



TUESDAY
19
NOV

2019

The Induction
Room, Rozelle

Rozelle Interchange Project SLT graduate discussion panel



Advice from Project Director Steven Keyser, Tunnelling Director Tim Burns and Surface Works Director Steve Kiddle

Personal progression advice

- Be open to relocate
- Follow your gut instinct

*Do what is right. Don't compromise
your intuition – Tim Burns*

- Take every opportunity.

*Go for every opportunity! I guarantee
you will learn something – Steven Keyser*

How the construction industry has changed over the years:

Greater stakeholder engagement

More documentation

**Greater technology is used, therefore
projects are more complex**

The scale of projects is growing



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Professional progression advice

- Diversity in project experience
- Throw yourself in the deep end

Test your self and your boundaries
– Steven Keyser

- Ask questions, listen to responses and learn along the way – Steve Kiddle
- Every problem that you face has been solved by someone experienced before so ask others and be open to their suggestions – Tim Burns

It's not about being perfect, it's about learning a broad range of skills.
– Steven Keyser,
Project Director

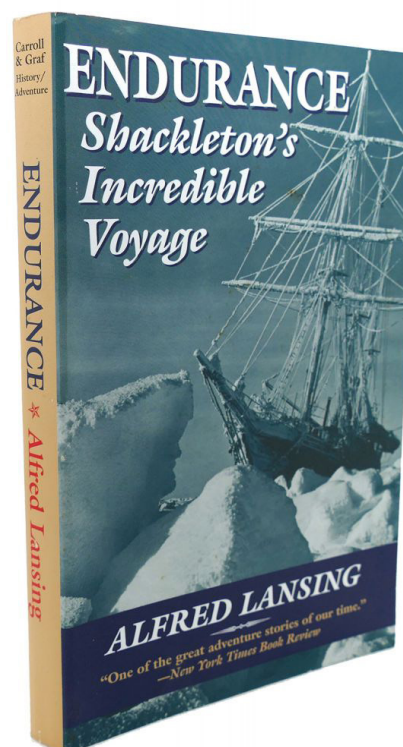
The importance of learning

All three Directors agreed that actively seeking knowledge through books, podcasts and online information will benefit a person's career.

Seek out knowledge, think about who knows things you'd like to learn from and ask them about it, be proactive – Steven Keyser

“Feel free to talk to the Superintendents. They have a wealth of knowledge and will be more than happy to help,” said Steven Keyser.

“Absolutely,” agreed Steve Kiddle, “Feel free to grab a superintendent for a safety walk and ask them lots of questions.”



Tim Burns recommended reading 'Endurance' by Alfred Lansing.

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How to achieve a work-life balance

- Figure out what works for you – Steve Kiddle
- Join a club and make yourself a community outside of work – Steven Keyser
- Invest time in yourself to exercise – Tim Burns

Steve Kiddle's top four pieces of advice:

1. Know your ethics. "Never compromise your ethics in business."
2. Have a voice. "I encourage you to say something if you have an idea."
3. Communication and emotional intelligence. "Learn how to motivate yourself and others."
4. Ask, listen and learn. "Superintendents have a wealth of wisdom and will always help."

Practical advice

- Understand lead times – Tim Burns
- Never underestimate the value of writing a list – Steve Kiddle

Have an open mind, an open heart, have a go – Tim Burns

- Be open to moving to different parts of the country and overseas because when you are out of your comfort zone and have to adapt, that's when you grow as a person – Tim Burns

**RISK =
consequence x probability**

Evaluate the two and think about whether a decision is worth the risk – Tim Burns, Tunnelling Director

Reflections

The Directors spoke honestly about the ups and downs they've experienced.

"You will have to make sacrifices," said Steven Keyser. Steven, Tim and Steve all agreed that the sacrifices and difficult decisions they have made in their careers were well worth it.

Steve Kiddle reminisced about how the toughest thing he's experienced on a project was witnessing a fatality. "Situations like that highlight the importance of taking away risk," he said.

The Directors also spoke about what they're looking forward to on the Rozelle Interchange Project:

"I am really looking forward to when the project is in full swing," said Steve Kiddle.

"I can't wait to get the back-end works underway," added Tim Burns.

"I'm looking forward to us all coming together as one team," said Steven Keyser.