

# YOUNG TALENT 2018 - HAMBURG

During the 10-12th December 2018, Aarsleff delivered its third 'Young Talent' event. Aarsleff in Germany hosted the meet-up for its delegates over the three-day period in Hamburg. We also welcomed 3 new talents into the network - Chris from the UK and Sofie and Przemyslaw from Sweden.



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## Attendees



From Denmark, we welcomed: Peter, Stig, Anders and Rune



From Germany, we welcomed: Nele, Matthias and Nils



From Poland, we welcomed: Natalia, Jan and Sylwia



From the UK, we welcomed: Jessica, Parth, Chris and Simon



From Sweden, we welcomed Sofie and Przemyslaw

Monday, 11am



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16 Aarsleff representatives from across the Ground Engineering segment of the Aarsleff group arrived in Aarsleff-Grundbau GmbH's headquarters in Hamburg, Germany. Nils, Matthias and Nele warmly welcomed the group and introduced the agenda for the days ahead. Following on, Managing Director Peter Wardinghus announced the company's new diversification strategy following the acquisition of Neidhardt Grundbau GmbH, including the daughter company Poneel Bau GmbH. Neidhardt have over the last 35 years specialised in complicated ground anchor works, have 20 units and approximately 75 employed people. Peter also addressed the importance of nurturing talents across all generations - a topic he would expand on later. We were then asked to line up in order of service at the Aarsleff company - ranging from just 9 months to 16 years. From this first exercise, we recognised the importance of a workforce composed of different age demographics. As Peter reiterated, it helps to create an environment where each generation brings different skills and talents to the table.

After lunch, external speaker Katja Witthöft led an 'impulse workshop' for effective meetings. The costs of ineffective meetings are huge, having the potential to waste the most important assets we have including; time, money and talent. Meetings are commonplace in the Aarsleff group. We took part in several discussions, all aiming to increase meeting productivity and outcome. Asking ourselves the questions - Is timely communication expected or discouraged? Are problems addressed proactively or ignored? Does everyone contribute to the meeting? Does everybody need to be in that meeting? Is time valued or wasted? Answering these questions made us think differently about hosting and/or attending our next meeting, and has given us each clear, practical and useful guidelines for running effective meetings.

After the days discussions, we then enjoyed a visit to Hamburg's State Opera House, otherwise known as The Elbphilharmonie - providing stunning views of the city. Perched on the Grasbrook peninsula of the Elbe River, the concert hall features a distinct silhouette, its glassy exterior resembling a wave or hoisted sail. The evening continued with good food and drinks.



## Who is Katja Witthöft?

Katja has extensive professional knowledge, owing to her previous business experience as an IT consultant and project manager, running both National and International projects. Combined with her interests in drama, personality and creativity development, Katja has spent 15 years as a coach and 'change agent', becoming a valuable trainer and coach for delivering resource and strength-oriented work and processes.



Tuesday, 7 am



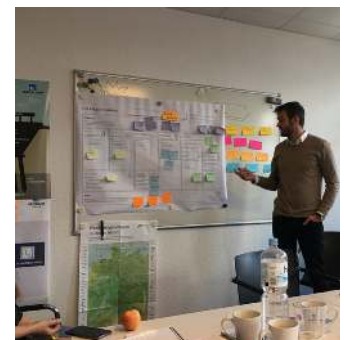
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The day commenced with a presentation by Peter Wardinghus who gave his opinion on 'avoiding generational conflict.' As a member of the 'x' generation, Peter spoke of the importance in creating an age diverse, competitive and productive team. We should aim to understand one another, and the characteristics, strengths and weaknesses that embody each generational group. This will provide us with a competitive advantage, helping us to attract and retain all talents within our organisations.

Peter discussed three areas of potential conflict: Different Values, Work Styles and Communication preferences and within those, left us with 6 key pointers:

- Within your respective workforce, promote the idea that differences between each group are neither good nor bad.
- No one group is more superior than another - they are just different.
- Explore what common themes bring the generations together.
- Assess the possibility of having a mentorship programme.
- Take a balanced view/attitude more often.
- Make contributions as an ambassador for overcoming generational conflict.

Following on, external speaker Katharina Vollus led a workshop titled 'Enlarging a Generational Gap'. Through various activities, the YT group answered the question 'How do we build an office that no-one wants to work in?'. Through determining the unwanted result, we could then focus on what needed to be improved, enhanced or even just maintained within our companies. We also completed a 'project canvas' of the YT group, determining its goals, benefits, resources required and outcomes. The results of this alongside a detailed written report will be circulated separately in a report by Aarsleff-Grundbau GmbH.



## Who is Katharina Vollus?

Katharina's goal is to nurture an efficient work organisation based on 'Mindset & Methods'. Focusing on the essentials through optimal structures, Katharina believes that once we establish order, clarity in the head comes almost automatically. Katharina has many years of experience in design and IT for clients BMW, VW and Samsung, as well as PMP certification of the Project Management Institute combined with the joy of teaching, empowering and advising.



# Construction of the 5. sluice chamber in Brunsbüttel



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After the 1.5hr bus ride and short ferry trip, delegates were taken to explore a multidisciplinary ground engineering construction site in Brunsbüttel. The 'Nord-Ostsee-Kanal' (NOK) is connecting the north and Baltic sea with its 100km to reduce the shipping route about 450km around Denmark. It was established in June 1895 between Brunsbüttel and Kiel and is maintained by the water and shipping authority of Germany for the operation of the canal itself, comprising 10 bridges and 2 tunnels. The construction took 8 years with an earthmoving of 80 Million m<sup>3</sup> and got enlarged between 1907-1914 with almost the same soil quantity. The second enlargement took place between 1965-2002. Included in this period is 41 Million m<sup>3</sup> of earthmoving and the 3 years construction time of the 'Rader Hochbrücke'. This girder bridge is 1498m long, at a maximum height of approximately 49m and the height of the bridge itself - otherwise known as the 'construction height' - is 5 to 9.5m on a width about 29.5m, carrying the highway A7.

The water depth of the canal is 11m, the bottom width is 90m and the water level width is up to 162m, and the passage is taking approx. 8 hours. In the year 2000 there were almost 39.000 cruise and container ships using the shortcut through the canal and in 2012 34.879. Compared to Suez Canal 14.141 ships in year 2000 and 17.800 ships in year 2010 and Panama Canal 13.653 ships in year 2000 and 14.700 ships in year 2011 the NOK is highly frequented. The entrance from the North Sea site is indicated by 2 sluices (small and big) of 4 chambers. Due to its high usage and the growing demand, it is not possible to close the sluice in Brunsbüttel for the construction. It has therefore been agreed to build chamber no 5.

## Contract Details

- Contract volume 346 Million €
- Contract award 11.04.2014
- Estimated construction period: 85 months
- Blueprint by government agency 'water and shipping authority'
- Unit price contract
- About 7000 specifications
- Execution planning by consortium W&F (Wayss & Freytag Ingenieurbau and Spezialtiefbau) and bam (Infra)





With the excavation for the chamber up to 26,5m under water level and the demolition of the shoreline stabilisation and the preparation for the offshore terminal the requirement to release from the soil got proportionally high. About 12km north from the sluice the moor 'Dyhrssenmoor' is located. The establishment of the area started 2016 with the installation of a drainage system and the delivery of 500.00m<sup>3</sup> of sand to contain about 1.7 Million m<sup>3</sup> of the excavation material. The main issues in here are the soft soil conditions. Due to this the drainage system itself collapsed among the loads. The progress to find an effective solution is ongoing.

After returning to the hotel, delegates headed out to the city for dinner and to enjoy Hamburg's best christmas markets, accompanied by mulled wine of course.



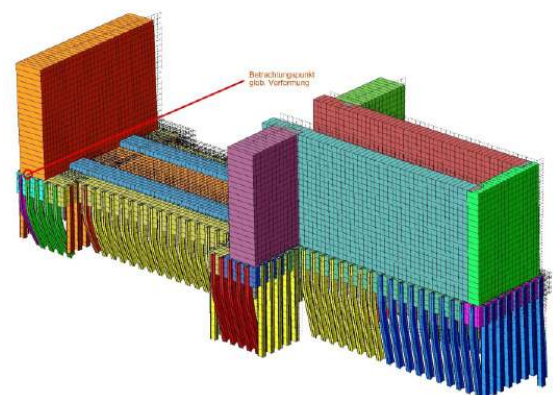
#### Parameters

##### Dimensions

Length of chamber ca. 360m, width of chamber ca. 45m  
 Depth of sill -14m sea level

##### Material

1,7 Mio. m<sup>3</sup> earthwork, dry and wet  
 25.000 to steel for sheets  
 115.000 m<sup>3</sup> concrete  
 2.800 injection and jet grouting piles



Wednesday, 8am



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In our post evaluation of the event, we decided that it is to be the delegate's responsibility for when they wish to depart from the YT Group. They may put forward a nomination for their replacement, (but only if there is a worthy candidate) which shall be approved by their respective Senior Management team.

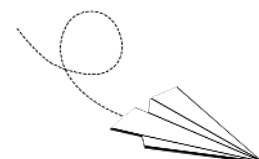
In exploring why we are employees at Aarsleff, we had to note on Monday three positive and three negative things about our daily work and the organisation itself. We were then encouraged to think about those issues again on Wednesday, focus our minds and evaluate on what could be changed and worth supporting. With all the inspiring conversation between the participants it became easier to answer the main question "What motivated you to stay in Aarsleff on your worst day?". We think honest insights like this will benefit the Aarsleff as a whole organisation in its mission to retain talent within a business. We welcome questions like the above if it aids in any of our colleagues discussions or plans.

Q. What motivated you to stay in Aarsleff on your worst day?

- Support and Understanding from the Leadership Team
- Appreciation
- Having a great team of people around

Aarsleff Ground Engineering UK's Chris Purvis, Simon Cottington, Parth Patel and Jessica Banham delivered presentations on their experiences and projects since the last YT meet up. Chris presented on his drilling and grouting projects with focus on the remediation of abandoned coal mines, Simon reported on his driven precast piles project in Iceland and Richborough, Parth spoke about delivering his largest precast piling job at Eastwood and Jessica presented on her marketing successes with a sneak glimpse of the UK's new corporate films.

Finally, the 'Aarsleff Blue' baton has been passed on to Poland for the next Young Talent Event.



Young Talent Class of 2018...



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