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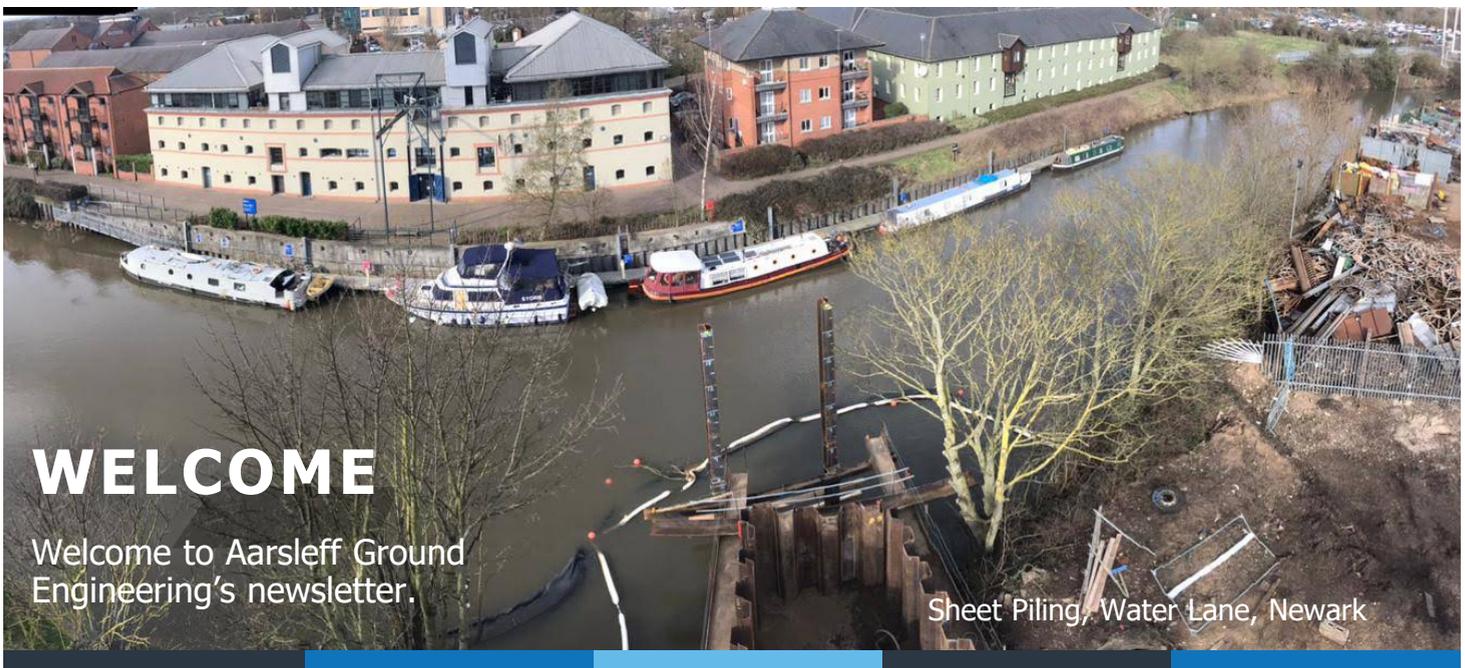


**AARSLEFF**

# Aarsleff

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MAY/JUNE 2019  
STAFF NEWSLETTER



Irish born scientist Robert Boyle wrote a wish-list in the 1660's about the future. Much of his list came true, often centuries after he was writing, including: "The Art of Flying". Just 250 years later, aeroplanes were engineered. In 1974, science fiction author, inventor and undersea explorer Arthur C. Clarke, gave an interview in which he described our modern Internet with eerie accuracy: being able to book theatre tickets, access bank records, and more all from a small console. In 1987, Roger Ebert predicted "We will have high-definition, wide-screen television sets and a push-button dialling system to order the movie you want at the time you want it". Hello Netflix. More than any other profession, those in construction need to have a good grasp of their future and the changes that will come with it. Moving towards low-carbon, climate-resilient transport and infrastructure, the built environment

will go through some dramatic changes. To perform each of our roles effectively, we must grasp how the world is changing and anticipate how the Aarsleff organisation should adapt so we can continue to be relevant. The 'skills gap' shortage is here, and with half a million workers set to retire over the next 10 years, the need to close the gap is more important than ever. As we all know, rapid development, population growth and the digital revolution is changing the way we live our lives and our cities demand smarter and more sustainable infrastructure. The construction sector needs to see an emergence of creative and innovate talent who can collaborate across sectors and disciplines using digital tools. Indeed, it is not a time to be fearful - technology has created more jobs than it has destroyed. We just need to be adaptable and willing to learn. To attract the talent the industry needs,



...Kevin Hague,  
Managing Director

Continued...

we must turn to technology. What do we mean by digital anyway? It goes further than purchasing the latest IT system. Firstly, we need to demonstrate how digital brings value to our clients and suppliers, and secondly how our employees utilise digital tools to make their working lives more efficient. We have a clear vision in how to attract and retain talent in the business, by utilising the latest technologies and fostering an open and collaborative working environment. At time of writing, we have almost finishing developing our new ground breaking Virtual Reality application which we will be rolling out at careers fairs.

Finding ways to visualise our services can be challenging - everything we do is underground - yet the VR app will make it possible for everyone to engage with our ground engineering techniques in a more detailed, dynamic and accessible way than ever before. We are the first UK ground engineering company to

invest in VR. We are making waves in the industry with a Global competitor expressing interest in following suit, and one of our valued clients meeting to discuss the possibilities of investing in the application themselves.

One of our key focuses is on developing a strong and reputable brand in a politically uncertain and challenging climate. By predicting the next innovations, we can remain at the top of our game. By embracing cutting-edge technology, we are closer to drawing in those digitally native gamers who may well be the next construction pioneers in the digital age. As project manager Jonathan May says in the latest edition of Construction News "The talented are waiting...can you capture their imagination?".

Tech can't fix everything; it is up to us humans to decide where we are going to go.

## Missing the Mark

Recently, I've noted a lot of confusion within our various departments over their targets and performance objectives. As a business we have a broader, over-arching goal, but it is each department's objectives that become the specific actions needed to get to the destination.

Let's take a hypothetical example. As a company goal, we need to build up market share in the North of England. As a specific department objective, we can then aim to meet X number of clients in Scotland, price X amount of jobs, publish X number of brand-building articles in Scottish publications and deliver X amount of jobs to a Scottish contractor over a specific and measurable time-period.

If you are uncertain of your KPI's and department's objectives, please take advantage of internal resources. Ask your line manager how your department measures success, what your KPI's are and make use of meeting time to find out exactly what the wider organisation is aiming to achieve.





# Photobooth

Every issue we ask you to send in your Aarsleff pictures on-site or at home and the best of these are then published in here. If you'd like to be featured, grab your camera and get snapping!

**Send your best photos to:**  
harrisonmarshall-lack@aarsleff.co.uk



Bottom Driven, Wessex Water, Salisbury - **Richard Judd**



DPC, Lorry Park, Newark - **Harrison Marshall-Lack**



DPC, Torry Quays, Aberdeen - **Brian Dick**



DPC, Nottingham Science Park - **Sam Riley**

## FLEET UPDATE

Aarsleff Ground Engineering have taken delivery of its new Junttan PM16! The new piling rig, featuring state-of-the-art hammer and monitoring technology, will join our impressive fleet of piling and drilling machines. We are always looking at how we can renew and update our plant machinery. The addition of this Junttan PM16 will help reduce the overall age of our fleet and maximise our onsite operations.



## CHARITY CORNER

Aarsleff donated £100 to support Taylor Wimpey North East as they take part in their annual fundraising challenge. The challenge takes their team to the highest peaks of the Brecon Beacons in South Wales, followed by a mountain biking challenge the following day, after a night of camping. The organisation is raising money for the Youth Adventure Trust, and their chosen charity, Prostate Cancer UK. Aarsleff's donation will go toward meeting their fundraising target of £4,000.00.



Aarsleff have sponsored the fireworks display at the Equinox 'Bring your Breastie' event on May 17th at Bawtry Hall in Doncaster. The cancer awareness event will raise money for Cancer Research UK and Firefly. Sparks will fly as the 'Aarsleff' company name will be lit up for all to see - our letters will be built on a framework using small specially designed fireworks called lances. Each lance is hand pressed and filled to burn for approximately sixty seconds!



## SAFETY. TRAINING ENVIRONMENT QUALITY



... Robert Speakman,  
STEQ Manager

Great News in March - Aarsleff and Centrum have again achieved a 'Gold Award' in the internationally renowned RoSPA Health & Safety Awards 2019. The award recognises achievement in Health & Safety Management systems, including practices such as leadership and worker involvement. This award sits alongside our successful early migration to the British Standard ISO 45001:2018 for Occupational Health and Safety Management Systems. In fact the first three months of the year have seen Aarsleff & Centrum successfully negotiate a total of eight external audits of our health and safety, quality and environmental management systems and related performance. There is a lot of work behind the scenes to ensure we achieve and continually maintain these accreditations and pass these audits and I would like to thank everyone involved for their contribution. The benefits of this are not only ensuring we all get home safely at the end of the working day but also improved business reputation.

Everyday is a challenge and we must all work together to ensure we can further improve our performance and further enhance our reputation.

Not to put a dampener on our achievements, we again have some lessons to learn. On this occasion these were not a free lesson. In the midst of the good news one of our colleagues (a husband, father, son...) sustained serious injury when a piling rig tracked over his lower leg / ankle. Whilst we wish our colleague a speedy recovery, we look internally at corrective and preventative actions to stop any such reoccurrence. The risk of plant movements and pedestrian interface is ever present and one we face every day. Until the finalised and agreed remedial actions are formalised the key messages are -

- Exclusion zones must be enforced – these apply equally to our own personnel as well as others.
- Communication, whilst crucial in every aspect of the working day, is open to failure.

### THINK

- What's the worst thing that can happen to me whilst I do this task?
- What can I do to prevent it happening?

The next phase of our behavioural safety initiative is about to be finalised, however from the numerous requests for volunteers to join the steering committee we have only received a positive response from the piling discipline. To make this work we need a balanced selection of the workforce, so I ask again for volunteers, for one last time!

### LAST CALL FOR VOLUNTEERS Geo, Specialist Retaining Walls, Ground Beams, and Factory.

We need you to drive our behavioural safety steering committee forward. This is your chance to join the group, have your say and help develop further improvements in the way we work.  
Contact one of the STEQ Dept to show your interest.

If no-one steps forward we may resort to gentle persuasion / discussion with individuals selected by management but a volunteer is always better than a pressed man. This is your chance to have your say!

# AarSTAR of the month



The 'Star of the Month' feature is to celebrate members of our company who have gone above and beyond expectations and deserve to be recognised and thanked for their achievements. This month we would like to congratulate...



## Toby Sharman

“ Toby is currently supervising the driven piling works at Triton Knoll for Siemens. The project, utilising 2 rigs, consists of approximately 1600No. piles with a range of lengths and sections sizes.

Toby has successfully and thoroughly planned and organised the delivery of the correct piles each day to coincide with progress on site, whilst also ensuring that all test piles and anchors are installed in between production piling. He has also ensured that all of the correct paperwork is present on site and to a very high standard, with point of works risk assessments and daily morning briefings being carried out for all tasks daily with all personnel (including subcontract setting out engineers/testing engineers). Additionally, he is constantly liaising with the client and other contractors, both out on site and in regular coordination meetings to manage the interface between our works and other trades successfully.

Overall, our operations are being well run and organised, for which we have received praise on site from both our client and also the end client. This has included comments specifically regarding Toby's keen and attentive attitude to health and safety.

...Simon Cottingham, Senior Contracts Engineer

If you would like to commend a member of staff for our next newsletter please send through your nomination and the reasons why to [harrisonmarshall-lack@arsleff.co.uk](mailto:harrisonmarshall-lack@arsleff.co.uk)



# Expanding Geo Department

Aarsleff Ground Engineering has increased its geotechnical engineering expertise with the new addition of Dr Dan Adams, who will take on the role of Senior Geotechnical Consultant at the firm.

Dan has previous experience working for Mott MacDonald and Keller Geotechnique, but most recently as Estimating Manager of the Specialist Geotechnics Division of Bachy Soletanche for over 7 years. In his various roles, Dan has worked on several prestigious projects across the United Kingdom and Ireland, including Lockwood Beck MTS Shaft Grouting and Piling, London Bridge Station Upgrade and Crossrail. Speaking about his appointment, Kevin Hague said,

*"It is a pleasure to welcome Dan to the Aarsleff team. His expertise will allow us to go from strength to strength, with our continued commitment in delivering high-quality geotechnical solutions for our clients. We also appointed Jonathan Proctor as Head of Geotechnical Department earlier this year. Both Dan and Jonathan bring with them over 40 years of combined knowledge and experience and have a genuine passion for their work."*

*"I hope you will join me in giving Dan and Jonathan a warm welcome to Aarsleff."*



## From the HR desk...

This time of year is always a bit of reflective period for me, so your getting my reflective mood! – for those of you who have known me for a while you will know it is around this time when I was paralysed from the waist down for a number of months a couple of year ago. To reach the best recovery I could, I had to delve deep within me to find resilience I am not altogether sure I realised I ever had.

Charles Swindoll quote – *"Life is 10% what happens to you and 90% how you react to it"*

This is true in business also, we face many challenges but also opportunity – it is how we respond to those that counts. Both individually and collectively as a business working to a set of rules to stay focused is the key.

1. Set goals – even if facing challenges – options are available - you need to identify those, pick some, not too many at a time so you are overwhelmed – work towards achieving them, you will be surprised by the positive energy this creates, even if they don't come to fruition exactly as planned, it is empowering to achieve.
2. Focus on the things that are working – if we individually or as a business focus on what we perceive is failing or lacking, negative energy is produced sucking the life out of the ability to achieve - focusing on what is right, improving and building on that will create opportunity.
3. Take action – be pro-active, suggest solutions, investigate solutions, back solutions with objective evidence and testing of ideas, contribute to the whole – create positive energy.
4. Create balance – being too over zealous in any direction can result in obsession to the exclusion of clear thought. Balance really comes from within all of us and to achieve it, you need to be healthy, well nourished, partake in exercise that suits you, take time to relax in whatever suits you whether book, painting, a run or whatever – time for thought and reflection – clears the mind. A clear mind and a healthy employee will contribute to our business – positive energy.
5. Improve on yesterday – stuff happens, we don't always get it right, but learn, improve, share improvement and solutions with your colleagues, grow together, be open and honest, support each other, create positive energy in our business."



**...Heather Jones,  
Business & HR Manager**

## IT & Network

You all have access to a Personnel Folder stored on our local server, you may know it as your H: Drive. This folder works well for Desktop users, but is not so useful for Laptop or Remote users. Over the next month, I will be converting all laptop users personnel folders to OneDrive folders. This means that your data will be stored on Microsoft's Cloud platform and accessible securely from anywhere.

This is the first stage of a transition to more online storage use and all new users will be set up this way. Desktop users will be converted afterwards.

Training will be provided at the point of conversion, don't worry its very simple and a guide will be provided.

**...Simon Pick, IT & Network Supervisor**



# Spotlight on the 'Merit Game'

The ICE Merit simulation challenge has been designed to encourage team member responsibilities for various managerial functions to foster responsibility and teamworking. The MERIT acronym stands for Management, Enterprise, Risk, Innovation and Teamwork.

Led by our Placement Civil Engineer Zohaib Khan, the Aarsleff team comprises our Geotechnical Estimator Chris Purvis, Placement Quantity Surveyor Hayley Finney, Graduate Engineer Sam Riley & two of our Senior Contracts Engineers Simon Cottingham and Parth Patel. They are each required to make key decisions covering the various functions that interplay in the management of a construction company which may include marketing, estimating, tendering, finance and personnel management. Covering both strategic and operational aspects of the company's management, the computer-based Merit Game runs on behalf of the Institution of Civil Engineers.



Aarsleff's Zohaib Khan commented:

*"The Merit Game is a great opportunity for young construction professionals to participate in an internationally recognised competition which not only allows you to upgrade your communication, time management, writing and team working skills but provides the tools to enable detailed interactive analysis of key business areas. The competition has been designed to help us understand about the impacts of managerial and technical decisions at directorial level, address issues in industry such as labour fluctuations in the market, the process for choosing experienced contractors and expansion of the key performance indicators in line with industry trends. I am delighted and honoured to be representing and leading "Team AGE" in this competition. It is interesting and challenging. I believe that the competition offers a chance to experience problems and situations that senior management team have to tackle and generates realistic scenarios of a construction company's business markets and conditions which not only allows you to learn as a young engineer but allows us to exercise these decisions in our own functional role. Team AGE is determined and motivated to win this competition and will not leave any stone unturned but will bring laurel to Aarsleff Ground Engineering"*

We will update you with more information on the AGE team's status in the competition as it progresses. Good luck to everyone involved!

## Finalists in 2 awards!

A 'one company' project between Aarsleff in Denmark and Aarsleff in Sweden has seen its foundation work on the Karlatornet skyscraper in Gothenburg shortlisted for both the CN and GE Awards 2019 'International Project of the Year' category. In the city of Gothenburg, the Aarsleff team installed 57 No. 2000mm bored piles, over 11,000m<sup>3</sup> of concrete and 800 tons of reinforcement for the building's foundation construction works. We have also been shortlisted in the very competitive GE 'Contractor of the Year' category alongside Bachy Soletanche, GeoSonic Drilling, Green Piling, Keltbray Piling, Van Elle, Vertase FLI, Vibro Menard & Volker Ground Engineering. The Aarsleff leadership team have worked tirelessly to create an open and transparent culture for staff members to thrive in. This transparent mentality filters throughout the organisation, backed by continual access to the 'big data', regular KPI analysis and increased methods of internal communications for all in the organisation to align with the company's core values, current and future performance and business objectives. The winners will be announced at the Ground Engineering Awards on the 5th June and the CN Awards on the 11th July.



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## HAVE YOUR SAY!

We want to hear from you with stories, pictures, fundraising efforts and anything of note which we can include to make this newsletter more beneficial and interesting to you.

Drop Jessica Banham an email with your suggestions to:  
[jessicabanham@arsleff.co.uk](mailto:jessicabanham@arsleff.co.uk)

[WWW.AARSLEFF.CO.UK](http://WWW.AARSLEFF.CO.UK)  
CONNECT WITH US!



King Post Piling, Majestic Leeds