

ENGAGED!

COLLABORATING FOR A BRIGHTER FUTURE

TEAMBUILD'S PRECAST ARM

IPS
TURNS
5!

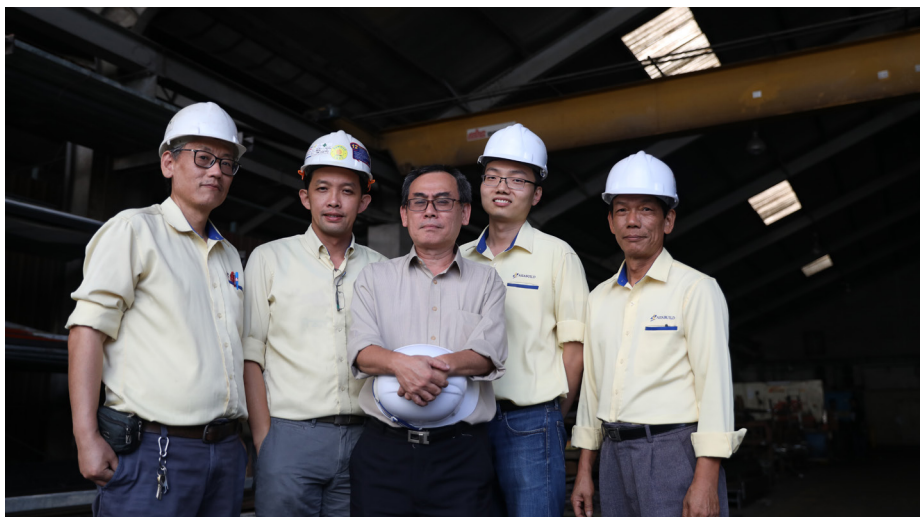
A CHAT WITH BONIS –
MILESTONES,
INNOVATIONS AND THE
FUTURE AHEAD



Team IPS, Sungei Kadut

CONVERSATION WITH | THE ESSENCE OF SUPPORT + TRUST

A DAY IN THE LIFE OF



THANK YOU!



Dear colleagues,

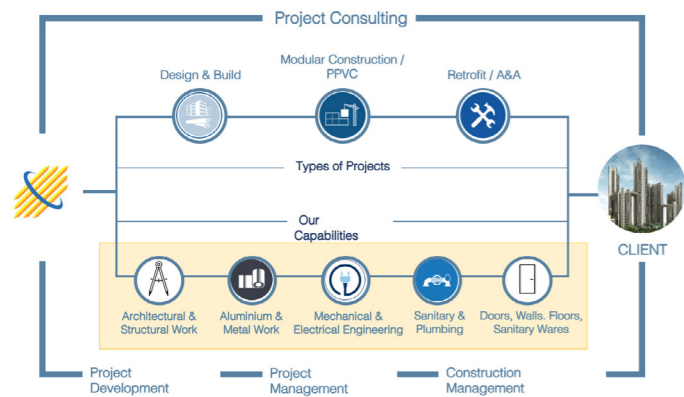
I am heartened to receive encouraging feedback for the first issue of ENGAGED! We welcome any suggestions and will seek to continually improve with every issue.

Engage. Communicate. Collaborate. Behind every successful project is a strong set of partners who work collaboratively with one another. They include our entities in construction-related disciplines - our Specialised Support Services, known internally as SSS, as well as IPS, RATEC and Spazio. These entities enable Teambuild Group to provide a complete suite of services to our clients.

Bid Competitively. Build Faster. Manage Smarter. With these entities working closely with our main Contract Unit and Project Team, we can ensure our clients better quality, service and value from end-to-end. Much intricate detail goes into the planning of a construction project, from design inputs, cost estimates to project management and working with the client, the professionals and the subcontractors and suppliers to finally bring a project through to fruition. Effective communication and collaboration is critical to ensure things work seamlessly.

Apart from a collaborative culture, we also want to foster an environment where creative thinking is encouraged and rewarded in order to create opportunities for innovation, process improvement and more cost-effective and sustainable solutions.

As IPS, the precast arm of Teambuild, turns 5 this month, it signifies a milestone for Teambuild Group as we move towards a technology- and innovation-driven approach. I look forward to the next milestone when its operations move to Teambuild's ICPH (Integrated Construction Precast Hub). It is vital that we continue to progress and build leading-edge technologies and innovations that will help shape the future of the construction industry.



各位同事：

我很欣慰地收到大家给予第一期 ENGAGED! 的反馈！你们的建议的确令人鼓舞！这能让我们不断地改善。

沟通和协作在联宇集团扮演着重要的角色。每个成功项目的背后都有一组强大的合作伙伴，例如我们的SSS 业务部门, IPS, RATEC和Spazio。合作伙伴之间的团队精神和协作努力和项目成功与否息息相关。

建筑项目的规划包括许多复杂的细节，从完善的设计建图到项目管理，再到与各行业的专业人员合作，因而有效的沟通和协作对于确保项目及时

完成至关重要。通过大家的密切合作，我们能够为客户提供全套式的建筑服务和专门知识，我们也可以确保客户能够获得最佳的质量，服务和价值。

除了培育和鼓励协作的企业文化，我们也极力培养和奖励创造性思维的环境，以创造新机会，过程改进和更具成本效益的可持续解决方案。

最后，我在这里恭喜IPS五周年成立，这是联宇集团迈向高技术和创新发展的一个里程碑。我期待IPS的下一个里程碑 - 将其业务转移到联宇集团的ICPH。从现在起，我们必须不断进步并建立有助于塑造建筑行业未来的尖端技术和创新。



谢谢！

CONVERSATION WITH

ABME TEAM



BERNARD
Dy General Manager, ABME



LAU
Project Manager, ABME



XIAO
Production Manager, ABME



YK
Design Engineer, ABME

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

In this issue, we sat down and talked to members of the ABME team on the importance of collaborating with TBEC, working with other entities in the group, as well as their most memorable projects.

Share with us how ABME has been supporting TBEC in the various projects?

Lau: As the Project Manager, I need to take charge of several areas, from operations to design, to ensure that work is done, and all projects are completed smoothly.

YK: My role as a Design Engineer is to prepare shop drawing submissions to the main

contractor (TBEC). As such, I have to raise RFI and liaise with them when there are design issues or discrepancies in architectural drawings and CS drawings. Other than that, we also act as an extra pair of eyes to go through the drawings.

Xiao: I am in charge of production, where experience and knowledge are must-have qualities. Quality is taken very seriously by TBEC, meeting

and exceeding the needs of customers and clients is of utmost importance.

Lau: To add on, as one of the units under SSS, it's key that we work closely with TBEC, and support them in various areas, such as providing quotations, work on-site, etc.

Collaboration is very important – we work together, benefit together, and succeed together.

For the Parc Riviera project, ABME has worked closely with IPS. Tell us more about the project and some of the key challenges faced.

Lau: When the project first started, we supplied the metal decking, and came in as the fabricator based on that design. There was a minor issue with leakage, but most importantly, we solved the problem.

As this was something new to us, it was a good learning experience for us in terms of design and workmanship – and we'll continue to improve.

YK: Coordination with IPS was important; we had to send them shop drawings to ensure the accuracy of the dimensions. With the design inputs from IPS, we revised some of the details to facilitate the fabrication, and managed to improve productivity.

Lau: All in all, we have a common goal to ensure no hiccups arise for external projects.

ABME was successfully awarded its first civil engineering project, which also happened to be ABME's first foray into the segment. Tell us more about that.

Lau: We came in as a fabricator, and supplied the temporary frame and transport frame for this project. LTA placed a strong emphasis on safety compliance, but given TBEC's consistently strong focus on safety, this was not an issue for us at all.

With this first project, we hope there will be more to come, not just in the capacity of a fabricator, but as installers too!

YK: These frames act as the soil stability system for this project and each is 15 metres long and 9 metres wide. Hence,

for transportation, we had to divide the frame into several parts. As for the drawing part, it's key that we work closely with our sub-con to ensure that the connection details in the drawing are applicable to the actual site installation.

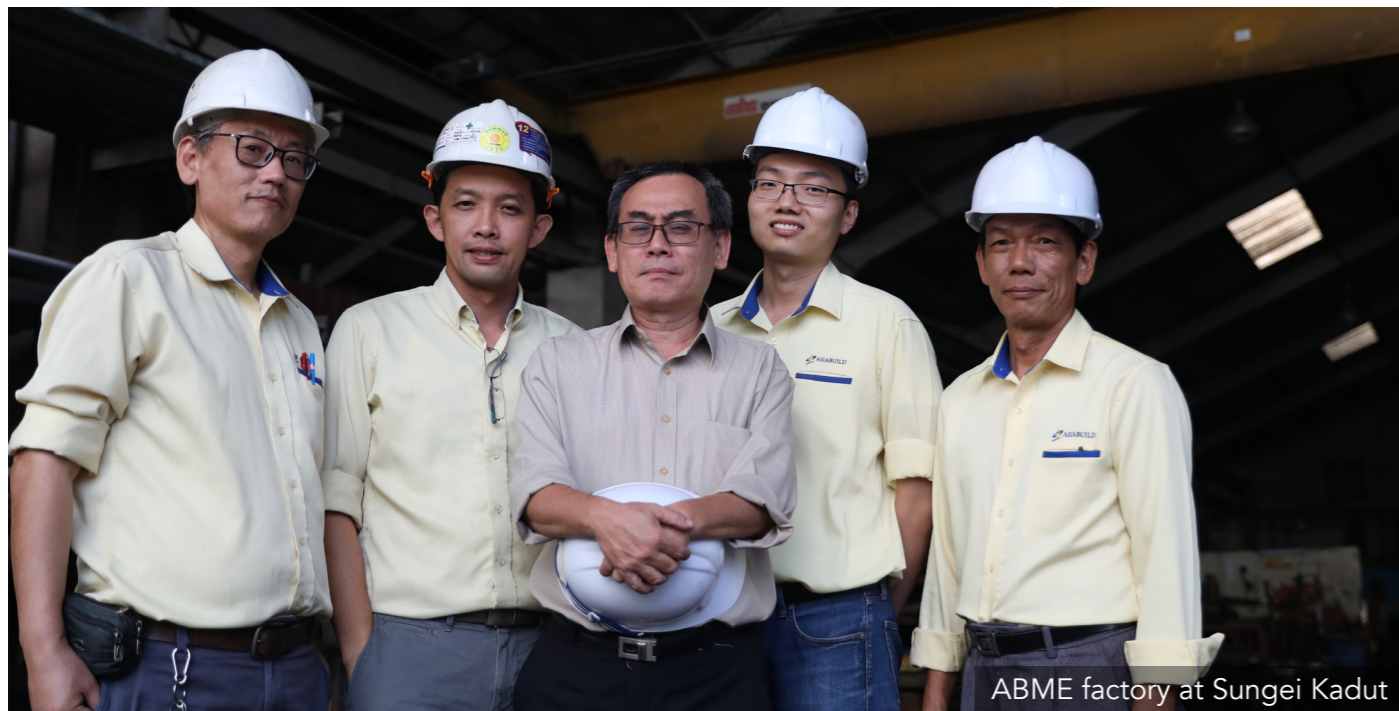
Which has been your most memorable project till date?

Lau: From the HIP projects to the current ICPH, every project that I was involved in is memorable, as well as a challenge in itself! If I try to mention one, I don't think I can mention any – this is also to be fair to all the project teams and people I've worked with. So far, all has been great!

YK: As I only joined the team in 2015, the Brownstone was my most memorable project, because we managed to achieve so much while working on a really tight timeline!



Lau conducting a safety briefing for the workers



ABME factory at Sungei Kadut

Time to chat about something else other than projects and challenges! What are you really like outside of work?

YK: I enjoy times of tranquility and peace. I'll listen to music and indulge in computer games to relieve stress.

Lau: For me, outside of work, I think everyone should understand – as a family man, there's no rest day. Even after work, I need to do housework at home, so it's work outside of work. *(laughs)*

Also, I have 3 kids, so I'll need to spend time guiding them, and studying with them.

But I'm also an avid lover of sports, so when there's time, I will go for a short swimming or running session. Recently, my kids have been asking me to train with them for their basketball competitions, which is not easy when you've reached a certain age! But I see these moments as bonding time with them, and that's mostly what I do outside of work.

Xiao: For me, work is priority, and

that has always been the case!

What are the top three things on your bucket list?

YK: Walk the Great Wall of China, fly in a private jet, and learn to cook!

Lau: I would want to become a successful businessman, do more charity work, and travel around the world with my family!

Bernard: I've nothing on the list, I'm contented to be happy everyday! Just like Xiao, I've only been focusing on work.

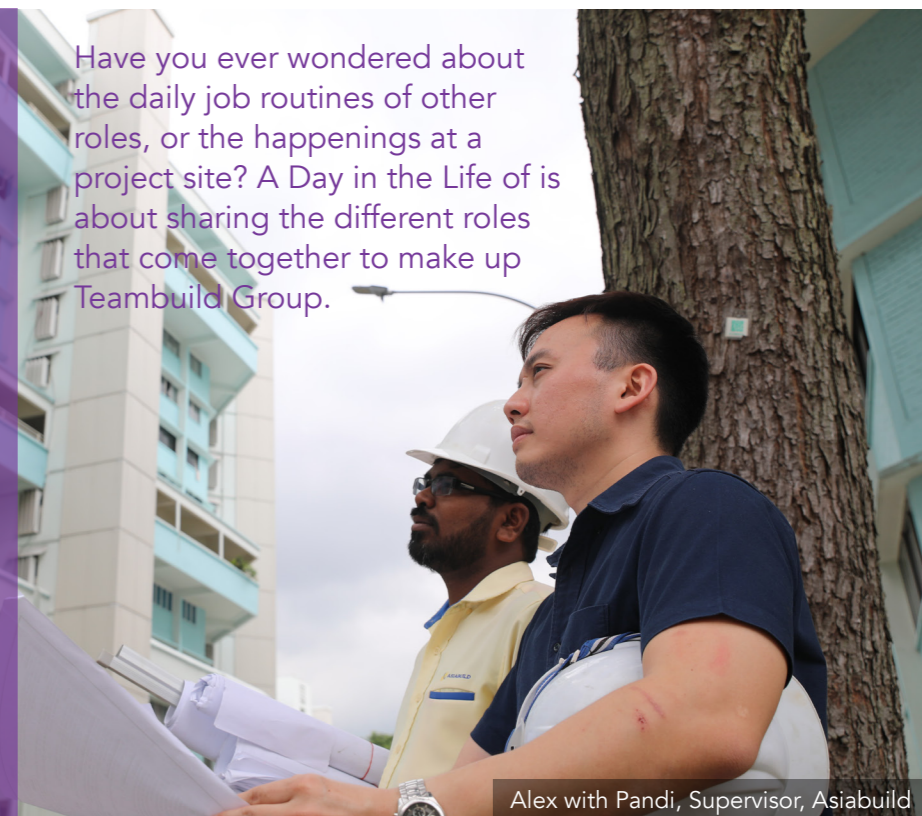
ABME has improved over the past two, three years, from moving into new markets to differentiating ourselves from existing competition. The teams have also improved in their communication, focusing more on customer-oriented service. Service comes first, for them.

As for working and collaborating with other entities, though there may be conflicts and disagreements at times, these situations actually strengthen the working relationship, and bring about greater understanding, as well as creativity!

- Bernard, Dy General Manager, ABME

A DAY IN THE LIFE OF ALEX TAN — ASSISTANT MANAGER (SPAZIO)

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.



Alex with Pandi, Supervisor, Asiabuild

Collaboration is key, or so goes the old saying. Everything is made more efficient with more brains and more hands at work.

In the case of SPAZIO, the statement certainly rings true. As the bridge between the main cons and workers, having good coordination is no longer just a key; rather, it's the strong glue that holds everything together.

With the team's focus in both the Home Improvement Programme (HIP), and Built-to-Order (BTO) projects, having a strong channel of communication is a definite must.

"We need to coordinate very well with the various parties, including other main cons, not just within SPAZIO, and

other TBEC entities," shares Alex Tan, Assistant Manager of SPAZIO.

Having worked his way up from rank and file and a former Project Coordinator himself, he draws upon his past experiences to deal with residents, especially the difficult ones.

His affable brand of charm kicks in after a mere hour or two, where he carries out a smooth negotiation of terms

with a fellow homeowner. The exchange is all smiles, and ends off on a positive note; Alex lets out a grateful smile.

Following that, he conducts a quick quality check on-site to ensure everything is in order. His phone rings, and after a few lines, he's headed off to another location.

Despite the rush, Alex considers the day to be "kind of slow", and brings up the memory of having a couple of hundred





HIPG20E, Bukit Purmei

hours' worth of calls in his days as a coordinator.

"Insanely hectic" would be an apt way of describing his work schedule then.

Since taking up the role of an Assistant Manager, he has taken on greater responsibility, supervising all projects that fall under SPAZIO's responsibility.

He trusts his small group of coordinators, and have them look after the finer details of a project. When bigger issues crop up, however, that's where he steps in.

Citing the example of how the main con would sometimes decide to increase the number of units, the onus will fall on him to come up with a compromise for the new arrangement.

Other times will see him discussing the more serious and pressing issues of a project, or dealing with more difficult residents, which at this stage, should already be something the team expects.

And no, the number of phone calls he receives while on the job has yet to dwindle.

In fact, his phone is connected to a power bank as he makes his way to the next site location. He points to it, and laughingly says that he always has portable chargers on stand-by.

Little time is wasted along the journey. Alex dishes out instructions and suggestions on the ball, and it turns out running around Singapore is also part of the job scope.

It's a lot of legwork, so days where everything runs smoothly are greatly welcomed. That's

when Alex and his coordinators can take a breather, and use the time to clear their paperwork, or conduct surprise site visits.

To complement their HIP projects for older HDB estates, SPAZIO comes armed with a six-item package deal: timber doors, metal gates, grab bars, rubbish chutes, toilet doors, aluminium bi-fold doors, and louvre windows.

Other products that SPAZIO supply include PVC doors, flooring, PVC skirting, and grab bars, amongst others.

With a wide product portfolio, and coupled with the increased responsibilities that Alex now has, collaboration is key to ensure the smooth operations of

projects under his charge. A lot of effort would have to be put in the process of:

- Liaising and coordinating with the main contractor, sub-contractors and workers
- Ensuring early orders and timely arrival of materials - working closely with the QS, procurement and warehouse team

So yes, a substantial amount of labour is required. The hard work pays off, though, when residents appreciate the effort and compliment the team on a job well done. While praise hardly gets filtered to the sub-con level, individuals are sometimes kept informed of it through the main con, which is the greatest sense

of satisfaction one can get for their service.

As Alex steps into the new site, a hive of activity fills the air. Workers walk around with doors lifted upon their shoulders; some are kneeling down, in the midst of an installation process.

It's all work and no play, and the no-nonsense attitude is understandable, considering how each HIP unit runs on the tight timeline of 10 days.

While doing a round of mandatory quality check, he saw one of his workers outside a unit who appears to be having a disagreement with the resident.

With calm, steady steps, he approaches her, sporting a friendly smile on his face. Surprisingly, her face lit up when she saw him, and it turned out that the supposed "disagreement" was actually a miscommunication between both parties due to the language barrier.

After resolving the issues raised by the female resident, Alex lets out a tired yet satisfied smile – it's all in a day's work for him, and the lingering sense of respect is all but rightly deserved.



HIPG20E, Bukit Purmei

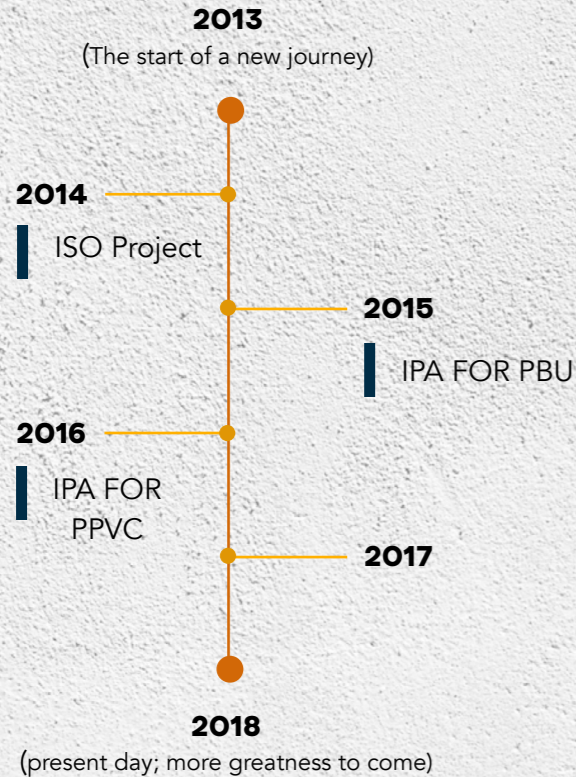


Alex with Pandi, Supervisor, Asiabuild



1

MILESTONES



2

INNOVATIONS

GEN 3

MODULES



Following BCA's COP 2015 guidelines

Lighter carcass weight (30 tonnes)

5+1

SIDES



6th side a temporary decking for 5-sided carcass profile

Allowing higher floor: ceiling ratio (our USP)

Moving towards Gen 4 and 5



This year marks the 5th anniversary of Teambuild's precast arm, IPS! Despite its relatively young age, the team has achieved much over the past few years, and seeks to continue its pursuit for constant improvement and greater success.

As a form of celebration, let's take a trip down the memory lane to see how far the team has come!

IPS TURNS 5!

PPVC PROJECTS IN NUMBERS



2

COMPLETED



8,000

MODULES OVER 2 PROJECTS

4

ONGOING



3

LOOKING AHEAD



Consultancy: The 5-year journey is only the start of something bigger, and IPS is looking to expand into overseas markets in the near future, especially where their consultancy services are concerned.

"What makes our consultancy so attractive is that we are able to go into their countries, and set up the factories for them, and also train their people back in Singapore by giving them the tools and first-hand training to be remobilised back into the factory once it's built. This will provide a means of operational shortcut for clients, and the model has been well-received by some of the foreign clients we are now engaged in discussions with."

- Bonis, Director, IPS



More projects: Apart from the targeted projects, the team aims to have a few, or several, PPVC projects outside of Singapore as well, with Singapore taking up the role of a regional HQ.



Lighter modules: The goal for the next few years is to cut them down to 25 tonnes, before the eventual aim of under 20 tonnes.

CONGRATULATIONS!

"Inspire, Innovate, and Integrate – To bring our PPVC system to the global stage."

- Bonis



IMAGE

GALLERY



Factory, JB



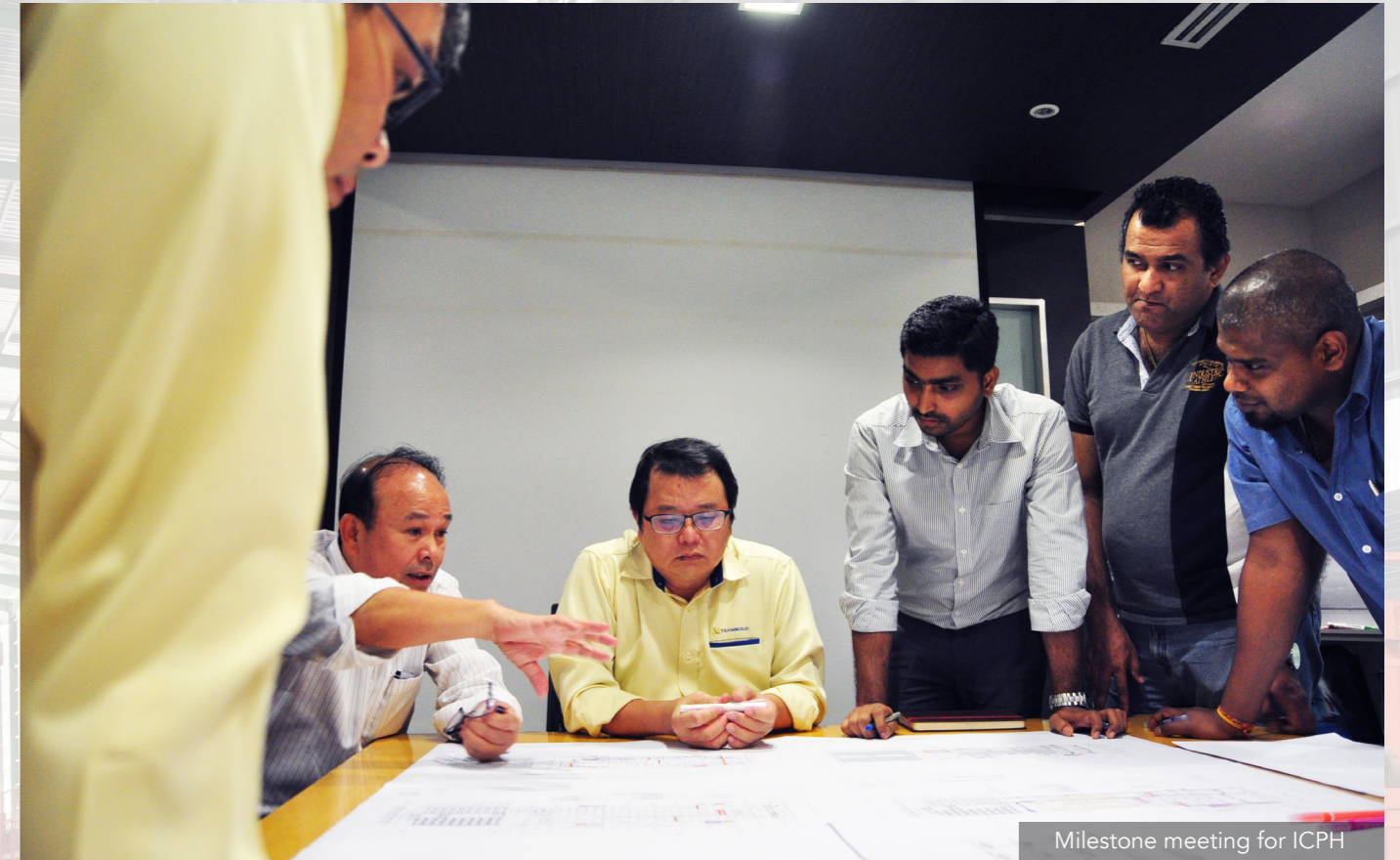
Factory, JB



Fit-out yard, Tuas



Fit-out yard, Tuas



Milestone meeting for ICPH



Team IPS, Sungei Kadut



Project A, West Terra – First project IPS was awarded

10Q IN 60S

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

1

How long have you been with us?

17 years on 24 April 2018.

2

Most memorable assignment?

In 2009, when I first started to be involved in the overall management of Teambuild. It was a challenge and a great learning process for me.

3

When do you have the most fun at work?

Work must always be serious.

4

Favourite lunch spot?

Lian Bee canteen.

5

Coffee, tea, or...?

Coffee.

6

What do you do in your free time?

Reading, especially books on technology.

7

One thing you can't live without?

Family and friends.

9

Two favourite persons in the world?

My mother and my wife.



SEOW CHAI HING (EXECUTIVE DIRECTOR, SSS)

8

Motto or personal mantra?

To provide my family with a good living environment.

10

Describe yourself in one word?

Reliable.

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 projects helped to keep our passion aflame – and here's what she's got to say!

ASIA BUILD CONSTRUCTION PTE LTD	
G20E HOME IMPROVEMENT PROGRAMME AT BUKIT PURMEI ROAD	
RESIDENT FEEDBACK FORM	
Address: BLK :	██████████
Unit No :	██████████
Name:	Sabrina Thng
Contact No:	██████████
Email Address:	██████████

I would like to give commendation to the supervisor and workers who is in charge of my unit. Prior to the renovation, they have helped me and my aged mother to arrange and cover all my furniture since I was overseas before the HIP and was unable to do this on my own. During the HIP, they have paid attention to the details in the upgrading as well as ensuring that my flat is cleaned up after the renovation.

I would also like to give special thanks to the office lady, Shu Ying, who helped me promptly with all the arrangements when I informed her that I will not be around during the HIP. I am grateful that she made all the arrangements at such short notice.

Thank you to everyone for completing the HIP smoothly and making it a pleasant experience for me.

Best Regards
Sabrina Thng

A SMALL ACT CAN GO A LONG WAY!



PROMPT



HELPFUL



POSITIVE



**ATTENTION TO
DETAIL**



Shu Ying in her office

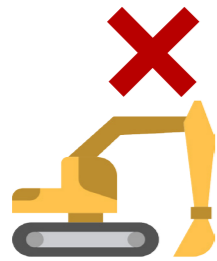
STAFF ENGAGEMENT SURVEY UPDATES

Following the staff engagement survey, a focus group was conducted for the executive level. The management is in the process of reviewing the issues brought up and further updates will be provided!

BENEFITS



MEDICAL



SITE DAY-OFF POLICY



FLEXI-WORK ARRANGEMENT / WORK FROM REMOTE



LONG SERVICE AWARD



TRAINING BOND

PERFORMANCE



APPRAISAL KPIS & GOALS SETTING



180° REVIEW OF SUPERVISORS



PROJECT PERFORMANCE BONUS

CAREER GROWTH



CAREER COACHING & MENTORING



JOB ROTATION



TEAMBUILD DAY



14 Jan marked another yearly edition of Teambuild Day. This year, the fun-filled event was held at the Singapore Zoo, where everyone enjoyed the dear company of their loved ones, and the opportunity to let loose and unwind. Cliche as it may be, pictures do speak a thousand words, so here are some good memories of smiles, camaraderie, and fun. We look forward to seeing you at the next SRC event!



The Great Photo Hunt is on – here we go!



Long Service awards, project awards, and lucky draws!



Fun times, good memories





ANNOUNCEMENTS

The Teambuild family is expanding! To welcome new members into a bigger space, the SSS team has now been moved from the second floor to the **third floor!**



APRIL

HR & Sharing Events



Health Lunch Talk (13 April)

HR Lunch Briefing - Changes to Section 2 of Performance Appraisal (11-13 April)

CSR Activities



Meals on Wheels

Recreational Activities



Movie Screening (29 April)

2
0
1
8

Q2

APRIL

TO

JUNE

JUNE

HR & Sharing Events



New staff induction (29 June)

Others



Mid-Year Review



CREDITS

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

- Alex
- Bernard
- Bonis
- Lau
- Pandi
- Ramon
- Seow Chai Hing
- Shu Ying
- SSS Team
- Xiao
- YK

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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