

ENGAGED!

COLLABORATING FOR A BRIGHTER FUTURE



THE BROWNSTONE

FROM BLUEPRINT TO REALITY

Read all about it in our Special
Feature and Conversation With!

CONVERSATION WITH | TEAMWORK MAKES IT WORK

A DAY IN THE LIFE OF





Dear colleagues,

Happy 2018! As we embark on a new year, I want to take the opportunity to express the management's gratitude for the past year's hard work and to launch the first issue of Teambuild ENGAGED!

Covering a series of curated briefings - Special Feature, Highlight, Impact and Kopi-T, we welcome your feedback for this quarterly newsletter and will seek to continually improve with each issue!

Engage. Communicate. Collaborate. A platform to recognise our team, ENGAGED! also serves to keep us updated of the various happenings, news and developments in Teambuild Group as we strive to continue on our trajectory of growth. Communication is essential to maintaining operational agility, to keep up with the speed of change, and need to pivot across areas of our business.

What binds all of us together are our shared values and a passion for the industry. Building on that, we will nurture a culture that is rooted in collaboration, agility, integrity and the desire to succeed TOGETHER.

The success of The Brownstone project, which you will read about in the following pages, is the epitome of teamwork and collaborative efforts from our various divisions and partners. It is also the highlight of our transformation as we move towards a technology and innovation driven approach.

Looking ahead, we are focused on accelerating and transforming the organisation to achieve high impact and sustainable business results. I am incredibly excited about this journey and look forward to scaling new heights with all of you!

Once again, *thank you, team!*

What binds all of us together are our shared values and a passion for the industry. Building on that, we will nurture a culture that is rooted in collaboration, agility, integrity and the desire to succeed TOGETHER.

SW SEOW
CEO, TEAMBUILD GROUP

各位同事：

2018年快乐！在我们踏上新的一年之际，我想借此机会感谢大家过去一年来的努力和贡献，并推出第一期联宇 ENGAGED！

随着集团的发展，保持团队对集团要闻和最新动态的了解，以及建立一个平台来公认团队的贡献都非比关键。因此，我们重新推出联宇季刊，其中将包括一系列简报 - Special Feature, Highlight, Impact 和 Kopi-T。我们欢迎您的反馈和意见，这能让我们继续地做改善！

沟通将在联宇集团中扮演重要的角色。这是维持一个能够急速应对快速变化市场条件和敏捷竞争

对手的成功公司的一个基本要素。

我们的团队有着共同的核心价值以及对行业的热爱。以这为基础，我们将培育扎根于协作，敏捷，正直和乐于共同成功的企业文化。

The Brownstone项目便是我们各个部门和合作伙伴团队精神和协作努力的一个成功例子。这个项目也是我们转向高技术和创新发展的转折点。

展望未来，我们致力于加速和改造集团组织，实现高影响力和可持续的业务成果。我期待与你们一起攀登新的高峰！

再次感谢大家！



THE BROWNSTONE



The star of this issue, The Brownstone is one of Teambuild's most significant projects to date. Here's a quick rundown of what it's all about:

The Brownstone 101

A collaborative effort between our team and City Developments Limited (CDL), The Brownstone project features a first-of-its-kind application of PPVC technology for a large-scale private residential development in Singapore – and in Asia as well.

It follows in the footsteps of our pilot HDB project, West Terra (located in Bukit Batok), in which three of the nine blocks adopted the same PPVC technology.

With an expected TOP date of January 2019, The Brownstone has been going strong in the awards department, clinching numerous accolades from various conferences and associations, such as

the prestigious Construction Productivity Awards.

PPVC for Beginners

Lauded for being a groundbreaking and game-changing technology, the PPVC – short for Prefabricated Prefinished Volumetric Construction – method involves manufacturing modules, fittings, and fixtures in factories, before being transported to the work site for installation in a Lego-like manner.

Due to the increased efficiency of the PPVC process, productivity for The Brownstone was boosted by an impressive 40%.

Project Manager Alan Yeo (TBEC) expresses, "With innovation comes efficiency,

and that's how PPVC technology has changed the game – by simplifying and combining work processes to produce a quantum leap in construction productivity. "

DID YOU KNOW?

The Brownstone project used a total of:

16,510.96m³ of concrete

701.21m³ of precast hollow cone slab

4096 PPVC modules

to become the **world's largest application** of PPVC technology (as of 2014)

CONVERSATION WITH



SANTAA
Precast Manager, IPS



CHEN BOON
Project Manager, MESEE



KAIHUI
Quantity Surveyor, TBEC



XIAO LUO
Site Manager, ABEC

Conversation With is an informal Q&A session with colleagues from various divisions.

In this issue, we sat down and talked to the team members of The Brownstone project to understand the importance of collaboration, the 3 'C's, and a little of their individual personalities.

The Brownstone is a significant project for Teambuild. Tell us about the roles you played in contributing to the success of this project.

Santaa (S): This was indeed a significant project for all of us! IPS was the precaster for this project, and we were involved right from the design stage to the delivery of the modules, and resolving issues

with the team. Now that we're sitting here, I must say there's an overwhelming sense of satisfaction at seeing our fruits of labour becoming a reality.

Chen Boon (C): I'm happy to be part of this project that serves as a gateway to technological innovation in the industry. For this, my role was to assist IPS from the beginning of the design stage till the handing over for the

electrical installation phase.

Kaihui (K): Likewise, I'm feeling a great sense of satisfaction at seeing our hard work materialising into the final product! I was mainly in-charge of engaging the sub-contractors, so I handled the costs, budgeting, and initial liaising before handing these details over to the project team.

Xiao Luo (X): I've learned a lot from this experience, and it feels good to finally see The Brownstone in all its glory! Apart from laying out the structural and architectural work for it, the ABEC team also worked with IPS for the PPVC installation.

Were there any challenging times you would like to share with us?

S: The fabrication of 3-D modules, with the consideration of the architectural features, and the coordinating and pouring of concrete and cast...mostly, the problems happened during the installation stage, which also carried over to the progress phase.

C: For the electrical works, the

challenging part was joining one module to another as the dimensions weren't very precise.

K: Time constraints, sub-contractors who were new to the project – those were some of the challenges we faced, especially so because we had to work very closely with the sub-contractors and ensure that everything was sorted out before going on-site.

X: Because of the demands of PPVC, the dimensions for installation needed to be very precise. The entire process also had to be swift, while applying the correct installation methods.

How did you overcome these problems?

S: The management was very involved right from the start. There was a lot of guidance and support, which really boosted the confidence and team spirit that we needed to overcome the challenges – and since this groundbreaking PPVC project was first-of-its-kind, I must say that there was a fair number of them *(laughs)*.

(everyone nods their heads in agreement)

C: I agree with Santaa. The success is definitely the result of excellent teamwork! Everyone will come together to solve any problems raised by someone in the team – it's exactly like the saying "more minds are better than one"!

X: Yes, definitely the teamwork and the management support.



The Brownstone

Oh, and the can-do spirit as well! This spirit really saw us through the entire process.

S: In addition, we had a very strong and enthusiastic team of engineers, supervisors, and workers who supported us, and they definitely deserve the credit.

Any words of wisdom for your fellow peers?

(everyone in agreement)

Coordinate, communicate, and collaborate! Of course, don't forget to learn every step of the way as well.

How would you like to share your life in Singapore and Teambuild with your family?

S: I'd say working with Teambuild has allowed me to balance a successful career with my personal life.

C: What I like about Singapore is that this is a life-long learning country, and that's something we should all learn from.

K: I'd like for my family to appreciate the amount of effort and hard work that goes behind the construction process; this is something we should not take for granted.

X: Having been in Singapore for more than 10 years, I've found that Singapore is a good place to work in!

It's been a serious interview so far; time to inject some fun! What's the one thing you can't live without?

S: Marry the person whom you cannot live without! *(laughs, then adds on playfully)*

Don't marry the person whom you can live with, because, that'd be a number of people!

C: Smartphone, because I rely on it for everything! *(laughs)*

K: Not being happy. You must be happy with what you do, what you have!

X: This job, actually, because I depend on it for a living! *(loud laughter from everyone)*



Clubhouse, The Brownstone

The editorial team: From our conversation, we could feel a strong sense of pride from the four of them, as well as sincere appreciation for all the team members and workers. The Brownstone journey may have been a wild ride for everyone, but among the difficulties and challenges, their unwavering team spirit has emerged victorious – and it can only continue to grow. Thank you for all your efforts, and we'll always remember your words: coordinate, communicate, and collaborate!

A DAY IN THE LIFE OF KUMAR

SITE SUPERVISOR

“Water leakage on fourth floor, Block 63; do a double check.”

“Lifting, halfway there; road pavement, done.”

“...,” the rest of the messages cackled through the walkie talkie, drowned in the continuous stream of many other similar calls.

The same bustling energy seemed to carry over to the construction site too, where Kumar, whom I’ve had the pleasure to meet, was making his rounds.

Surrounded by heavy machinery, heaps of earthy soil, and the hectic buzz of construction work, the Site Supervisor looked very much in his element – and even more so as he handled the messages with the familiarity and professionalism of someone who’s been at

Have you ever wondered about the daily job routines of other roles, or the happenings at a project site? A Day in the Life of is about sharing the different roles that come together to make up Teambuild Group.



West Terra, Project A

the job for a while now. The messages never quite stopped, however, with frequent bursts of instructions and status checks coming over the air.

As I trailed after him in a tour around the site, Kumar mentioned that good communication is vital for his job, with an added emphasis on mutual respect – and it’s easy to understand why, considering the people-oriented nature of his role.

A typical day lasts from 8am to 7pm, and sees him managing sub-contractors and ensuring that targets are met. Between checking on the progress with his fellow peers, and adopting a friendly-yet-stern work approach, it’s a position that comes with its fair share of responsibilities; should anything happens on-site, such as a lapse in safety practices, the Site Supervisor is the one who bears the full brunt of the consequences.



West Terra, Project A



West Terra, Project A

Despite the stress that the job brings about, Kumar shared that the main motivating factor to keep him going is seeing the fruits of his labour blooming into reality.

This was especially so for The Brownstone, for which he holds the honour of the longest-serving member of the current project team.

Following the handover from his predecessor, he

took on the role of a Site Supervisor for at least one and a half years, where he oversaw the construction process, including night-time construction, which served as his greatest challenge.

Now that the project is finally completed, he has moved to work on Project A as a site charger.

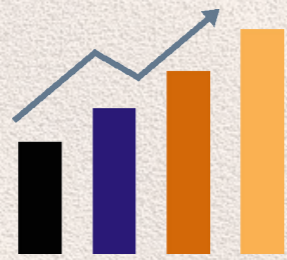
A day spent at a construction site is hardly enough for me

to truly understand the effort that goes into being a Site Supervisor, but running things behind the scenes under the glaring heat of the sun is certainly no easy feat.

On that note, I’d like to thank Kumar for his hospitality and patience towards this intern here, who has never thought it possible to enter a construction site. All in all, it was quite the interesting experience, indeed.

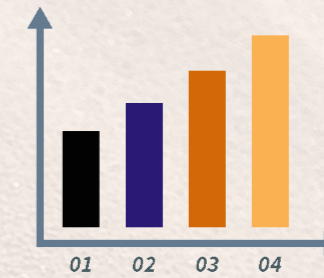


The Brownstone



STAFF ENGAGEMENT SURVEY

With a total response rate of 98.1%, the results of this year's Staff Engagement Survey are finally out! Here are the numbers:



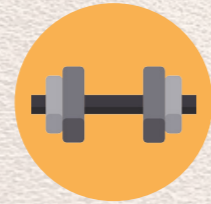
KEY AREAS OF (2015) IMPROVEMENT



Compensation & Benefits



Collaboration Culture



Training & Development

AREAS ADDRESSED (2016-2017)

Social



Improvements on safety boots issuance



Transport after work



Lunch transport provided



Changed medical coverage to MHC scheme



More team bonding and CSR activities organised (Meals on Wheels)

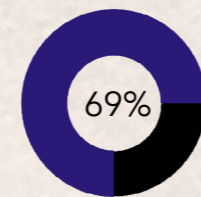
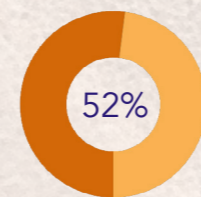
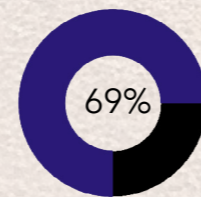
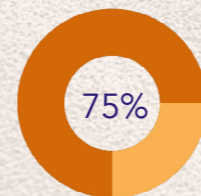
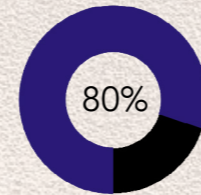
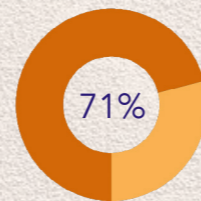
Welfare



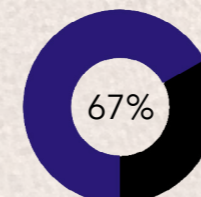
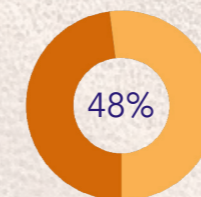
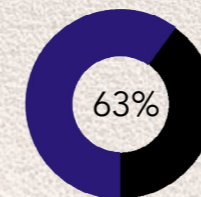
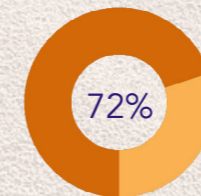
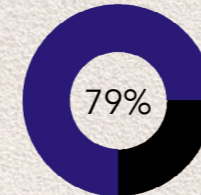
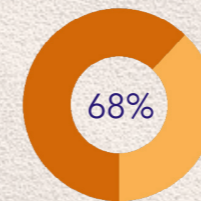
Seoul trip in conjunction with 25th anniversary (with improved co-payment scheme)

OVERVIEW

2017



2015



Overall Engagement Index

Work Responsibilities & Job Satisfaction

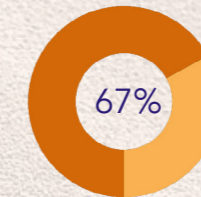
Supervisor Relationship

Training & Development

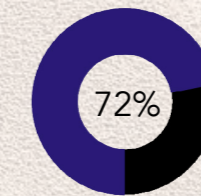
Compensation & Benefits

Company & Leadership

2017

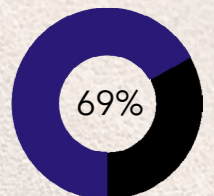
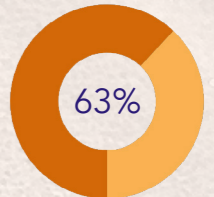


Work Engagement Index



People Engagement Index

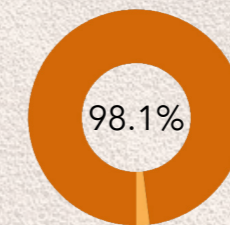
2015



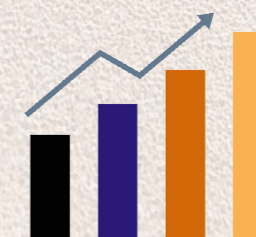
SUMMARY



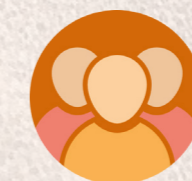
245 number of respondents



25.3% increase in response rate



Overall improvement in survey results for **ALL** categories, with the most improvement from the **Training & Development (7%)** category.



Focus groups will be conducted in January to address concerns from the Executive level.

10Q IN 60S

10 Questions in 60 Seconds is a fun Q&A with colleagues.

ROSE THAM (SENIOR EXECUTIVE)

1

How long have you been with us?

10 years.

2

Most memorable moment?

Winning a Samsung TV during one of the annual dinners held at Sentosa!

3

When do you have the most fun at work?

Cooking in the pantry.

4

Favourite lunch spot?

Fouth-storey pantry.

5

Coffee, tea, or...?

Coffee.

6

Any random fact you can share with us?

I'm difficult to get along with – everyone knows that!

7

One thing you can't live without?

Money.

8

Motto or personal mantra?

Enjoy everyday!

9

One thing on your bucket list?

Travel around the world!

10

Describe yourself in one word?

Helpful.



PUBLIC COMMENDATION

Working in the construction industry is not an easy task, and our efforts often go unnoticed in the eyes of the public. However, the kind and appreciative words of a resident from one of our completed projects helped to keep our passion aflame – and here's what he's got to say!

From: Sean Lim [REDACTED]
Sent: Saturday, 18 November 2017 9:44 PM
To: ipg@mailbox.hdb.gov.sg
Cc: bsc.kwc20c <bsc.kwc20c@teambuild.com.sg>; Info TBC <info@teambuild.com.sg>; Hong Wing CHAN (HDB) Alex WM NG (HDB <Alex_WM_NG@hdb.gov.sg>; NEO_Poh_Kok@hdb.gov.sg>
Subject: McNair Towers - Feedback on Teambuild BSC

Dear HDB,

By way of introduction, I am Sean Lim, a proud owner of a HDB Flat at McNair Towers.

This email may seem untimely, but I still feel I should write in to provide direct feedback to the HDB on our main contractors, Teambuild Construction Pte Ltd.

We understand that Teambuild did not have an easy task, taking over from Sembawang Engineers and Constructors. Nonetheless, we received a decently built unit when we collected our keys in November 2016.

Especially deserving of praise would be the Building Service Centre ("BSC") Team. They were extremely prompt, positive and sincere in helping us resolve any defects we may have. The general consensus from our neighbours also consistently reflect their good service attitude.

I would like to specifically thank Bala and Naveen from Teambuild's BSC Team for providing a stellar service experience and thank HDB for having the foresight for selecting them to take over the McNair Towers project.

My apologies if I may have unnecessarily copied anyone that may not be directly relevant to this email (as I am unclear on which channel to approach for such matters). Nonetheless, I do hope that the feedback can be escalated to the relevant party eventually.

Thank you all for taking time to read this and have a great week ahead!

Warmest Regards,
Sean Lim



SINCERE



PROMPT



POSITIVE

MAKING A POSITIVE IMPACT

Our Corporate Social Responsibility (CSR)

- 250 man-days achieved in 2017
- We target a 10% increase in 2018

A BIG THANK YOU



to the BSC team, the PROs, and everyone else who participated in the CSR activities!



JANUARY

Staff Recreational Activities



Teambuild Day
(14 January)

Staff Workshops



Launch of CMP 2018

HR & Sharing Events



Post staff survey sharing session

Teambuild Day 2018: Let's Get Wild!

This year, celebrations for Teambuild Day will be held at the Singapore Zoo from 9am to 1pm!

It will be a day of fun, scenic sights, lucky draws, and a special game with 5 cash prizes up for grabs!



FEBRUARY

Staff Recreational Activities



CNY Lo Hei

MARCH

Staff Workshops



Conflict resolution
Career planning

HR & Sharing Events



New staff induction

Lunch Talks

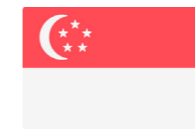


Profiling using DISC
(15 March)

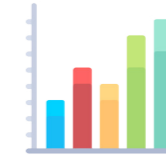


ANNOUNCEMENTS

The second round of application for the Teambuild-Seow Keong Cheong Employees Education Fund is now open! Do remember to submit your application by **20 January 2018**, and feel free to contact Ms Boo Wan Yu at wbyboo@teambuild.com.sg if you need further clarifications. The eligibility criteria are as follows:



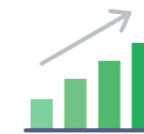
Singapore Citizens /
Permanent Resident



A score of at least 60 in most
recent Performance Assessment



Applicant must not be on other
study programme/contract
under TBC Group



The course must be relevant to
the growth of TBC Group



Completed 2 years of
employment with TBC Group
(as of the start date of the selected
course)

>E3

Staff job grade E3 &
above



Selected course must be at least a
tertiary diploma / degree course (with
min. duration of 1 year and on a part-time basis)



Applicant must have received acceptance
into course of study before fund is disbursed
(staff may apply for the Education Fund and course of study
concurrently)

CREDITS

We would also like to thank the following individuals for their contributions to this issue of ENGAGED!:

- Alan Yeo
- Chen Boon
- Kaihui
- Xiao Luo
- Kumar
- Rose
- Santaa

STORIES / IDEAS

We would love to hear from you!

If you have any feedback on how we can improve future issues, please write to engaged@teambuild.com.sg. ENGAGED! would be more engaging if it is for the Teambuild community by the Teambuild community.



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