

ENGAGED!

COLLABORATING FOR A BRIGHTER FUTURE

MOVE TO ICPH – WORK HARD, PLAY HARD



CONVERSATION WITH | LIFE BEYOND NUMBERS



A DAY IN THE LIFE OF





THANK YOU!

各位同事：

让我们一起开拓进取，迈步向前！

新办公室的搬迁工作是一项即令人兴奋又充满挑战的工作。对我们来说，将ICPH打造成为制造和创新中心是战略转型过程的又一个重要的里程碑。在此，我很高兴与大家分享这个重要时刻。

在搬迁的过程中，需要进行大量的协调和准备工作，以确保搬迁过程万无一失，力求把搬迁可能对各项工作的影响降到最低。在此，我首先要感谢建筑和施工团队的Edwin, Benjamin, Sai Kit, Chen Boon, Kock Ann, Juze, Bernard和Jack的努力，以确保新的办公楼准备就绪；James和他的团队确保日常事务和网络服务快速启动并正常运作，以及搬运过程尽可能顺利进行；还有Chen Hin在满足大家各项要求的同时，确保及时交付所有物品。

此外，我还要感谢Raymond在项目开发和验收阶段的协调工作，Johnny, Jessie和Victoria为办公室室内设计和装修的贡献，以及由James领导的搬迁委员会为员工安排班车服务。

值得一提的是，非常感谢各部门主管的协调，以及参与搬迁过程中所有同仁的合作，耐心和理解。虽然还有些小问题有待改进，但我希望大家对我们的新办公室感到满意。

从各方面来讲，这个项目对我们是一个很大的挑战。我很高兴看到每个人发挥团队精神，一起努力解决所面临的问题。凭借大家的奉献精神，从项目统筹阶段的有序准备，到积极解决项目发展中面临的挑战，以及发挥团队协助精神等，都对实现Teambuild的可持续发展目标起到至关重要的作用。因此，我们的新办公室结合团队协作和创新文化的设计理念，让来自不同背景和领域的人们一起工作，解决复杂的挑战，共同协作，以实现跨领域合作。基于这种模式上的转变，我们的新办公室设有工作讨论区，各团队可以在此共同协商解决问题，发挥团队合作精神，建立团队意识，这都是我们当前工作成功的关键。这也正体现我们的公司文化和价值观，并为“共建联宇”而不懈努力！

最后，我要感谢大家支持我们的“核心价值观！”(CIAwww)活动。看到大家在CIA公告栏的留言，真是令人振奋！我也期待着大家提出更多的流程改进建议和创新想法，以推动联宇不断开拓进取，迈步向前！

Dear Colleagues,

Moving forward. Moving ahead.

The relocation to our new office was indeed an exciting and challenging exercise. It also represents another significant 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.

A lot of coordination and pre-planning was needed in various areas to ensure the move was as seamless as possible and disruption to work minimised. Various parties were involved. The Construction and Construction Services teams under Edwin, Benjamin, Sai Kit, Chen Boon, Kock Ann, Juze, Bernard and Jack were on site to ensure that the new office building was ready to receive us. James and his team were responsible for making sure services and network were up and running quickly and that the physical moving was also done as smoothly as possible and Chen Hin from Contracts had to cope with numerous requirements to ensure timely delivery of all items.

I would also like to show my appreciation to Raymond for the coordination work during development and TOP phase, Johnny, Jessie and Victoria who managed the various aspects of the interior design and fittings of the office as well as the relocation committee headed by James who took care of the transport services for the staff.

Last but not least, a big thank you to the department representatives for the coordination and everyone else for your cooperation, patience and understanding in this whole exercise. There are still minor issues to be ironed out but I hope all of you are happy with our new office.

This project has been a challenge on various fronts, and I am happy to see that everyone involved is committed to work together as a team to resolve the issues faced. The commitment to having effective pre-project planning, addressing challenges faced in projects and working as a team is central to the continual success of Teambuild. Hence, our new office space reflects the collaborative and innovative culture that we want to drive. Work has not only become much more collaborative, but also much more interdisciplinary, with people from different backgrounds and fields working together to solve complex challenges. Given this paradigm shift, our new office features working spaces where teams can collaborate on solutions, improves teamwork and builds a sense of community so critical to work today. This is how we can make our culture and values come to life and build a great place to work.

Finally, I would like to thank everyone for supporting our Core Values in Action! (CIA!) Program. It has been heartening to read the appreciation cards that were put up on the CIA! wall. I also look forward to seeing more process improvement and innovation ideas from all of you!





Please pass the appreciation cards to **Gemma from HR**. You can find her on **level 5**!

CORE VALUES IN ACTION!

Rewarding behaviour, rewarding outcomes. With a newly-refreshed set of core values, it's time to put them into use through the "Core Values in Action!" initiative! Running from August to December 2019, its first campaign seeks to kick things into high gear with the Colleague-to-Colleague Recognition Program and Process Improvement & Innovation Program, both of which reward individuals who have demonstrated Core Values in the workplace.

MISSION 1: COLLEAGUE-TO-COLLEAGUE RECOGNITION PROGRAM (CORE VALUE APPRECIATION CARDS)



ALLAN LOW
(WINNER OF BOTH AUG AND SEPT'19)

1 SHOW YOUR APPRECIATION



A total of **five (5)** Core Value Appreciation Cards will be given out for use between August to December 2019. If you see your colleague demonstrating the Core Values, show your appreciation by giving him/her a card! Each card is worth **10 points**.

2 CARD SUBMISSION



If you receive the Core Value Appreciation Cards from your colleague, submit them to HR on the **last working day of the month**.

3 MONTHLY VICTORY



HR will announce a **monthly winner** – the employee with the highest number of points for the month will receive an **additional 100 points**.

4



ULTIMATE WINNER

There will also be a special prize for the **top winner** to be announced at **Teambuild Day 2020**. This will be based on the **total points accumulated** for this program between Aug – Dec 2019.

5

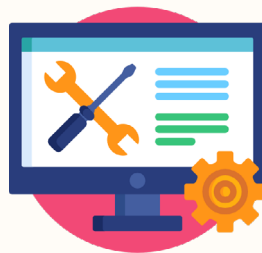


PRIZE EXCHANGE

You will also be able to use the points you have accumulated together from all the programs from Aug – Dec 2019 to exchange for prizes.

RECAP!

- Take pride in what we do
- Engage for better collaboration
- Accountable for our actions and results
- Make innovation part of our culture
- BUILD** a great place to work



MISSION 2: PROCESS IMPROVEMENT & INNOVATION PROGRAM

(PARTICIPATION: TEAM / INDIVIDUAL)



1

SUBMIT YOUR IDEAS

([HTTPS://FORMS.GLE/ TY8PYRGQHTI8P55L9](https://forms.gle/TY8PYRGQHTI8P55L9))



For every idea submitted, **10 points** will be received.
If in a team, each member will receive **5 points**.

2

PUT THEM TO WORK!



For ideas that you are able to implement immediately, please go ahead to do so!

3

ADDITIONAL POINTS FOR IMPLEMENTATION



Depending on the extent and success of implementation, you may receive additional points up to 500 points (To be assessed by Committee **based on impact**).

4

IDEAS THAT REQUIRE CROSS-BU COLLABORATION OR MORE IN-DEPTH CONSIDERATION



The Committee will do a preliminary assessment.

5

TOP WINNER OF EACH CATEGORY



The top winner of each category will be announced at Teambuild Day 2020. Special prizes in store!

6

VOUCHER EXCHANGE



Accumulated points from all the programs can be used for the exchange of vouchers, where **2 points = \$1 voucher**.

SPECIAL PRIZES

MONTHLY WINNER

Monthly winner for Colleague-to-Colleague Recognition Program will receive an additional **100 points**.

TOP WINNER

The highest-scoring employee (a min of 100 points) in each program will win a **staycation for 2 pax or buffet dinner for 4 pax**.

GRAND WINNER

The employee with the highest accumulated points from all three programs will win the **grand prize of a vacation (worth up to \$1,500)!**

CONVERSATION WITH

FINANCE TEAM



(from left to right) Leah Soo, Wai Ping, Hong Eng, Chye Ling, Peng Li, Chunlei

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

In this issue, we sat down with members of the Finance Department to delve deeper into the world of numbers, while debunking common myths and misconceptions about their job.

Enter the super team of Peng Li, Wai Ping, Leah Soo, Hong Eng, Chye Ling, and Chunlei, all of whom have plenty to share. It's girl power in the house, everyone!

As a member of the Finance Team, what impact would you want to make on other Div/BUs?

Peng Li (PL): Being a member of the Finance Team, we work closely with QS, HR & Admin teams. I hope our team's expertise can help them in terms of cost control, budgeting, and the streamlining of administration work.

Wai Ping (WP): Finance Dept is not all powerful, and we need the full support from the BUs to provide us with accurate and accountable information. We need to put more effort into managing the redundant cost due to the lack of planning, monitoring, and controlling.

Leah (L): I think in general, Div/BUs

only think of Finance when they need to make payment! Besides making payments for Div/BUs, we hope to add value to their business in a more proactive approach.

This starts with understanding the business, its process, and how Finance can value add and put across useful suggestions to BU heads. A cashflow forecast, for instance, would allow for better planning of cash flow needs, while getting credit terms would slow down cash outflow and Finance encourage the act of following up with customers to avoid delay in receipts.

All these would allow Finance to look beyond day-to-day task and become a valuable business partner.

Share with us something that we don't know about the Finance Department.

PL: We can only go on leave after the accounting books are closed.

WP: For the Finance Dept to produce the financial reports, there needs to be compliance with the requirements of IRAS, SFRS, and others. Additionally, the management report will give the management a clear picture of their business planning in order to achieve the company objectives.

Hong Eng (HE): That we check and monitor entities' bank accounts 100 times more closely than our personal accounts.

Chye Ling (CL): The Finance Dept might not necessarily be good at math, as we are good with "numbers" only. In fact, some of us may not even be maintaining our own accounts personally.

Chunlei (C): We are not counting cash nowadays, except during Chinese New Year period.

L: The Finance Dept is not just all about payments, debit, credit, or a bunch of stoned-faced people who babble incomprehensible jargon. We also love to have fun through karaoke outings, all-women talking sessions, and eating!

What inspired you to carve out a career in finance?

PL: I've never thought that I'd end up in the finance sector back when I was studying Building Drafting, so I really appreciate the great opportunity and trust given by Teambuild. My favourite thing about being in the Finance Dept is the enjoyment of working with numbers to meet monthly deadlines.

WP: My family encouraged me to explore the commercial accounting field as a viable career pathway to meet the industry's needs.

HE: There is always room to explore and grow, so the job experience is never stagnant.

CL: When I was young, I've always thought about the job that will eventually become my "iron rice bowl". The journey started because I believed that the ability to interpret what numbers mean would become a lifelong learning path.

C: (laughs) 命中注定 (predestined)!

Now, a fun question: If you can have a superpower to help you in your work, what would you like to have?

PL: The eyes of an eagle, so I can see through details at one glance!

WP: I wish for predictive abilities, so I can avoid all matters that should not have happened.

HE: 孙悟空 – 72变 (Monkey King's "72 Transformations" ability)!

CL: If I have a superpower, I'd like for it to be speed-related, because then I'll be able to make instant, lightning-fast decisions.

C: Reading the minds of others for

better communication at work.

L: The power of teleportation – no more of that dread and boredom of commuting to/from work, which is really time-consuming!

There would have been meaningful moments in your finance career with Teambuild. Tell us what makes your day.

PL: Having a part in implementing the new financial system, and seeing results of improvement. I see it as an achievement to the team!

On a more general basis, I believe the people in the workplace makes a difference. I enjoy working together with my teammates, leaders, and other stakeholders in Teambuild, and wish to continue my learning journey here to create greater success with the team together.

WP: My stint at the Finance Dept has taught me that making mistakes is all part of the job and cannot be avoided. Sometimes, I need to convince myself and others of various ideas and concepts that I couldn't accept before, and seeing them all work out at the end of the day makes the effort worthwhile.





HE: Sharing ideas, making strategic decisions and solving problems.

CL: To quote Roxana Jones, “Life is not about committing to the things you want to achieve, it is about committing to the person you want to become.” The most meaningful moments are when my work or efforts are appreciated by superiors, team members, and colleagues, which evoke a great sense of job satisfaction.

C: Completing work effectively and efficiently before deadlines as a team.

L: Cliché as it sounds, to be able to contribute to the goals for the company. Seeing the Go-Live of ERP Synergix come to fruition for all 14 entities is one of my most memorable highlights in my time with Teambuild, especially with it being a collective effort from the team, stakeholders, and other involved parties.

It shows just how much hard work goes into a seemingly simple project – “Go Live” is a short and


straightforward term, but those who have been through the process know that it’s a different ball game.

To give a little more context (and bore you for a bit), this arduous two-year journey involved the management of soft issues on top of the usual job scope, including:

- Encouraging people to step out of their comfort zones and accept change



- Overcoming resistance
- Herding stakeholders and myself to go through the steep learning curve of the technical system, such as resolving bugs, and finding workarounds to system limitations.

It was a hectic time, but the experience showcased the importance of teamwork, where the collaborative efforts from various stakeholders were able to make the projects come to life. 



A DAY IN THE LIFE OF TAN CHEN BOON — PROJECT MANAGER



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.

With the elegance and design sophistication of modern-day architecture, the company’s newest ICPH office cuts a contrasting, attractive figure to its old Sungei Kadut counterpart – the sweet result born from months and months of planning, toil, and sweat.

Tan Chen Boon is the Project Manager handling the M&E aspects. A company veteran with more than 15 years of experience under his belt, the man has seen Teambuild grow over the years since his early days as a Project Supervisor for Bartley Secondary School – the very first project that carved out his career path in the company.

“Back then, the economy wasn’t doing all that good, which made it difficult to get a sub-contractor,” Chen Boon shares of what he terms the “generation of secondary schools”.

“The workers also lacked the required skillset as they were totally new to the job, so it boiled down to us having to handle it purely by ourselves.”

Fast forward to the present, and the talent pool has grown significantly. Projects of various natures continue to stream in steadily. Chen Boon sports his current appointment – first bestowed about two years ago – that comes with more responsibilities in tow.

He explains, “My job scope has seen a very big difference in the past two years. Before this, I focused purely on managing projects, but now I’ve been given more tasks and responsibilities to manage the people, the engineers.”

It’s never a one-man show for Chen Boon, however. Stating that he’s lucky to have the backing of his site manager Mr Liew, the project manager gives a quick breakdown of their job allocation, which involves him working mainly on private projects, and the latter helping out for about 60% of the HDB BTO ones.

A 15-year stint is no small feat, and the man has certainly seen his fair share of projects over the years, including the ones which he had a hand in like Jurong Port, The





Brownstone, and most recently, the ICPH. Of the list, he names The Brownstone – or Canberra – as one of his most memorable projects, due to the sheer challenges faced.

“Brownstone was our first PPVC project, so we didn’t have much information on hand,” he recalls. “This meant that we had to find a lot of the answers by ourselves while doing coordination work overseas as the pre-cast came from Malaysia.”

At this point, the genial man lets out a small smile. “Travelling [to Malaysia] was really nice for the first few months,” he says.

The novelty quickly wore off when everything started kicking into high gear, though. Travelling quickly become a frequent affair, because he had to head over immediately whenever installation issues cropped up – and the distance from the site to Malaysia only served to add fuel to the fire.

The experience was a great hassle, but it wasn’t the greatest challenge for the team. That, as it turns out, would be the discussion process with the consultant.

“There were some communication difficulties as the consultant didn’t quite shift their mindset from conventional casting, where anything can be changed anytime,” shares Chen Boon. “For PPVC, however, the items are pre-casted and already done, so even a small change would disrupt the completion process and be a big problem to us.”

Any issues with say, the switches for electrical pipes, for instance, will require another few hundred pieces from Malaysia. As such, the team would have to react immediately and cross the border to inform them to shift the new casting, and discuss which the method to do so.

To the consultant, however, a switch is just one sample piece that can be

changed anytime – a concept that doesn’t carry over to PPVC.

Chen Boon notes that communication is very important in this line of work, so it’s perhaps only natural that he finds people – and not the building process itself – the most difficult part of handling a project.

Explaining how building is something that everyone in the field is familiar with, he states the various personality types of men makes it difficult to deal with them.

“For system procedures, we have knowledge of it, as well as a write-up to refer to. But there’s no formula when it comes to humans, and everything is dependent on the person himself,” he says. “Sometimes, people may not be as receptive to feedback, and feel as though you’re trying to put them down when you’re not.”

It’s a little bit of an irony, considering how the Project Manager role requires



a fair bit of communication and interaction on his part. The key to overcoming the issue? Chen Boon believes in putting all his focus solely into the work process.

He elaborates, “By focusing on the work, people tend to divert their feelings and work towards a common goal together. I find that it’s easier to discuss [with one another], such that my subordinates can come up with solutions and suggestions that I might eventually adopt.”

At the end of the day, our target is to solve the problem, so taking a different

pathway is perfectly fine with me.”

This show of flexibility, in fact, forms one part of the advice that Chen Boon has learned from his superiors: Any way is the right way, as long as one doesn’t divert from the rules and regulations of the company system. The end doesn’t necessarily justify the means.

It’s a piece of advice that he wishes to pass down to his juniors. Where other tips may not be applicable to everyone due to the differences in working styles, the project manager believes that the above is an universal approach.

Of course, a day in the life of a Project Manager is hardly sufficient to bring out the full spectrum of work experiences, from daily struggles to the momentous celebrations of success. Through the demands of the job, what keeps Chen Boon going is also the sense of gratification that comes with the completion of a large-scale project.

He says of The Brownstone, “We have paid the school fees, and now it’s time for us to enjoy the rewards.”

And so the going never stops, as yet another new day sets in. **E**



EXTERIOR



WORK HARD, PLAY HARD

The long-awaited ICPH office is open! Featuring new, spacious work areas to facilitate communication and discussion, the eight-floor building also comes with various recreational spaces for leisure. It's always important to strike a balance between the two – all work and no play makes Jack a dull boy, after all!

BOARD ROOM



PANTRY (LVL 2)



SSS (LVL 3)



PANTRY (LVL 3)



IPS (LVL 4)



PANTRY (LVL 4)



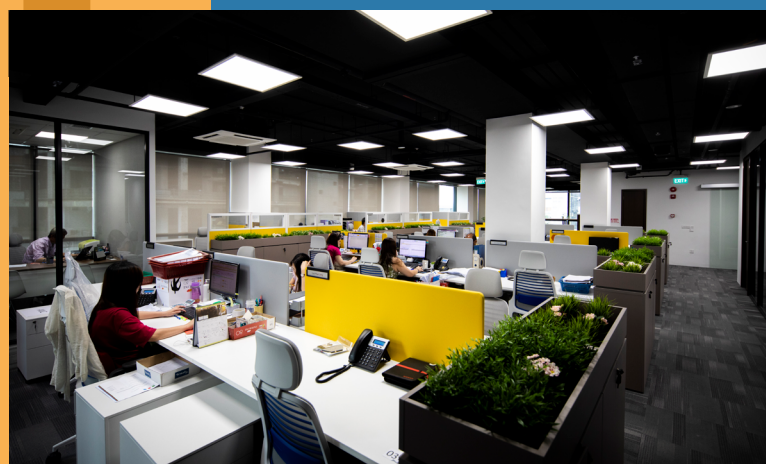
FINANCE (LVL 5)



HR AREA (LVL 5)

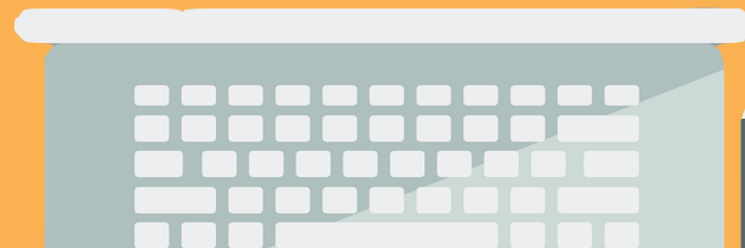
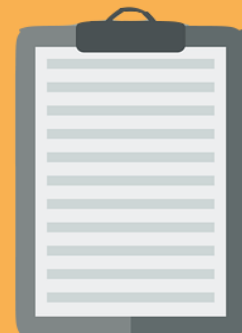
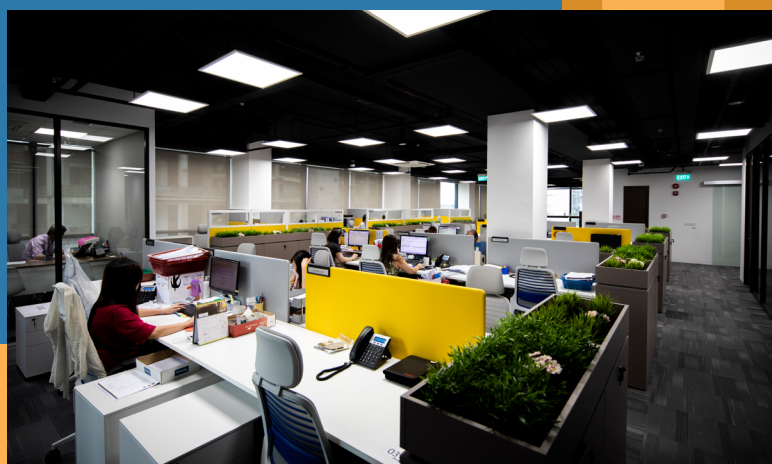


PANTRY (LVL 5)



Time to put your observation skills to the test! There are **15** differences between the original and edited photo – spot all of them, email your answers to engaged@teambuild.com.sg, and get the chance to walk away with a prize. All the best!

SPOT THE DIFFERENCE





SPOT THE DIFFERENCE CHALLENGE

RULES

1. Find all 15 differences (not more/less) to qualify for the lucky draw.
2. There must be a marking on the difference.
3. You must submit your answers before the submission date.
4. You may re-submit your answers before the submission date.
5. You may find the high resolution images in this PDF.

TO SUBMIT

To submit your answers:

Take a screen shot, circle/mark the differences and:

1. Reply this email by 15 December 2019 or Email us at engaged@teambuild.com.sg by 15 December 2019 or,
2. Submit in hard copy to Jonathan from CDD by 15 December 2019

RESUBMISSION

To re-submit your answers:

1. Reply your previous email by 15 December 2019 or
2. Email us at engaged@teambuild.com.sg by 15 December 2019 or,
3. Submit in hard copy to Jonathan from CDD by 15 December 2019

EXAMPLE:



BOO PEI FANG (FINANCE CONTROLLER)

10Q IN 60S

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

JAMES TAN (ADMIN MANAGER)

1

How long have you been with us?

Coming to 2 years and 9 months...In terms of human growth, I would have just learned to blabber first words.

2

What is your most memorable moment?

When it dawned upon me that Finance Department is forming up as a good-spirited team through efforts of everyone in the team.

3

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

Air.

1

Any random fact you can share with us?

I watched the Titanic movie 8 times!

2

When do you have most fun at work?

When I am able to explore creative alternatives when trying to resolve a problem.

3

What is your favourite movie?

Your Name (Kimi no Na wa). It's a Japanese anime movie. I am not sure it's my favourite movie but it's certainly the most memorable.

4

Motto or personal mantra?

A Taiwanese politician shared this recently, “莫忘世上苦人多” – loosely translated to: let us not forget that there are many people who are suffering in this world. This is a reminder to self to exercise some compassion in the pursuit of excellence.

5

What is on your bucket list?

I hope I can age gracefully, and in the process contribute to the well-being of those around me.

6

What do you do for fun?

Reading and learning, hanging out with friends and family.

4

What do you do for fun?

Depends on my mood haha....

5

What is top of your bucket list?

I actually don't have one! I prefer to take things as they come.

7

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

No killing and harming for a day (including ants, mosquitoes...) so that all beings can enjoy one day of safety and peace.

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

My time outside of work is often spontaneous and I used to have the freedom to jet off within few days' notice. I am still not quite adjusted to pre-plan leave schedule.

6

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

I am uncomfortable with uncertainty.

8

What is the craziest thing you've ever done?

I am a very rational (i.e. boring) person. I don't do crazy.

7

Describe yourself in one word.

Complex.

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, which would you do?

Nothing.

10

Any random fact you can share with us?

A strategy from Warren Buffet's rule of 5/25. Simply put, (1) list our top 25 goals; (2) Select our top 5 goals; (3) Focus on our top 5 goals, avoid the rest at all cost.

It is difficult to execute since most of us can't bear to part ways with distractions. Still, try it.

9

What was your dream job when you were five?

I didn't know the meaning of "job" when I was five, lol.

10

Motto or personal mantra?

Happiness is the scariest place in the world.



EVENTS CALENDAR



OCTOBER

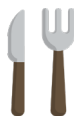
HR & Sharing Events



New HR Prosoft system User training @
ICPH (21-25 Oct)

30/10/19 - 31/10/19 - Staff Health
Screening @ ICPH (30-31 Oct)

Lunch Talks



Knowing 3 highs @ Proj B (24 Oct)

Eyecare @ Proj E (30 Oct)

Staff Training



Influence with results (17 Oct)

NOVEMBER

HR & Sharing Events



New appraisal user training
(25-29 Nov)

Staff Training



M&E works & testing (2 Nov)

Building rapport & relations (19 Nov)

Unit/key handover & BSC ops (23 Nov)

DECEMBER

Staff Training



New staff induction (28 Dec)

2
0
1
9

Q4



AWARDS CORNER

The path to excellence is always paved with trials, tribulations, and challenges, but the satisfaction of reaping awards is what makes the journey worthwhile. We are proud to announce that Teambuild has bagged a total of five accolades for the months of June to October 2019, which is a job well done!

Thank you all for the hard work! Let's continue to uphold the Teambuild spirit, and strive for an even better showing the next time round – and beyond.



WEST TERRA

**2019 HDB
CONSTRUCTION AWARD**

**2019 SCAL WSH
SUPERVISOR
AWARD**

(BRONZE)



VALLEY SPRING

**2019 HDB
EARTH CONTROL
MEASURE
AWARD**

**2019 HDB
HOUSEKEEPING &
VECTOR CONTROL
AWARD**



**2019 HDB
CONSTRUCTION
MERIT AWARD**

(HIPG18D)



CONGRATULATIONS!

Congratulations to Siew Yi & Chen Li for the fantastic achievement of second runner-up at Stage 2 of Singapore's first BIM QS Contest! Here's to more greatness to come.



SINGAPORE BIM QS CONTEST 2019

STAGE 2 - TOP 10 TEAMS INVITED TO FINAL STAGE

ORGANIZED BY
Glodon
Singapore

SUPPORTED BY
**Singapore Institute of
Building and Construction**

RANKING	SCORE	MODEL	REPORT	QUANTITIES	ORGANIZATION
No. 1: Cubicoster 685	89	26	31	32	Shimizu Corporation
No. 2: Cubicoster 548	88	27	32	29	Straits Construction
No. 3: Cubicoster 371	87	26.5	27	33.5	Teambuild Engineering & Construction
No. 4: Cubicoster 092	85	26	27	32	Dragages Singapore
No. 5: Cubicoster 473	83.5	27.5	28	28	China Construction
No. 6: Cubicoster 073	82.5	28.5	30	24	Shimizu Corporation
No. 7: Cubicoster 967	82	26	26	30	Straits Construction
No. 7: Cubicoster 920	82	25.5	27.5	29	Soil Build
No. 8: Cubicoster 653	78.5	25	26	27.5	Arcadis Singapore
No. 9: Cubicoster 489	78	26	29	23	Straits Construction
No. 10: Cubicoster 313	76.5	25	25	26.5	Rich Construction

We have received strong participation from QS professionals amounting to a total of 40 teams submission at stage 2.



ANNOUNCEMENTS



SPOT THE DIFFERENCE WINNERS

For an added touch of fun, a mini "Spot the Difference" challenge was included in the email accompanying the previous issue. From the pool of submissions, three eagle-eyed participants have emerged as winners, with a small award to go along with their efforts. Good job, and thank you for your participation!



CONGRATULATIONS!



SEOW KONG CHONG SCHOLARSHIP

2019
15
NOVEMBER

TO

2020
14
JANUARY

APPLICATION DATES



CREDITS

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

- Boo Pei Fang
- Chunlei
- Chye Ling
- Hong Eng
- James Tan
- Leah Soo
- Peng Li
- Tan Chen Boon
- Wai Ping

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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