

ENGAGED!

COLLABORATING FOR A BRIGHTER FUTURE

CORE VALUE SHARING SESSIONS



CONVERSATION WITH | WORKING WITH THE CORE VALUES

A DAY IN THE LIFE OF





Dear Colleagues,

Thank you for taking the time to attend the Core Values training sessions conducted by our HR consultants, Seok Hian and Ian.

Updating the core values was an important initiative to transform our organization's culture as these values give our employees clarity on our direction. These core values are akin to the "standard operating principles" that guide our organization's culture - our employees' behaviours, attitudes and focus. However, setting them is only half of the equation. The rollout - interactive custom training sessions and the consistent reinforcement of the values every day - completes the other half.

Values lose their credibility when leadership talks the talk but doesn't walk the walk. Hence, custom training sessions have been conducted for senior management and managers to ensure they remain committed to building a values-centric culture.

A strong core values system is especially important in difficult times. When we hit a bump in the road, such as the challenges we are facing at our Dawson project, it is even more important to stand by our core values and work together as a team to overcome the difficulties.

If we consistently engage in behaviour that contradicts the desired and required behaviours of our organization, this will not only impact our personal performance but also the performance of the organization. Every one of us represents

our organization and hence is accountable to the values and priorities of the organization. We are accountable for the achievement of our priorities. Let us focus on the completion of Project B as well as all the other projects that we have committed to.

Moving forward, we will be looking at implementing a system to recognize and reward values-centric behaviours. For the core values to make a positive impact, they will need to be a part of our corporate fabric - something that all of us live and breathe on a daily basis.

This is how we can make our culture and values come to life and build a great place to work.

As we prep for our move to our new office, building a cosy and positive environment where everyone will look forward to going to every day is right at the top of my mind. I also understand the concerns and anxieties that some of you may have with the location of the new office. Hence, we have ensured the company bus / chartered bus options will address these concerns. With the town hall that is to be conducted this month, I hope the questions that you may have regarding the relocation are adequately addressed. please do not hesitate to raise them at the town hall or email me.

This relocation is symbolic of a milestone in our transformation journey as we build our ICPH into a manufacturing and innovation centre. And this is a milestone I am excited to share with all of you!

亲爱的同事，

感谢你们的宝贵时间来参加由人事部顾问Seok Hian和Ian所筹备的关于核心价值观的培训课程。

适时的更新核心价值观是转变我们企业文化过程中不可缺少的一步，因为这些新的观念可以帮助员工更好的认清我们行进的方向。它的作用如同“标准操作规则”，引领企业的文化，修正员工的行为，态度和专注面。然而完成核心价值观的制定只是开始，唯有持续推出定制的培训课程和加强日常价值观的培养才能达到预期的目标。

如果管理层只会空谈，没有付诸行动，价值观必将失去信誉。为了确保他们能贯彻以价值观为中心的企业文化，为管理层定制的培训课程已开始进行。

一个强有力的核心价值观体系在困难时期尤为重要。当我们遇到坎坷（例如Dawson项目所带来的挑战），只有跟随核心价值观，以团队的方式共同努力，才能一起克服困难。

如果我们始终采取与我们公司的期望和要求相矛盾的行为，这不仅会影响个人表现，还会影响公司的绩效。我们

每个人都代表我们的公司，因此需对公司的价值观和优先事项负责。我们需对达到我们的优先事项所负责。让我们专注于完成Project B以及我们承诺的所有其他项目。

下一步，为了让核心价值观带来更多正面的影响，我们将完善一个系统去识别和奖励那些能凸显核心价值观的行为。

我们应该这样把文化和价值观融入于工作与生活，并基于此去建立一个优越的工作环境。

目前，我们处于迁巢的准备阶段，如何建立一个让所有员工都感觉舒适和积极的工作环境是我的首要顾虑。我理解大家对于地理位置的担忧，所以我们会确保提供方便快捷的班车服务。我们将在这个月举办员工会议，我希望所有关于迁巢的问题和反馈都能得到合理的解决和响应。如果你有更好的建议，请不要犹豫在会议上提出，让我知道或发电邮给我。

我们期望将ICPH建设成一个融合了制造力和创新的一体化中心，所以迁巢不仅象征了公司转型的里程碑，同样也是代表我们集体荣誉的里程碑！



CORE VALUES

Our core values define who we are – both as an organisation, and as individuals. A newly-refreshed set of core values was unveiled in the previous issue, and this time, the list has been further updated to reflect more accurately the direction of Teambuild for the future.
Onward!

T

Take pride in what we do

We commit ourselves to achieve excellence in **quality and productivity**; we deliver what we promise; we seek **continuous learning and improvement** to achieve better results.

Core Values in Action!

It's 11pm and Denise was still in the office. She needed to complete this report for the management meeting early next morning. Just hours ago, she noticed that some key information was missed out and had to recalculate the whole section of the data reporting. Not including this part of the data would result in a weak argument to the case and management may not see the rationale behind the recommendations. However, to recalculate the whole section would be tedious. After a quick dinner, Denise decided to stay focused and complete the report. That is her personal work standard that she would like to live up to.

E

Engage for better collaboration

We make things better by **leveraging our strengths** across the enterprise; we resolve problems at the root cause through developing **win-win solutions**; we engage one another with an open mind and honest discussions to deepen **trust and understanding**.

Core Values in Action!

It's the usual PM meeting. But today, PM William raised an issue that remained unresolved for many months. The team has been coping with it by working around it. To really solve the issue, main con is required to conduct a more thorough planning and communicate the changes timely to the affected sub-con. This would also cause some inconvenience to QS. After listening to the concerns of all parties, the team came together and put all options on the table. Upon deliberate evaluation and hearing everyone out, they came to a consensus to resolve the issue and achieved the team's interest.

A

Accountable for our actions and results

We take **responsibility** for our roles and actions; we **align our focus** towards our business goals, vision and mission; we **take initiative** to drive results for our customers and stakeholders.

Core Values in Action!

PM Lim recently missed some site checks for Safety and was relying on EHS to cover up the mistake. However, this would expose the site risk on non-compliance given the inability of WSHO to cover all aspects on site. PM Tan noticed this and gave a gentle reminder to PM Lim on the importance of site checks, and offered his help to PM Lim when needed. PM Lim was appreciative of the peer support and teamwork. The site successfully passed the auditor's assessment with zero non-compliance.

M

Make innovation part of culture

We **translate simple ideas into actions**; we continue to **review and renew** our processes and businesses; we are open to new perspectives and **positively challenge** the way we think and work.

Core Values in Action!

This was the third meeting to test the prototype. Two months' back, a group of engineers came together to try solving a site issue, and they believed that they might be able to resolve it with a simple design mechanism. Resolving it would create more convenience and safety for the workers, so they stayed back for 30 to 45 minutes to discuss and design a solution every evening after work. This third prototype test was finally successful and they were excited by the results! They would **share** this with their PM and implement it soonest.

BUILD

Build a great place to work

We create a **safe environment** for each other to thrive; we treat each other with **care and respect**; we continue to **develop the potential** of our people.



Core Values in Action!

HOD Yong received feedback that Manager Sim had some personal issues – her mother was hospitalized and Manager Sim had to visit her at the hospital and took care of all matters at home, including her two young children whom her mother was helping to take care prior. There were a few tenders on hand and the workload was very heavy in those few weeks. Manager Sim was clearly distracted and tired. Out of care and concern, HOD Yong found out more information and with the team's support, he personally took over two tenders from Manager Sim's load, so that Manager Sim could leave office on time. Some of the colleagues also took turns to accompany Manager Sim to visit her mother during lunch time.

In the previous issue, we asked staff to drop us an email to share with us how the core values connect with them. Among the entries, two have been selected – one from Annie Thng on the core value of pride, and the other by Rose on engagement and collaboration. Congratulations to the duo, and thank you all for your participation!



ANNIE THNG
(SENIOR PUBLIC RELATIONS OFFICER)

TAKE PRIDE IN WHAT WE DO

Taking pride in my job has prompted me to set a list of personal mottos and accomplishments – the former to further my growth as a Customer Relations/Public Relations Officer, and the latter as encouragement to always be better. My main goals for the job, among others, include the following:

- To be a top-notch Customer Relations Officer/Public Relations Officer at all times for the company.
- Always work with excellent inter-personal skills in handling and satisfying all owners, a task which requires profound knowledge of the products concerned and an understanding of human behaviours, so as to engage owners discreetly with tact & professionalism.

I am proud to have achieved my motto and have my efforts in delivering top-quality customer service recognised. This dedication has bagged me Award for Excellent Service from HDB for three consecutive years, alongside my first HDB Award in 2018.

Let's all strive to take pride in what we do!



ROSE THAM
(SENIOR EXECUTIVE - PURCHASING)

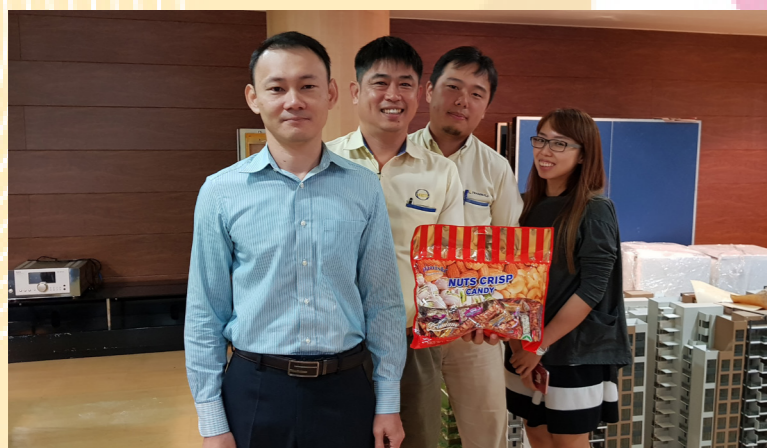
ENGAGE FOR BETTER COLLABORATION

In my scope of work, I am constantly involved with all sites to purchase everything. With good collaboration across the teams, I am able to deliver what is required on time – sometimes, earlier than needed and at a lower cost. An example of how the collaborative process comes into play would be:

- I will have a tele-conversation with them to have a better understanding of their requirements.
- Showing them catalogues and pictures so that they can better visualize the products
- I source for extra catalogues for the teams to have more choices
- I will recommend products based on my experience with the vendors

Without the support from the site teams, I would also not be able to provide them with good service. They understand the purchasing process, the lead time required, and the like – with such knowledge at their fingertips, the teams are now able to maximise productivity and efficiency as compared to several years ago.

The spirit of teamwork and collaboration is thus very important!



CORE VALUES SHARING SESSIONS

Following the launch of the Core Values on Teambuild Day, several Core Values Sessions were conducted for staff, managers, and the management team. It was an enlightening experience, topped off with a welcome dash of team-bonding fun, prize-winning glory, and enjoyment aplenty.



CONVERSATION WITH

HUMAN RESOURCE (HR) TEAM



(from left to right) Shi Hui, Yu Ting, Jane, Hui Ying, Wan Yu

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

In this issue, we sat down with members of the Human Resource (HR) department to unravel the thought process behind the Core Values refresh, and discuss the difficulties that come with the job.

The floor's all yours, ladies! Let us present the main driving force behind the team: Jane Pang Poh Cheng (HR Manager), Boo Wan Yu (Snr. HR Executive), Liew Shi Hui (HR Executive), Koh Hui Ying (Snr. HR Assistant), and Wong Yu Ting (HR Assistant).

The HR team has played a key role in the launch of the Core Values. Share with us how the communication and sharing sessions have helped to reinforce the Core Values.

Wan Yu (WY): Employees have given feedback that the session has helped them to re-identify with the company and provide enlightenment on what they have missed out on after years of working. The workshop also creates a good platform for the senior staff to share their experience/ knowledge with the fresh blood, as there is hardly time to do so during working hours.

Shi Hui (SH): Core values define the organisation's culture and purpose and it is important that we align our people with that. Through the

communication and sharing sessions, we share information about what the company has achieved and motivate the employees by helping them to visualise the actions that they can take to contribute towards the company's success.

Yu Ting (YT): I think the communication sessions have set a good groundwork for the launch of the new Core Values. Not only are employees kept informed about the refresh, they also gained a better understanding of the Core Values and their application to real-life scenarios.

Jane: In addition to explaining the significance behind each Core Value, we managed to engage employees with game sessions such that they can

remember them in a fun way. A sharing session was held between them as well, in which one had to demonstrate the do's and don'ts for future scenarios to align their actions to the Core Values.

Are there more activities relating to Core Values in the pipeline? Tell us more.

WY: Yes, there will definitely be more events in store. Perhaps one way we could go about it is to have an employee suggestion box, so that more innovative ideas can be generated.

SH: We will certainly be doing more roadshows to ensure that all our employees are engaged.

YT: For the workers, we are looking to disseminate more information about the Core Values during the orientation of new workers and existing Workers Renewal Briefing for greater reach.

J: Apart from collecting stories from employees who have demonstrated the Core Values, HR will also be printing coupon booklets for managers to reward those who do. The collected coupons can then be exchanged during the following year's annual dinner for select special gifts.

Going forward, the team is planning to review and incorporate the key components of Core Values into the second part of the Employee Performance Appraisal.

As a member of the HR team, what impact would you like to make on our organisation?

WY: To encourage more inter-department bonding activities (say, annually or twice every year if the budget allows), and use that as a platform for staff to interact with one another and foster better collaboration.

SH: To develop a clear definition of sustainable company culture and

engage conversations at all levels in a transparent environment where we can all contribute to the company's success and continue to thrive.

Hui Ying (HY): To create a positive corporate culture for developing and engaging employees, as well as the upgrading of our workforce.

YT: To build a great place to work, as per our Core Value. It would be great if our workers are able to work safely and happily in Teambuild, earn sufficient money to support the family, and return home with pride.

J: To understand the manpower challenges faced by BU heads and provide a means to close that gap, while supporting them in the process of engaging and developing talents to build a succession line for future expansion.

Often, as a HR personnel, you may have to handle difficult situations. Share with us some of the challenges faced.

WY: In the current market, all contractors are striving hard to get projects and the profit margin is rather low compared to past years. As such, we have to maximise resources and

minimise cost whenever possible to achieve a competitive advantage and sustain our businesses. Labour crunch will remain tight for another decade or so – we encourage staff to refer more suitable local candidates to HR.

SH: Dealing with employees itself is never an easy task, especially when people of different cultures are brought together. Therefore, there are times where one-to-one talks with employees will be held to better understand their situation and sort alternatives to create a happy working place.

HY: Worker management issues, such as insurance claims, work injuries, miscommunication, and the failure to abide by the SOP are some of the common issues in the field.

YT: Human affairs is always the most challenging part. Having a blend of different personalities makes it extremely difficult to please everyone, so I try my best to shake doubts off and continue to do what I believe is right.

J: More often than not, the common belief is that one needs to be nice in order to work in HR. It took me many years to find out that this is not true! To be good in HR, we need to make a lot of tough decisions – To be nice or to be





kind?, now, that's no easy task. When you are nice to a particular person, you may end up being unintentionally unfair to other employees. This is why we need a policy to guide us for decision making – to ensure just and kind treatment to the employees at large.

Likewise, we are sure there would have been meaningful moments in your HR career. Tell us what makes your day.

WY: Recognition from both the employee and employer. A simple “thank you” or “smile” makes my day brighter.

SH: Being able to influence employees who feel lost in their career, bringing them back on track and seeing their smiles at work!

HY: Being recognised or shown appreciation for the effort.

YT: When workers receive their salary

accurately and punctually ever month? As I am in-charge of the workers' payroll, completing the payroll process each time is an achievement for me.

J: Seeing young graduates who joined us fresh from university maturing into the role of parents and leaders – there is a sense of satisfaction in seeing how far the employee has come.

This brings to mind a quote from Zig Ziglar, “You don't build a business, you build people – and then people build the business!”

What inspires you to carve out a career in HR?

WY: The career chose me (laughs)! With the need to observe the holistic view of an organisation and play a part in influencing strategic business decisions, the skillset of HR personnels is always sought after by every company. It brings about job stability, so there is no need to worry over layoff

or retrenchment issues.

SH: PEOPLE.

HY: To be able to play a vital role in implementing HR practices to enhance human capital.

YT: Keeping the faith that my work is not just a job, and that it can help people somehow. A good deed a day helps to add a great deal of meaning to the job. As someone who is very, very new to HR, there is still plenty to learn and explore, and I am thankful to have the opportunity to widen my career path from PRO to HR.

J: I like to interact and collaborate with people to get things done. I like HR as it is very dynamic and we always have to evolve to suit the needs of the people, environment, or system. This calls for many interesting initiatives/projects that require us to think of the best ways to engage different stakeholders.

The construction industry functions like a well-oiled machine – a smooth process involves every piece of gear working in tandem to churn out a final product. It's a lot about teamwork, and support across various departments and teams is very much a necessity.

Working behind the scenes is the Contracts team, an important player in the field who helps to secure projects. Life in the team mainly revolves tenders, tenders, and...oh, more tenders, but as with every other job, there's more to it than meets the eye.

For Contracts Manager Vivian Ong, a typical day in the office goes like this: overseeing the work of her subordinates, ensuring that all scope of work are in adherence to job specifications and processes, resolving of claims and disputes with subcontractors, and cost and tender management.

The job is not as physically demanding as it is detail-oriented and technical, but it does require some deal of mental stamina, especially when the going gets tough.

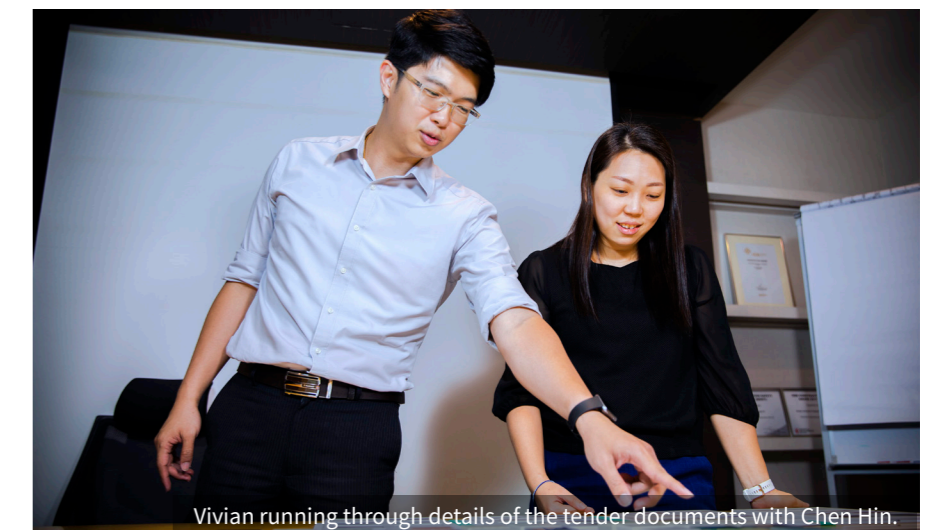
“We handle a few projects on hand, so when subordinates submit documents for approval or review at the same time, we'll actually spend the whole day running through their work.”

The tender process becomes more tedious when government agencies and private projects are involved. Tender submissions come attached with exceptionally stringent requirements that include submission of drawings, the approach of work, construction methods, types of safety

awards, and the like.

The nature of the job, thus, calls for an awareness of the current financial landscape, alongside the technical know-how of contractual issues. Where the former serves as a prerequisite for budget allocation, the latter will come into play should a conflict on variation orders (VO) arises.

In fact, disputes are part and parcel of a contracts manager's life. Vivian notes that sub-contractors are now



Vivian running through details of the tender documents with Chen Hin.



increasingly aware of contractual issues as compared to the past, so a lot more factors are taken into consideration for clause agreements.

“Sometimes, sub-contractors may dispute on their scope of work. After vetting through the contract issued by us to them, they won’t sign immediately, and will instead return it to us, citing conditional clashes with the proposed clauses, after which we’ll have to look at the process again,” she explains.

With 15 years of working experience in Teambuild, the Contracts Manager has certainly been through the hierarchical ladder. Her time as a former QS has granted her with a handy set of skills in the areas of tendering, cost comparison, and taking off – still major parts of the current job, despite the increased focus on budget, cash flow, and project management.

The whole affair may sound very much like an individual effort – and that’s

true, in a sense. The importance of teamwork, however, certainly cannot be disregarded: while team dynamics often involve the culmination of every member’s capabilities, the process also calls in support from other departments, such as the Finance and Construction teams, as well as other BUs.

“For individual roles, each one has its own responsibilities and job description,” Vivian states, giving a quick breakdown of the workflow among team members.

“When we receive a tender invitation, we will set up a tender team where one of the Contracts Assistants will be in charge of calling of quotations.”

She goes on to describe, “The lead QS will be present to oversee the tender query, as well as take special note of any part of the specifications, after which 2-3 members are to do the taking off.

Of course, we will be given a deadline, and after the assigned date, the submission needs to be completed.”

The individual contributions from the Contracts team are vital to the success of the tender process, but so is the extended support given by other departments. The Construction team, for instance, gives feedback on the technical aspects of the projects, such as the need to bring in a specialist for deep excavation works, while the other BUs prepare and submit quotations for different trades.

Having effective communication skills is thus essential to the job – not just as a Contracts Manager, but as a member of the team in general. There is a need to communicate one’s actions to other individuals in the team and keep one another in the loop.

Still, she stresses on the importance of taking initiative, before letting a grin creep onto her face as she cheekily



remarks, “Always remember to communicate and collaborate!”

Between the frustration that comes with miscommunication and the tedious to-and-fro waiting hours, the most satisfying part of the job is being awarded with a tender.

“Because we deal with a lot of tenders, the most rewarding feeling is when

we receive the tender results, and we are included among the top 3,” Vivian enthuses. “This means we have a chance at getting the job, so at least the effort of the team has paid off.”

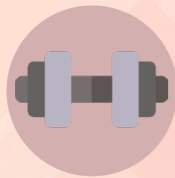
The road ahead certainly looks promising, especially given the company’s growth over the years. The Contracts Manager shares how Teambuild has evolved from an A2

company from when she first joined the family, to an A1 upgrade a mere few years later.

“What I can see is that Teambuild has grown a lot and very rapidly. MES Electrical Engineering (MESEE) was one of the first few subsidiaries, and since then, we have many more members joining the family.”



SO LONG, FAREWELL!



GYM



STAFF RECREATIONAL AREA



RESTING AREA



GAME ROOM



KARAOKE ROOM



OUTDOOR COURTYARD



NURSING ROOM

FACILITIES



CAFE



INDOOR BADMINTON COURT / MPH

HELLO, NEW OFFICE!



For most of us, a new working space awaits! Tucked snugly within the premises of Tai Seng, the upgraded Teambuild office is set to take on an open space concept, and cultivate the spirit of collaboration and communication. To celebrate our impending move, here are some brief facts and interesting tidbits about the establishment – as the big date nears with each passing day.



Currently the **world's largest ASR** for concrete precast storage

World's first **multi-storey built-for-purpose** PPVC production facility



Apartment-style dormitory **built completely with PPVC**

Office, factory, and dorm are powered by **solar panels**



Built along **take-off and landing** path of Paya Lebar Airbase

Spans across **2 hectares** of land





JOHNNY LIM

EXECUTIVE DIRECTOR

10Q IN 60S

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

RAYMOND CHAN
(DIRECTOR, SPECIAL PROJECTS)

1

What is your most memorable moment?

My first day at work, with porridge and steamed fish as a welcome lunch.

2

When do you have the most fun at work?

When working on D&B projects, making design inputs, doing value engineering alternatives and looking at new innovations.

3

What is the one thing that people do not know about you?

I paint.

4

Any random fact you can share with us?

I do 50 push-ups and 100 crunches every morning.

5

What is on your bucket list?

To visit Red Square, Russia.

6

What was your dream job when you were young?

To be an artist.

7

What do you do for fun?

I collect chess sets – have about 30 sets from different countries. I play chess and I recently picked up golf.

8

What is the craziest thing you've ever done?

Volunteered to swim across the river with a 2-inch diameter rope tied to my waist during a river crossing exercise (...didn't expect the rope to be so heavy in the water)

9

Describe yourself in one word.

Authentic.

10

If you could use a time machine to go back in time to fix one thing or go to the future to see what it is like, what would you do?

Spend more time with my dad.

1

How long have you been with us?

3 ½ years this coming June!

2

What is your most memorable moment?

On a personal level, it was during the birth of my 2 kids. Work-wise, it would be the day when I was told by Mr. Seow, to do another ICPH, like not again!

3

When do you have the most fun at work?

All the time! (laughs) I'm kidding, it's when I'm doing something new, like starting on RATEC or Indon JV.

4

Motto or personal mantra?

Don't stop believing.

5

What is one thing you cannot live without?

Sleep.

6

What do you do for fun?

Most people, especially those on Facebook, would think the answer is eating, but truth is, I will go for reading. It gives me some ME time.

7

What is the one thing that people do not know about you?

I cry easily.

8

What is the craziest thing you've ever done?

Having my kids (haha)!

9

If you could use a time machine to go back in time to fix one thing or go to the future to see what it is like, what would you do?

See the winning numbers for CNY Toto next year (and I promise I won't let you know the numbers)!

10

What gets you out of bed every morning?

The alarm on my handphone, of course!





ASEAN OSHNET VISIT

Hosting visits and training sessions is a regular affair at Teambuild. Apart from carrying out training sessions for the Career Mentorship Programme (CMP), we were also approached by MOM Singapore to host delegates from ASEAN, China, Japan, and Korea to share about our safety best practices.

CMP TRAINING





AWARDS CORNER

Teambuild has always worked towards excellence, and the result is often very rewarding. This time, we managed to snag a whole string of accolades, from the BCA Construction Excellence Awards to the RoSPA Gold Award, bringing the total count of awards won year to date to 15.

From the very last person to the top management, we would like to thank all of you for your hard work. Let's continue to uphold the "Teambuild spirit", and strive for an even better showing the next time round. Keep up the good work, everyone!



BCA CONSTRUCTION EXCELLENCE AWARDS 2019 (THE VERANDAH @ MATILDA)

BCA CONSTRUCTION EXCELLENCE AWARDS 2019 (THE BROWNSTONE)



BIZSAFE ENTERPRISE EXEMPLARY AWARD 2019 (ABC)



ROSPA GOLD AWARDS
(SKY RESIDENCE @ DAWSON, FERNVALE GLADES, NORTHSHORE EDGE, SENJA NURSING HOME, VALLEY SPRING)



ROSPA INFLUENCER AWARD (CHIA ZHIWEI)



BIZSAFE ENTERPRISE EXEMPLARY AWARD 2019 (TBEC)



ROSPA INFLUENCER AWARD (ALLEN LIM)



ROSPA DISTINGUISHED SERVICE AWARD (ALLAN LOW)

EVENTS CALENDAR



JUNE

HR & Sharing Events



New staff induction (6 June)

Staff Training



CMP Workshop – ERSS & Soil Improvement & Basement Construction (22 June)

Others



Townhall with CEO (18 June)

Mid Year Performance Review

JULY

HR & Sharing Events



Launch of Core Values Playbook

Staff Training



Accountability Workshop for Managers (2-3 July)

Problem Solving Workshop (24 July)

CMP Workshop – Structural & PPVC Works (27 July)

Others



Promotion Announcement

Closure of SKC Scholarship Application (15 July)

AUGUST

Lunch Talks



New HR Unit 4 Prosoft system Software User training for all

Staff Training



CMP Workshop – Architectural Works for PPVC (24 August)

SEPTEMBER

HR & Sharing Events



New staff induction (27 September)

Staff Training



CMP Workshop – M&E Works and Testing (28 September)



ANNOUNCEMENTS

Another round of application for the **Seow Kong Cheong scholarship** is now open, so do indicate your interest before 15 July!

We would also like to extend our congratulations to Admin Executive Melissa Soh for being the winner of last issue's 10Q in 60S segment quiz – thank you all for your participation!

CONGRATULATIONS!



MELISSA SOH
(ADMIN EXECUTIVE)

CREDITS

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

- Boo Wan Yu
- Jane Pang
- Johnny Lim
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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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