

# ENGAGED!

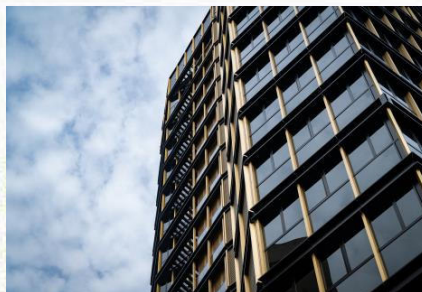


COLLABORATING FOR A BRIGHTER FUTURE

## BRINGING OUR EVP TO LIFE



### SPOTLIGHT | ONE DRAYCOTT + WOODLEIGH RESIDENCES



### OTHERS | MANILA OFFSHORE TEAM



Dear Colleagues,

With the new year round the corner, it's the perfect time to reflect on our journey, achievements, and the path we are paving for our future. Your HOD may have shared with you our theme and focus for next year: WORKING FOR A BETTER FUTURE. Entering 2024, we are not starting afresh but building upon the strategic groundwork laid in 2023. We will continue to transform our work processes for better productivity and amplify our innovation capabilities and various opportunities to shape our future.

I am filled with appreciation reflecting on the culmination of our very first Improvement & Innovation Campaign. A big thank you to all of you who had stepped forward with your ideas. We received an impressive 416 submissions, a clear reflection of our team's collective enthusiasm. While some ideas are primed for immediate implementation, others will require feasibility studies or expanded details. I understand the anticipation is high to learn about the points tally for each team. I share in this excitement and look forward to revealing these details and celebrating your contributions at Teambuild Day 2024. As we look to the new year, let's carry this energy forward and keep the momentum going. It's your passion and your relentless pursuit of excellence that will continue to guide Teambuild Group to new heights.



As we delve into the last issue of ENGAGED! for this year, I find it only fitting that our central theme is the heart of our organization: our people. It's you, our dedicated team members, who had collectively embodied our 2023 focus of moving from fire-fighting to a holistic resilience strategy. Let me also reiterate a point that remains non-negotiable: Safety. Safety is, and will always remain, paramount in our line of work. In construction, we often say that the best projects are the ones completed safely, and I genuinely believe that our best asset at the end of every day is a workforce that returns home safely to their loved ones. Our commitment to safety is unwavering, and it's a shared responsibility we all carry. I urge each one of you to be the stewards of safety, not just for yourself but for your colleagues as well. I am heartened to share that over the

course of this year, we have received a total of 15 awards recognizing our commitment to safety, including two bizSAFE awards that we received most recently in November.

The HR team had recently introduced the iWorkHealth survey to TBEC, with plans to extend it to other entities in phases. A notable 84% of the TBEC team took the opportunity to provide their inputs. The report has provided us with invaluable insights into the well-being and job satisfaction of our people. The survey results are shared in this issue. While we are pleased with many of our results, we recognize that there is always room for growth and improvement. You have our commitment that we will always be listening, learning, and acting. As a reminder from the previous issue, we would like to highlight the Employee Feedback Channel - a dedicated avenue for you to voice concerns. If you face any harassment at work, this is a channel you can use.

The EVP roadshows, by the HR team, are another important initiative, underscoring our dedication to engaging with all of you in a meaningful manner. Through these roadshows, we aim to bring to the forefront our Employee Value Propositions, ensuring that everyone has a clear understanding of our EVPs and your integral role in them. The roadshows also provide a platform for open dialogue, and I'm sure the HR team was excited to hear your thoughts, ideas, and feedback.

This issue, you can also read about our recently completed projects, One Draycott and Woodleigh Residences, and learn more about the Project Managers behind these projects in our 10Qin60S series. Cheer with us as we highlight our recent accomplishments, from the HR Excellence Awards nomination, HR team's IHRP Certification to our PNC5 team receiving the HDB Construction Award as well as the recognition of our Customer Relations Officers by HDB. Last, but not least, a heartfelt shoutout to our Manila Offshore Team for reaching a fantastic five-year milestone. The 13-member team celebrated with their teambuilding and Christmas gathering earlier this month, exemplifying their strong team spirit.

In construction, we often focus on the tangible structures we build. But let's not forget the intangibles - the relationships, the camaraderie, the shared goals, and the mutual respect. Let our commitment to one another be as strong as the structures we build. Your thoughts, suggestions, and feedback are always welcome, and I'm always available to listen. Let's keep building, safely and surely, towards a brighter future.

Wishing everyone a year filled with passion and success!

## CEO'S MESSAGE

亲爱的同事们，

即将迎来新的一年，告别2023年，迎来2024年，这是我们回顾过去、总结经验，并为未来规划的绝佳时刻。我相信各位主管已与你们分享了明年的核心主题：共同构建更美好的未来。在迈入2024年时，我们并非从零开始，而是在已奠定的2023年战略基础上持续发展。我们将不断改进工作流程，提高生产效率，增强创新能力，把握各种机会，为未来塑造更好的形态。

回顾今年的首次的【改善与创新】活动，感谢所有提出创新想法的同事。我们共收到了416份提案，充分反映了团队的积极参与，令我深感欣慰。尽管有些想法已准备好立即实施，但其他一些需要进行可行性研究或详细规划。我理解大家都渴望了解各团队的积分情况。我同样感到兴奋，并期待在2024年的年度晚会揭晓这些细节，与你们一同庆祝贡献。展望新的一年，让我们保持这股能量，保持动力。正是你们的激情和对卓越的不懈追求，将继续引领联宇集团攀登新的高峰。

在今年最后一期的ENGAGED!，我们的核心主题非常贴切：我们组织的核心-我们的团队。正是你们，我们敬业的团队成员，共同体现了我们2023年的重点，即从应急转向全面的韧性策略。

我要再强调一点，那就是绝对不能妥协的-安全。在我们的工作中，安全始终是至关重要的。在建筑行业，我们常说，最好的项目是那些安全完成的项目。我由衷相信，我们最宝贵的资产是那些每天能够安全回家与亲人团聚的员工队伍。我们对安全的承诺是坚定不移的，这是我们所有人共同承担的责任。我呼吁大家，为自己、为同事，成为安全的守护者。在此我很高兴地分享，今年，我们共收到了15项表彰我们安全承诺的奖项，其中两项bizSAFE奖项是我们11月刚刚收到的。

人力资源部最近安排TBEC员工参与了人力部推出的职场身心健康评估iWorkHealth调查评估员工福祉。该报告为我们提供了关于工作环境、工作任务、上司下属关系等与压力相关的工作满意度的宝贵数据。我们将在此期刊中分享调查结果。尽管我们对许多结果感到满意，但我们认识到，总有成长和进步的空间。我们计划分步骤将此评估扩展到集团的其他单

位。我们承诺，我们将一直聆听、学习并采纳建议。此外，我们也设有员工反馈渠道，是专为员工设立的通道。如果你在工作中遇到问题或困扰，可通过此渠道表达。

由人力资源部主导的员工价值主张（EVP）路演是另一个重要的举措，强调我们致力于以有意义的方式与大家进行互动。通过这些路演，我们的目标是突出我们的员工价值主张，确保每个人都明白并了解你在其中的关键作用。它们还为公开对话提供了一个平台，我相信人力资源团队很高兴听到你的想法、建议和反馈。

在本期中，你将有机会阅读我们最近完成的两个项目：One Draycott和Woodleigh Residences。并且，在我们的”10Qin60S”系列中，你将深入了解这些项目的幕后故事，与项目经理们近距离互动。让我们共同欢呼最近取得的一系列成就，包括获得人力资源卓越奖“最佳雇主品牌”的提名、人力资源部门员工成功通过人力资源专才学会的认证，以及我们的PNC5团队荣获HDB建设奖，同时我们的客服队也受到HDB的认可。

最后，衷心祝贺我们的马尼拉海外团队达到了五年的重要里程碑。这个由13名成员组成的团队在本月早些时候举行了团队建设和圣诞聚会，展示了他们强大的团队精神。

在建筑业，我们往往专注于建造那些有形的结构。然而，让我们不要忽略那些无形的元素——关系、团结、共同的目标和相互的尊重。让我们像对待建筑结构一样，对彼此的承诺保持坚固。对于你的意见、建议和反馈，我都非常重视，随时愿意倾听。让我们继续共同努力，确保安全，迈向更加光明的未来。愿大家在新的一年里充满激情和成功！



# IWORKHEALTH REPORT FOR TBEC



As a start, HR conducted this iWorkHealth survey for TBEC and will gradually roll it out to other entities within the group. The iWorkhealth assessment provided us with a comprehensive analysis of the mental well-being and work environment conditions at TBEC.

From the survey data collected, we observed:

- **Overall mental well-being: 114.46**
  - Most of our employees have good mental health.
- **Job satisfaction: 4**
  - Our employees are generally satisfied with their job and the company they are working in.
- **Job control: 4.02**
  - Our employees are generally satisfied with their job and the company they are working in.
  - Our staff is of the view that the senior management is committed and involved in the protection of employees' mental well-being.



A psychosocial health assessment tool to identify workplace stressors. iWorkHealth is developed by Singapore's Workplace Safety and Health Institute in partnership with the Workplace Safety and Health Council, Institute of Mental Health, Changi General Hospital, and Health Promotion Board.

**14/08/2023 - 27/08/2023**



- Number of employees invited to participate: **181**
- Number of employees who participated: **152**
- Response rate: **83.97%**

**1**

## OVERALL MENTAL WELL-BEING



A good mental health score means employees:



Generally function well at work and at home



Have satisfying and meaningful relationships with family and friends



Can solve problems and make decisions without much difficulty



Know that they have value as a person



Are usually aware of their feelings and can control them



Have the ability to cope with life's challenges

**2**

## WORK STRESS, WORK-RELATED BURNOUT AND DEPRESSION

Work stress is a person's response when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope.

Burnout is the state of physical and psychological fatigue and exhaustion, which is perceived as related to his/her work.



Most employees know how to manage their negative feelings.



Most employees are able to cope with life's challenges.



Most employees have good mental health.

**3**

## STRENGTHS AND OPPORTUNITIES FOR BETTER MENTAL WELL-BEING



**Job Satisfaction:** A feeling of fulfilment that a person derives from his/her job.

Employees are generally satisfied with their job and the company they are working in.



**Job Recognition:** Promotion, pay, recognition of work performance, job security.

Employees are generally satisfied with the recognition they receive at work.

### 3

## STRENGTHS AND OPPORTUNITIES FOR BETTER MENTAL WELL-BEING



**Job Demands:** Physical, social, psychological or organisational aspects of the job that require sustained physical and/or psychological effort.

Employees are generally able to manage their job demands.



**Job Control:** Aspects of the job that allow control over own work performance.

Most employees feel that they are clear about their job tasks, have the resources to get their job done and find their work meaningful.



**Social Support:** Relationship with supervisors and co-workers that provide socio-emotional support.

Employees generally feel that they have good social support at work from colleagues and supervisors.



**Organisational Culture:** A system of shared assumptions, values and beliefs which governs how people behave in the organisation.

Employees feel that the organisation rewards them fairly and treats them well.



## MANAGEMENT SUPPORT

Management's commitment and involvement, as seen in organisational values, policies, practices and procedures.



**90.78%**

Employees who perceive that senior management is committed and involved in the protection of their mental well-being



**94.07%**

Employees who perceive that senior management is committed and involved in the protection of their mental well-being

Staff is of the view that the senior management is committed and involved in the protection of employees' mental well-being.

## OUR COMMITMENT TO A BETTER WORKING ENVIRONMENT

The well-being of our employees is of paramount importance. We believe that a positive and supportive work environment is the foundation of our success. While we are pleased with many of our results, we recognize that there is always room for growth and improvement.

**We are committed to:**



### ACTIVELY SEEKING FEEDBACK

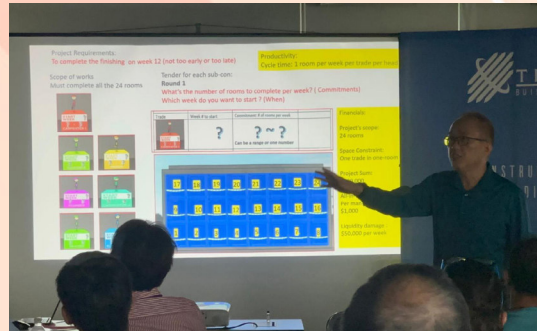
By regularly assessing the well-being of our staff, we will ensure that we are always aware of their needs and concerns.



### BUILDING SUPPORT SYSTEMS AND EMPOWERING EMPLOYEES

We aim to further develop programs and initiatives that cater to the mental well-being of our employees (e.g. The Employee Feedback Channel that was in last issue's newsletter - if you face any harassment at work, this is a channel you can use to raise your concerns).

We are dedicated to ensuring that every employee feels valued, supported, and equipped to manage the challenges of modern work-life. Together, we believe we can create a workplace where everyone thrives, contributing not only to Teambuild's success but also to the well-being of every team member.



## EVP ROADSHOWS

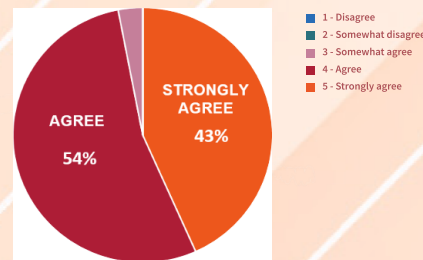
In our previous issue, we introduced the concept of Employee Value Proposition (EVP). To further elaborate and incorporate this within our organisation, our HR team organised a total of 12 roadshows at both HQ and project sites.

Through interactive sessions, insights, and team-building activities, the HR team aims to bring to the forefront the essence of our Teambuild brand and the significant role each of us plays in this collective journey. We hope everyone enjoyed the sessions! Let us continue to bring our values to life!

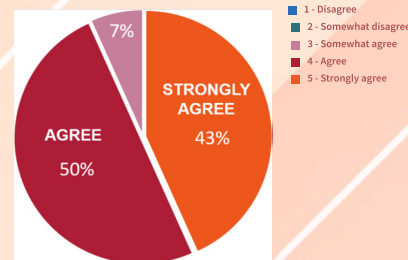




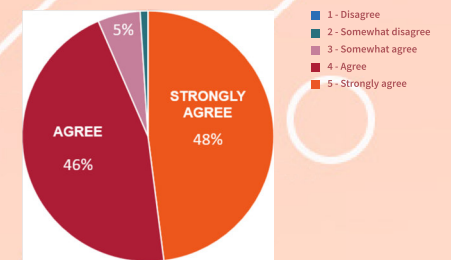
The EVP roadshow helped me better understand Teambuild's Employee Value Proposition (EVP).



I feel more connected to Teambuild's core values and culture after attending the road show.



I believe the EVP initiatives discussed during the roadshow will benefit employees like me.



# STAFF SURVEY

164 RESPONDENTS

# WOODLEIGH RESIDENCES



## OUR JOB SCOPE

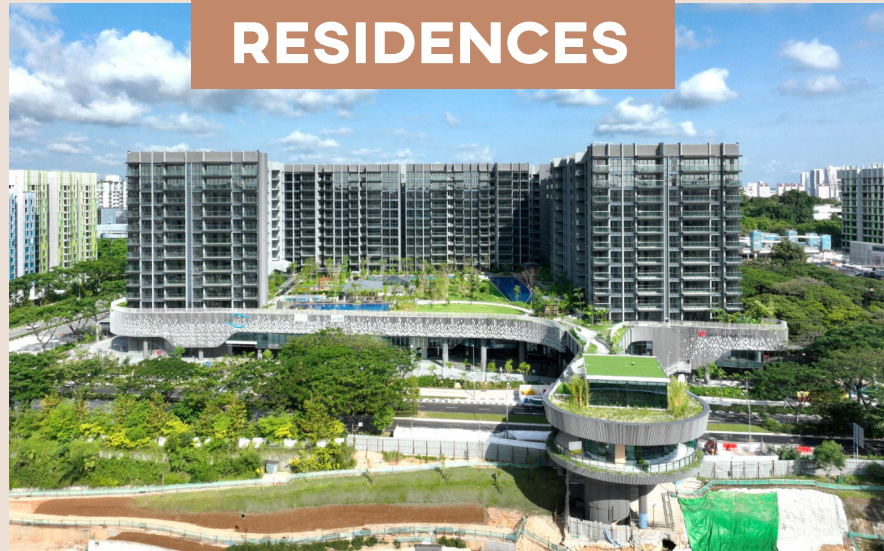
Design, supply, fabrication, delivery, installation of PPVC system, precast and cast in-situ components.

## 11 RESIDENTIAL BLOCKS

(Architectural, structural, M&E coordination and quality & safety works)

**667 DWELLING UNITS OF 2BR-4BR**  
(570 sqft to 1475 sqft)

**2,385 PPVC MODULES**



“

Coming together is a beginning. Keeping together is progress. Working together is success.

”

- Ng Kai Wei, Executive Project Engineer

“

Remember, we all stumble, every one of us. That's why it's a comfort to go hand in hand.

”

- Chen Luo, Senior Executive Architectural Coordinator



## WORK IN PROGRESS...

“ ”

Tough times don't last, Tough teams do!

- Neo Soon Quan, Executive Project Engineer

“ ”

As the first time being main “sub”-contractor, we are united as one team from project director, managers, engineers, safety personnel, coordinators, supervisors, and chargehands to workers. We work humbly, we sweat, we laugh, we eat, we drink and we enjoy the moment together!

- Edwin Ong, Project Director

“ ”

The resilience of the individual and the backing of the team — we stand tall to achieve many possibilities!

- Alan Yeo, Senior Project Manager

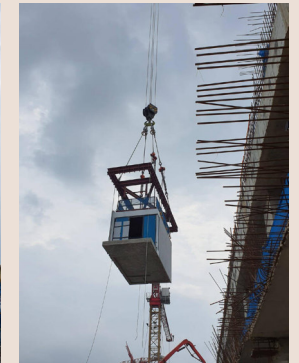
“ ”

Together, ordinary people can achieve extraordinary results.

- Wong Wai Chiong, Executive Project Engineer

## 2020

16 JAN: FIRST PPVC INSTALLED



## 2022

12 JAN: PPVC TOP-UP



## 2023

11 APR: RESIDENTIAL BLOCK TOP (TEMPORARY OCCUPATION PERMIT)



“  
Teamwork makes the dream work for the Woodleigh Residences project.”  
- Zac Wong Zhi Xue, WSH Officer

“  
Building dreams, one PPVC at a time. Together we rise, Woodleigh Residences!”  
- Haw Yuan Bin, Executive Project Engineer



## QUALITY ACHIEVEMENTS

Quality Mark Actual Score: 93.5 points (EXCELLENT) + CONQUAS STAR

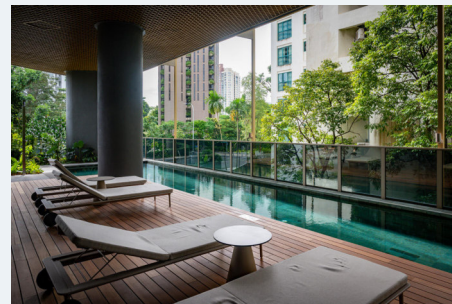
## EHS ACHIEVEMENTS

- Achieved zero non-compliance by authority on environmental and health issues
- Achieved zero non-compliance by authority on safety issues
- Winner of good EHS performance award presented by Kajima Overseas Asia (Singapore)



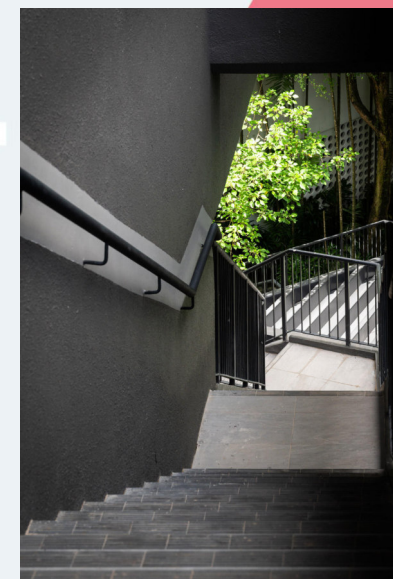
One Draycott is a masterpiece of style with an exterior façade that is graced by muted gold and champagne trimmings alongside black horizontal bands.

The contemporary curtain walls create a clean silhouette while expansive windows and glass balustrades create an ambience of open space while giving a distinctive look to this development.



There is only one entrance to the development and reconstruction of the entrance is required. The project team overcame this constraint, while the entrance was closed for reconstruction, through proper planning and the delivery of the construction materials to site in advance prior to the closure.

The entire footprint of the site is designed for building construction, not a single sqm of space for storage of materials. However, the project team managed to overcome this constraint.



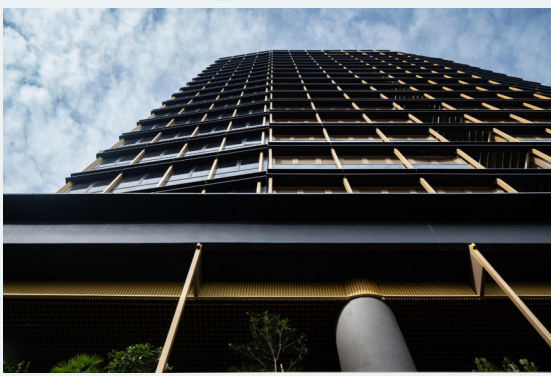
Construction of spiral basement driveway which includes the slanted / folded drop panels without the aid of advanced computer software e.g. BIM, Revit.

## ONE DRAYCOTT





- Recipient of WSH Sharp Awards 2021, 2021 and 2022
  - Attained CONQUAS Star for quality workmanship
  - Obtained Certificate of Statutory Completion (CSC) within 3 Months after Temporary Occupation Permit (TOP) was obtained.
- “We tried our best to achieve the CSC within the committed timeline.”
- Aung Zaw Latt, M&E Coordinator

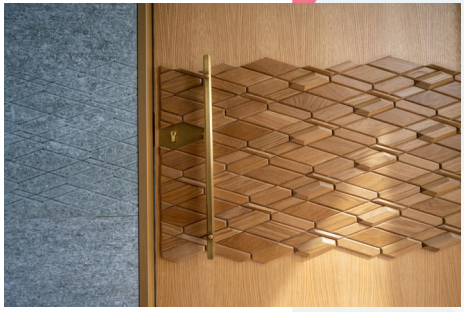
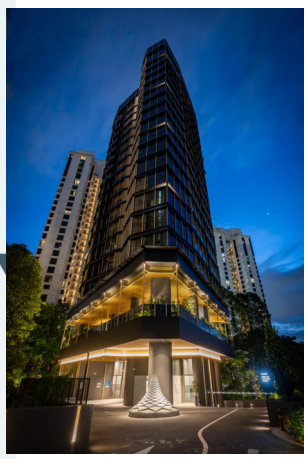


“Anything is possible with teamwork, where action aligns with direction.”

- Edwin Ong, Project Director



Adopted top-down construction method due to 18.0m difference between road level and lowest basement (Basement 4) level.



“一个团队一条心，一个目标一起拼。”

- Chen Luo, Senior Executive Architectural Coordinator

High volume formwork support system up to 15.0m height to construct 1.5m thick transfer slab at 3rd storey



“We worked as a TEAM to BUILD luxury homes for families, for generations to come.”

- Wong Meng Lik, Project Manager

# ALAN YEO (SENIOR PROJECT MANAGER)

## 10Q IN 60S

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

# WONG MENG LIK (PROJECT MANAGER)

1

What do most people think about you that is absolutely not true?

An iceberg and a reserved person.

2

What is something that can't be taught and can only be learned with age?

People skills and tolerance level.

3

What gets you out of bed every morning?

Responsibility.

1

What gets you out of bed every morning?

Work.

2

Who would you most like to sit next to on a 10 hour flight and why?

My wife, because she will accompany me for such a long flight.

3

What is on your bucket list?

Travel around the world with my family.

4

What is the best piece of advice you've received?

Work hard, play hard & stay humble. How people treat you is the reflection of yourself.

5

What is on your bucket list?

A road trip to travel around the world with my family.

6

What is the craziest thing you've ever done?

Helicopter rappelling (I have a fear of heights!).

4

What is the craziest thing you've ever done?

Launching a steel lift shaft with a 500-ton mobile crane at 4am. The police were alerted and we had to stop work.

5

What is the best piece of advice you've received?

Break the problem into smaller pieces and resolve each of the smaller pieces of the problem individually.

6

If you were starting a company tomorrow, what would the top 3 core values for your company be?

Integrity, innovation, and collaboration.

Most recent project: Woodleigh Residences

7

If you could make a rule for a day and everyone had to follow it, what would it be?

Be kind, be thoughtful and be respectful.

8

Describe yourself in one word.

Grit.

Most recent project: One Draycott

7

If a genie granted you 3 wishes right now, what would you wish for?

I would wish that I can speak and understand 1) Tamil, 2) Bengali and 3) Burmese so that I can talk to my colleagues in their native languages.

8

What is the one thing you can't live without?

Family.

9

If you were starting a company tomorrow, what would the top 3 core values for your company be?

Teamwork, trust, and innovation.

10

What is the one thing you can't live without?

Coffee.

9

Describe yourself in one word.

Flexible.

10

What is something that can't be taught and can only be learned with age?

Experience.



# HR EXCELLENCE AWARDS

The HR Excellence Awards is one of the most prestigious awards for Human Resources, celebrating the best and brightest in HR practices across Singapore. Being a finalist in the Employer Branding Award category is a testament to our commitment to building a strong employer brand that attracts, engages, and retains top talent.

It was an honour to have been nominated alongside organisations such as McDonald's, Changi Airport Group, Government Technology Agency, Marriott International and Deloitte. Let us applaud the HR team's hard work and dedication that led to this recognition.



We are also thrilled to share that our whole HR team has recently achieved the Institute for Human Resource Professionals (IHRP) Certification.

This certification is a testament to the team's commitment to excellence, continuous learning, and upholding the highest standards in the field of Human Resources. Please join us in congratulating them.



## IHRP CERTIFICATION

Our Northshore Edge project is awarded the HDB Construction Award.

“With innovation and environmental responsibility as the pillars of Teambuild's operational philosophy, building better homes need not come at the cost of the environment. HDB's recognition is proof of this and reinforces our commitment to pushing the boundaries of construction innovation while ensuring the highest quality and sustainability standards.”



## HDB AWARDS 2023



## NOTABLE ACHIEVEMENTS



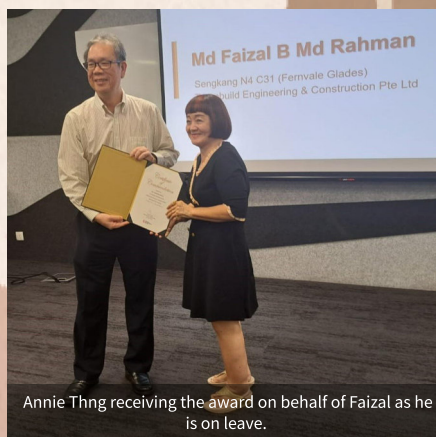
Used concrete blocks as temporary retaining walls, which were both easily installable and reusable.



Changed roof facade to lightweight, powder-coating aluminium, which improved safety and reduced need for future maintenance.



We're thrilled to spotlight the outstanding performance of our Customer Relations Officers, Gorman Teo and Md Faizal B Md Rahman, at the Building Service Centre for Yishun Glen and Fernvale Glades respectively. They have exhibited excellent skills in handling residents' feedback and have received compliments from many of the residents for the good service rendered. In recognition of their excellence performance, HDB has presented a Certificate of Commendation to them.



Annie Thng receiving the award on behalf of Faizal as he is on leave.

## BIZSAFE AWARDS (22 NOV 2023)

- 1) BIZSAFE ENTERPRISE EXEMPLARY AWARD (GOLD) - ABC
- 2) BIZSAFE ENTERPRISE EXEMPLARY AWARD - IPS



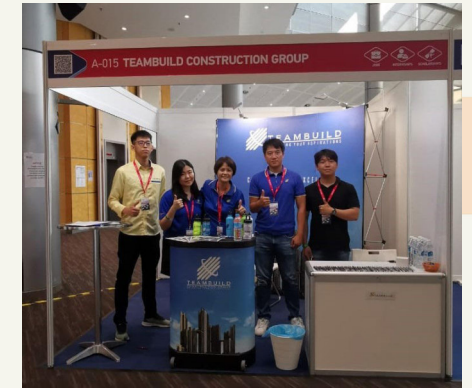
### 2023 SAFETY AWARDS

S/N	List of Awards	Site/Entity
1	NEA Best Practices Team Award	TBEC
2	NEA ECO (SCS) Excellence Award	Wong Zhi Xue
3	WSH Performance Awards (Silver)	ABC
4	RoSPA Occupational Safety Awards (Gold)	YSN4C23
5	bizSAFE Enterprise Exemplary Award (Gold)	ABC
6	bizSAFE Enterprise Exemplary Award	IPS
7	WSH Tech Award 2023	ABC
8	WSH SHARP Award	SKN4C31
9	WSH SHARP Award	YSN3C26
10	WSH SHARP Award	PNCS
11	WSH SHARP Award	Draycott
12	WSH SHARP Award	Tengah GA C5
13	WSH SHARP Award	D&B G29J
14	WSH SHARP Award	D&B G29L
15	Kajima Good EHS Performance Award	Woodleigh



## NUS ENGINEERING CAREER & INTERNSHIP NETWORKING SESSION

(22 AUG 2023)



## NTU JOB FAIR

(29 AUG 2023)



## PEER SUPPORT LEADERS (PSLS)



**First Line of Support:** Often, when workers face challenges, be it personal, professional, or mental health-related, their initial instinct is to reach out to someone they trust and can relate to. More often than not, this “someone” is a peer. PSLs serve as this initial touchpoint, providing immediate support and guidance.



PSLs are part of the same working community and often understand the specific stressors and challenges their peers face. This shared experience makes them more approachable and relatable, enabling them to offer insights and advice that resonate with their colleagues.



(left to right) Ramu Selvaganapathi, Pavadaidurai Sockalingam, Krishnan Silambarasan, Uddin Sohel, Perumal Kalaiyarasan

PSLs play a key role in supporting mental well-being in the workplace.

Hence, we selected some workers to attend this two-day training organised by HealthServe, MOM and MWC. We believe this training will help them to be better-equipped to support their peers in mental well-being.

We are also committed to further championing mental well-being at the workplace.

## STAFF GATHERINGS



FINANCE TEAM



HR TEAM



IPS SINGAPORE  
CELEBRATING  
OCTOBER BIRTHDAYS







A huge congratulations to our Manila Offshore Team on reaching their 5-year milestone! The 13-strong team comprises 8 IPS BIM Modelers, 1 IPS QS, and 4 TBEC QS.

In line with their annual tradition, the team commemorated this milestone with a teambuilding and Christmas party on 8 December. It's inspiring to see their commitment to creating a positive and collaborative environment.

Join us in sending hearty congratulations and cheers to our offshore team for this significant milestone!



## CELEBRATING 5 YEARS WITH OUR OFFSHORE TEAM



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