

RTSA Symposium on  
Professional Development  
Westin Room III  
Westin Melbourne, 205 Collins St

Connell Wagner View  
Presented by Mal Lauder  
Rail Group Leader  
19-Sep-07

# Context

- *Who* are we ?
  - Connell Wagner: privately owned Consultancy
- *What* do we do ?
  - Employ Engineers, Planners, Surveyors and Managers to solve problems
  - Connell Wagner have proud history in Rail
- *Why* do we do it ?
  - Create shareholder value



# Overview – Professional Development

- WHY
- WHEN
- WHERE
- WHO
- HOW
- WHAT

# WHY

- Consolidate / expand Skills Portfolio
- Learn / Grow Professionally
- Keep pace with changing environment
- Altruistic pursuit of knowledge
- Commercial reality to get ahead of the pack
- Employer of Choice
- Attract brightest and **BEST**

# WHEN

- Leisure Time
- Work Time

# WHERE

- Tertiary Institutions
- Learned Societies
- Registered Training Organisations
- Workplace

# WHO

- Everyone eligible
  - Do we approve all applications for L&D ?
  - Not really
- Horses for Courses
  - Best *bang for the buck*

# HOW

- Ad-hoc
- Formal
- Training v Educating
  - Training: use of tools
  - Educating: methodologies

# WHAT

- Graduate Development Program (4yr)
  - Syndicates workshop Case Studies
- Professional Development Program
  - Company specific Management Development
- Technical Excellence Awareness
  - Lunchtime seminars
- Education Grants: Post Graduate Study
  - Graduates encouraged to specialise

# Graduate Development Program

- Eligibility: 1<sup>st</sup> four years after Graduation
- Workshops expand Graduate awareness of Engineering Practices
- Assessment by Eng Aust; Career Episodes
- Outcome = CPEng
- CPEng = Pre-requisite for promotion >EN5

# Professional Development Program

- Annual Performance Appraisals identify need
- Business Skills
  - Financial Management / WIP
- Client Management
  - Negotiation
- Generic Skills
  - Time Management / Presenting / Business Writing
- Leadership
  - Team Management

# Education Grants

- Encouraged to complete post grad studies
- Reimburse course fees upon successful completion of study unit
- Assessed on Coursework & Thesis

# Rail Specific

- Multiple Jurisdictions: multitude of standards
- Narrow Market Segment: limits options
- Feast / Famine nature of work: limits options
- Price Sensitive Market: limits options
  - Commercial Imperatives

# What Rail Industry Needs

- Commonality of Standards
- Certainty of Work