YPs and SPs, and helped identify some practical ways in which these items can be addressed moving forward.

Cheryl Hedley, Principal Consultant of Protegra, shared Protegra's philosophies and ways in which the company works together as a community. Winnipeg-based Protegra has been recognized for the past five years as one of the Best Workplaces in Canada by the Great Place to Work Institute and the Globe and Mail. Protegra has also been selected twice as the No. 1 Best Small and Medium Employer in Canada by Queen's Schools of Business and AON Hewitt. The session was enlightening for gaining an employee's perspective of their company operations and the importance that the company places on their staff satisfaction and engagement. The session was also refreshing to be reminded of the value of an engaged and passionate employee; this was apparent throughout Cheryl's presentation. A number of out-of-the box philosophies were presented, such as minimizing the use of internal employee titles, office workspace innovations based on employee contribution, a system of allowing employees to carry through their own ideas from start to completion, the ability for any employee to see what another is working on, and a number of regular staff social events.

Catherine Pate, of the Winnipeg Transition Centre, hosted an interactive session of the importance of networking. A number of useful anecdotes and exercises were incorporated into the session to emphasize what tools and strategies make an effective networker, why networking is important, and the differences between developing quantity and quality of networking relationships.

Finally, Rolande Kirouac, of Spadrole Training and Development, closed the afternoon with a session focused on employee engagement. She focused on key areas of employee engagement including effective communication, employee feedback, the relationships between employees and managers, and the importance of showing value to employees through recognition and rewards. She highlighted the differences between employee recognition and rewards and provided some creative and simple examples of recognizing and rewarding employees. The session highlighted the importance of engaging employees within a workplace and how this will lead to retention of staff. This relaxed and humour-filled session closed out the Business Practices Event.

ACEC-MB is Online!

You may already know that ACEC-MB has launched their new website - 'www.acec-mb.ca', where you can 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. Did you also know that the association has a twitter presence? Follow us at @ACEC_Manitoba to be informed of all things relevant to the consulting engineering industry!

Call for Volunteers

Looking for professional development hours? ACEC-MB needs YOU to volunteer at its booths for Rotary Career Symposium (Winnipeg Convention Centre; April 9 & 10). Morning and afternoon shifts are still available. Please contact Kristen Poff at kristen.poff@genivar.com if you are interested.

Spotlight on...

- The ACEC Manitoba Transportation Committee

Coordinate, Lobby, Educate.

The purpose of the Transportation Committee is to promote the expertise and professional services of Manitoba engineering firms to that sector of the market involved with transportation services and infrastructure. Of late, their focus has been with Manitoba Infrastructure and Transportation, and with the City of Winnipeg.

Are you currently looking for volunteers?

The Committee currently has 11 members plus the Board Liaison, so unfortunately they are not actively looking for new members at this time.

Why should Young Professionals be interested in your committee?

The current infrastructure deficit among municipal, provincial and federal jurisdictions means that there will be a key role for the consulting industry to assist in mitigating the deficit.

Interested in learning more?

Please contact Richard Tebinka (204-272-2003) or Robert Kurylko (204-489-5900) for more information.

Other Business

- ACEC Manitoba Events

What: Awards of Excellence Gala

When: Wednesday April 17, 2013

Time: 5:30 PM

Where: Winnipeg Convention Centre, Main Floor

Cost: \$150 + GST (\$1400 per corporate table of 10 tickets)

Please contact Shirley Tillett at cemca@shaw.ca to obtain a ticket order form. RSVP by Wednesday, April 17, 2013.

As ACEC-MB still incurs catering costs related to no shows, members who register but do not attend will be invoiced unless cancellations are received 72 hours prior to the event.

- **APEGM Events**

What: National Energy Code for Buildings (NECB) Potential Code Changes

When: Thursday April 4, 2013

Time: 11:30 AM

Where: Canad Inn Fort Garry (1824 Pembina Hwy)

Cost: \$25 (lunch included); APEGM Student Member: \$20; No walk-ups.

Visit <http://bit.ly/Wggxic> for more details and to register online.

What: Sharpening Your Communication Skills: Two-day Tech Writing Course

When: Tuesday and Wednesday, April 30 & May 1, 2013

Where: Canad Inn Fort Garry (1824 Pembina Hwy)

Cost: \$625 + GST (lunch included)

Visit <http://bit.ly/Y3vZ1O> for more details and to register online.

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 Wallegem, 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