CHOOSE YOUR OWN ADVENTURE

4 employees tell tales of their career adventures using our Career Development Program.

FROM PAPERWORK TO PEOPLE-WORK
HOW HUMAN RESOURCES IS EVOLVING SO THAT ALL EMPLOYEES GET THE HR INFORMATION THEY NEED, WHEN THEY NEED IT.

PART OF THE CREW
HOW THE COMMERCIAL REAL ESTATE WOMEN’S NETWORK (CREW) IS ROCKING THE BOAT—AND WHY THAT’S GOOD FOR OUR BUSINESS.

The Night the Lights Stayed On
RESILIENCE, PART 3
WHAT’S GOING ON(LINE)
Content worth checking out from across Stantec’s digital universe

SMKC

Hit the Nail on the Head
Need marketing information fast? Get out your toolkit—your SMKC toolkit, that is. Select a sector, sub discipline, or location from the toolkit menu, and go straight to a marketing goldmine. Sector summaries, select personnel and project profiles, related documents, and an up-to-date listing of this week’s marketing and business development initiatives are all on one page and all at your fingertips. SMKC toolkits are available from the main menu on the SMKC homepage.

STANNET VIDEO HUB

A Resilient Future for an American Icon
Water plays a vital yet sometimes destructive role in New Orleans’ culture, economy, and infrastructure. Hurricane Katrina demonstrated just how vulnerable the city, known as “The Big Easy,” is to big storms. Watch the video A Resilient Future for an American Icon on the StanNet Video Hub to learn from associate Dan Grandal (New Orleans, Louisiana) how we’re helping his city prepare for a more resilient future—and why it matters to him.

STANNET

Get Global
Looking to gain more power over your PC? Our Practice Technology and Learning groups have partnered with Global eTraining (GeT) to provide you with cost-effective online training for both Microsoft and Autodesk products. With your business center’s approval, you can get a year’s access to GeT’s complete catalog of online courses for US$60 (English) or US$120 (French). How do you get GeT? Find instructions and approval forms on the External Training page on StanNet.

STANTEC.COM

“You’re Our Guy”
Thought leaders often write blogs for Stantec.com, but do these blogs work? Ask senior principal, John Shardlow (St. Paul, Minnesota). He received a call from a potential development client referred to him by an acquaintance. The client said that John’s blog about transit-oriented development convinced him that John was the consultant his company needed. John was amazed. “Not a bad result from a few hundred words!” John writes in his “I Googled you and I think you’re our guy” post on Community Development’s Community Site. Inspired to blog? Contact media@stantec.com.

SOCIAL MEDIA

Waving the Red T-Shirt
They say a picture’s worth a thousand words. If so, then on Stantec in the Community Day, we really got our message out—and our red shirts noticed—on Instagram, an emerging social media platform for Stantec. We received 230 mentions—more than double last year’s count. Tweeting began at sunrise in the east. By sunset in the west, #stantecinthecommunity had appeared in roughly 1,500 tweets. Linkedin pitched in, garnering 124 likes, and our Facebook album reached 5,400 users. Way to wear—and share—your Stantec in the Community Day pride.

To find links to all online content referenced in spark, type the following into your computer’s Chrome or Internet Explorer web browser address bar exactly like this: http://sparkonline
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Do you know we have a falcon expert on staff? A sand dune designer? An outdoor metal finisher? Do you offer an unusual service or expertise to clients that you want showcased in a new spark series called “We Do That?” Then email sparkmag@stantec.com.

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ON THE COVER

Senior associate Jonathan Mackay (Edmonton, Alberta) and designer Leslie Wallace (Sacramento, California) have embraced Stantec’s career development to find work they love. How did they do it? Read their stories on page 20.
When I landed my first engineering job in 1978, the economy was buoyant. Then, in the early 1980s, I encountered my first recession. A stressful situation: we were so afraid we’d lose our jobs that we didn’t dare make eye contact with each other. The economy eventually picked up, but I still remember those recession years and how I’d felt walking into my office, uncertain about whether I’d be back the next day.

In some of our business areas, employees are now facing similar economic slowdowns—and that makes introducing this issue of spark a challenge. How will these employees feel when we tell them we’re investing in programs after we’ve had to let some of their colleagues go? How is that living up to our commitment to put people first?

Not easy questions to answer. I tried to address these same concerns in last year’s Autumn issue of spark, but they’re still top of mind for me and other leaders in our Company. We know that behind the numbers on our balance sheets are real people. People with lives and families to support. People committed to their communities and work. We never forget that our employees drive our Company, so we do everything possible—balance work between offices, find people other jobs within Stantec, reduce spending—to keep our people employed.

Unfortunately, sometimes the only option to keep our Company viable and our employees working into the future is to reduce the number of staff. A really tough decision to make—the toughest. But by investing in programs that improve our employees’ and Company’s chances for long-term success, we hope we won’t have to make these same tough decisions often.

In this issue of spark, we look at some ways we’re evolving our programs to put our people first. Our HR team explains how they’re changing their service delivery so you can more easily get the HR advice needed to grow our business and people. Employees like Jonathan Mackay and Lezlie Wallace share how they used our Career Development Program to achieve their personal career goals and how you can do the same. We also introduce updated learning tools that will help you better plan and track your training as you grow your career.

But we need to do much more. To this end, we’ve asked one of our most senior leaders, executive vice president Eric Nielsen (Irvine, California), to make us a world-class learning organization. And we’ve asked chief human resources officer, Emree Siaroff (Toronto, Ontario), to improve how we enable our most valuable asset—you.

I realize that some of the changes we’re going through—like employees departing and HR restructuring—are emotional for many. But these changes are necessary so we can keep putting people first and achieving our long-term strategies. Investing in our people and Company, in good times and bad, ensures we deliver on our promise to design with community in mind—not just now, but well into the future.
Local sparks

Here are a few highlights from around Stantec. For more (much more) local news, check out your StanNet Community Sites.

Game Changer

Hosting the 2019 Canada Winter Games is a big deal for Red Deer, Alberta; so was selecting the winning design for the Games’ new venue, the Centre for Health, Wellness and Sport at Red Deer College (RDC). But our Stantec team’s creative video made selecting the design easier. Vice President of College Services at RDC, Jim Brinkhurst, said the building fly-through on the video helped the selection team “experience a ‘day in the life’ of the building, without it even being built yet.” Watch the deal-sealing video on Alberta South’s Community Site.

Flower Power

This spring, on a windswept nature reserve in Wisconsin, botanist Melissa Curran (Green Bay, Wisconsin) and 30 volunteers trudged through the forest to plant 1,100 ram’s-head lady’s-slipper orchids. *Cypripedium arietinum* is just one of many threatened flowers that the community hopes to reintroduce to The Ridges Sanctuary, once home to 25 orchid species. Their research program—partly supported by Stantec’s Research & Development Fund—is a regional leader in orchid conservation, according to the Smithsonian Environmental Research Center. Read more about Melissa’s work on the Midwest Region’s Community Site.

Kentucky Blues

The July storms that hit Kentucky this year were bad. So bad that US President Barack Obama declared the state a major disaster area. But the Bluegrass State isn’t taking recovery lying down. This year, the Kentucky Division of Water (KDW) hired Stantec to perform the engineering, mapping, development, and outreach services that the community needs to project—and prepare for—future storms. The 6-year contract correlates well with the 50,000 river miles of analysis that our Kentucky offices did for the Federal Emergency Management Agency. Project leads Mike Greene and Bret Lavey (Lexington, Kentucky) reap personal satisfaction, too. “Ten years ago, we worked on this KDW program as interns,” Mike says. “Now we’re leading this project.”

Making the Connection

For decades, downtown Rochester, New York, was encircled by the Inner Loop Expressway, an elevated highway built to connect urban to rural communities. Now the city wants a livable downtown that connects urban neighborhoods to the central business district, but the Inner Loop is in the way. So the City hired Stantec to plan, design, and oversee removing the expressway and reestablishing the original city grid. Project goals include increasing traffic safety, reconnecting long-divided neighborhoods, and creating safe sidewalks and dedicated bike routes that welcome pedestrians and cyclists. The project broke ground last fall and a prominent new city street should open in late 2017.
Co-op City in the Bronx, New York, is one of the largest housing cooperatives in the world. Its 50,000 residents get their power from this Stantec-designed, 40-megawatt combined heat and power (cogeneration) plant, which kept the lights on during Hurricane Sandy.

Words: Stefan Riches
Design: Travis Park

Co-op City was developed in the 1960s and is one of the world’s largest housing cooperatives, with 50,000 residents in more than 15,000 apartments on 320 acres (130 hectares). But by the early 2000s, its rickety central heating plant and six-megawatt backup generator needed replacing. What’s more, risks of power outages were high, and community members—many on fixed incomes—struggled with soaring energy prices.

RiverBay, the company managing Co-op City, hired Engineering, Procurement, and Construction (EPC) contractor Fresh Meadow Mechanical Corp. In turn, Fresh Meadow hired Stantec to design and engineer a 40-megawatt combined heat and power (CHP), or cogeneration, plant. Cogeneration uses a single source of energy—in this case, natural gas—to produce both electricity and heat. Co-op City’s “microgrid” distributes power from the plant to the community, and surplus power is sold to the main grid.

Opened in 2007, the plant cuts Co-op City’s energy costs by $15 million a year. It also kept the community running when Hurricane Sandy knocked the vulnerable US power grid flat.

The Rise of Cogen
Cogeneration plants have been around for more than a century but remained on the power production fringe in the United States until 1978. That’s when the US Public Utilities Regulatory Policies Act (PURPA) spurred development by allowing cogeneration plants to connect with the grid. Just a few months before Sandy, President Obama signed an executive order to double the nation’s CHP capacity to 40,000 megawatts. His reason? Efficiency—a word used 19 times in his order. But development costs remained high and adoption was low.

Then Sandy hit. And all 23 CHP plants in New York performed flawlessly. So funding taps opened: hundreds of millions poured in for distributed energy. “Sandy demonstrated the need for resilient power generation,” said New York governor Andrew Cuomo during one funding announcement. His use of the word resilient—a word not mentioned in Obama’s pre-Sandy order—may mark a subtle but significant shift.

Stantec’s Power Play
The drive toward energy independence is changing how Stantec’s Power group does business. The group has traditionally collaborated with Stantec’s Community Development, Industrial Buildings, Mining, and Oil & Gas teams to develop on-site energy plants and microgrids for our clients. Now we can add our Airports, Commercial, Education, Environmental Services, Healthcare, Science & Technology, Transit & Rail, Water, and Project Delivery Office teams to the list. “We’re seeing a lot more cross-selling opportunities,” says US Power business leader Kenny Rogers (Scarborough, Maine). “And our clients like working with one company with all these services in house. It’s easier and more cost effective for them.”

Some utility companies embrace the shift away from centralized plants and the main grid by developing microgrids powered by solar, wind, and cogeneration and complemented by battery storage. Other utilities fight the regulations that threaten their business model. “We have to be more than engineers and architects,” says Kenny. “We have to be businesspeople, supporting clients as they navigate regulatory and financing challenges and adapt to changing environmental conditions.”

Envisioning Resilience
Two projects: First, the Grand Bend Area Sewage Treatment Facility redesign, which treats wastewater in small Ontario beachfront communities along the picturesque shores of Lake Huron, and second, the Low Level Road realignment, which enhances rail and port operations in bustling North Vancouver, British Columbia. These projects are miles apart in distance and function, yet both were designed with community resilience in mind. And both have platinum verification based on the Envision Sustainable Infrastructure Rating System to prove it. So how does Envision promote resilient thinking?

A Grand Solution
Grand Bend residents had the usual concerns—budget, odor, construction noise, beach water quality—about their proposed new sewage treatment facility. And the plant had to handle dramatic changes in inflow, which is up to 10 times higher in the summer than the winter. “The Envision framework addressed some of the community’s concerns by providing the project team...
with ways to systematically bake resilience in,” says Sustainable Development associate Melissa Peneycad (Toronto, Ontario).

The sewage treatment facility is resilient because it

• Has a flexible design: Biological reactor clarifiers—the 360-degree circular tanks used to treat wastewater—must be full to work. However, during Grand Bend’s fall and winter, when tourism is low, there isn’t enough flow to fill the tanks. So Stantec segmented the tanks. Now, only a third of a tank—about 135 degrees—needs to be full for it to work. “We had to receive special consideration from the Ministry of the Environment and Climate Change because this was a new application to them,” says project manager Gary Deonarine (London, Ontario).

• Addresses climate risk: When rainfall is extreme, extra flow can be stored in adjacent lagoons for later treatment. This prevents sewage from discharging into the downstream aquatic environment.

• Is adaptable: The plant can be expanded and retrofitted in phases, depending on need.

• Serves as a community amenity: The lagoons, a constructed wetland, and a trail system provide recreational and educational opportunities for school groups, residents, and tourists.

• Controls odor and noise: Vented air from the raw sewage process devices goes through an odor control unit, and construction traffic routes don’t disturb residents.

• Is on track to be constructed on time and on budget by next spring.

Before Envision verification was made public in February 2015, the consultation process identified concerns from the public and stakeholders. “Not only did Envision improve how we approach design, but it also helped us acknowledge concerns and bring the communities together,” says Gary.

The Low Road Takes the High Road

Like Grand Bend, Low Level Road is resilient on a number of fronts. Stantec helped Port Metro Vancouver and the City of North Vancouver design the 2.6-kilometre (1.6-mile) route to

• Stabilize a slope prone to landslides, thereby protecting road users and homes high up on a bluff; the stabilizing walls also provide a canvas for First Nations artwork.

• Ensure a bridge overpass meets seismic design standards.

• Sit above the predicted floodplain (based on sea level rise estimates for the past 200 years).

• Accelerate the city’s vision for a multiuse greenway by providing improved bike lanes and completing a section of the Spirit Trail pedestrian walkway.

• Support the conservation and restoration of ecosystems and natural habitats impacted by the project.

• Promote economic resilience by making room for two new rail tracks, enhancing port operations, and improving access to terminal facilities; as a result, Canada is better connected to its global trading partners.

These features contributed to Low Level Road’s Envision platinum verification. However, unlike Grand Bend, Envision wasn’t used during the design process; the client sought verification after construction.

“Low Level Road was a high-profile project under a lot of scrutiny. The public input and continuous push for innovation improved the design,” says senior associate Lourette Swanepoel (Vancouver, British Columbia). So why get verified? “The client wanted to demonstrate they’d lived up to their promise of enhancing their community,” Lourette says.

Although Envision wasn’t used when designing Low Level Road, Lourette, an accredited Envision Sustainability Professional (ENV SP), is full of praise for the framework. “Without Envision, a project team could get lost in what is often a very complex process on a very tight timeline and budget,” she says. “Envision is like our project management framework—a reference point to guide designers toward improved performance.”

Resilient Care

“When resilience is discussed, people in my sector talk mainly about one aspect: emergency preparedness,” says Health & Wellness vice president Annie Coull (San Francisco, California). But Annie and her colleagues are changing that. “Designers can also impact resilience by designing buildings that can adapt to change, helping institutions accommodate the unexpected, programming facilities to operate with sustainable practices, and creating healing environments that support the human spirit in times of adversity.”

An example of Annie’s last point is San Francisco’s Laguna Honda Hospital and Rehabilitation Center (LHH), which shows how far designers go to foster human resilience. LHH’s 62-acre (25-hectare) campus was founded in 1866. But by the 1990s, the large, open patient wards, known as Florence Nightingale dormitories, were relics. Funding was announced for a 780-resident nursing and rehabilitation campus, designed—
Resilience by any other name . . .
Although the word resilience wasn’t used during programming and design, the new facility unquestionably supports the human spirit in times of adversity. At LHH, patients stay an average of 21 months, and almost half are over 65, so the Stantec design team addressed the physiology of aging in its work. “Through the healing and rehabilitation process, design can support the elderly so they can return to their communities,” says senior medical planner Larry Bongort (San Francisco, California).

LHH now consists of 13 “neighborhoods.” Each has a shared central activity space and 4 “households” with 15 residents apiece. To help elderly patients, whose sight, hearing, cognitive function, and strength may be declining, the design team incorporated elements such as:

- Lighting systems to reduce glare and reinforce the circadian rhythm—bright light in the morning, reduced light in the evening, darkness at night
- Varied wall colors to mark hallway distances
- Artwork and jargon-free signage to improve wayfinding
- Adequate storage space to promote clutter-free and safer hallways
- Ample windows and outdoor spaces so patients can better connect with nature and daylight

The team also scrutinized the acoustic properties of flooring, work spaces, equipment, HVAC systems, and more to reduce the ambient sound by about half that of a typical nursing home.

The entire campus supports human resilience, which helped LHH reach a watershed moment: In 2014, for the first time in LHH’s almost 150-year history, more patients were discharged from the facility than passed away there.

Even for residents who aren’t discharged, LHH supports human resilience. Ms. Muoi Ly, of Vietnamese heritage, came to LHH for palliative care in 2013. Staff ate Pho noodle soup with Ms. Ly and her family in dining areas designed to increase socialization. During the Full Moon Festival, staff arranged a lantern, moon cakes, and tea in one of the campus’s many gardens. And after Ms. Ly passed away, Buddhists chanted through the night at her bedside in a room designed to increase privacy.

“I cannot imagine what the journey would have been without Laguna Honda,” Ms. Ly’s daughter said in LHH’s annual report. Ms. Ly’s experience shows how design can support the human spirit, even when that spirit passes to another realm.

An idea so crazy . . .
How is a $1 billion competition put on by the US federal government spurring resilient thinking?

What’s happening?
Many towns and cities in coal-rich states like West Virginia, Kentucky, and Tennessee sit within floodplains, which are being ravaged by an increasing number of high-intensity storms. As well, the coal industry is in heavy decline, hit hard by new regulations. Abandoned mine sites are everywhere, and so are depressed communities. Even if new industries wanted to come to these communities, there isn’t a lot of developable land above the floodplains. The states’ infrastructure, economic, and social resilience is being challenged.

How can this be addressed?
To extract coal, mining companies need to flatten hundreds, sometimes thousands, of acres on the tops of hills and mountains—land that sits well above the floodplains. “These former mine sites could be reclaimed to build new communities,” says senior hazard mitigation and resilience consultant Josh Human (Louisville, Kentucky). “You can attract new industry because communities built here would be inexpensive and safe places to develop. There’s exciting potential to create new jobs and housing, giving people an opportunity to reinvent themselves and make their communities more resilient.”

Who will pay for that?
Hopefully, the U.S. Department of Housing and Urban Development (HUD) will. Through its National Disaster Resilience Competition, HUD is making nearly $1 billion dollars available to fund innovative resilience projects to better prepare communities for extreme events. Josh and a Stantec team are helping state and municipal governments apply for funding through the competition. Forty applications have made it to the final phase, which closes October 27, 2015. Stantec is supporting seven of those applications, including the mine-reclamation bid.

A HUD grant won’t pay for entire mine sites to be reclaimed, but funding could kickstart one project and help prove the idea can work. “By entering the competition, our clients have already developed a new way of thinking because, funded or not, the competition is really about helping communities understand what resilience is all about,” says Josh.
Small fish make good clients too!

Luke Hoffman

Civil Engineer  |  Reno, Nevada

A rainy night in Alaska is usually an angler’s dream. But on one such night, all Luke Hoffman and his family could reel in were small freshwater graylings. So they decided to put the fish they wanted to keep on a stringer in the water and go downstream in search of larger catch. But when they returned, the only things they could find were marten tracks. Their fish were gone.

Still, Luke took something valuable home that night: a lesson. “If you’re always going after bigger projects,” he says, “you risk losing smaller ones.” Luke believes we’re fortunate at Stantec to be able to pull expertise from across offices and ensure successful delivery of any project, no matter its size. “When a client has a great experience with us on a project—even a small one—they’ll speak well of us, and our reputation will shine. Big projects will come, and small projects will add up.” Case in point: Our Reno office was hired by a local firm to design civil features for a maintenance station several years ago. “Sixteen maintenance stations later, they’re still hiring us,” Luke says.

Luke has grown his part-time interests in the same way—by beginning small and building his reputation. Sixteen years ago, he became involved in real estate when he purchased a house. Now, he and his partners operate 51 units. Luke is also part of a band—the Atomiks—that’s been playing local venues for years. The band has three full-length albums and has just released tracks to a local feature film.

Luke credits his success to another lesson he learned while fishing: be optimistic. “The Hoffmans may have had a dismal return that rainy Alaskan night, but on another angling trip, Luke found himself clutching two rods, both hooked with fish, when a giant grayling leapt right out of the water and landed in his raft. ‘That’s why you never stop fishing—or building your reputation,’” he says. “You never know what you’re going to land next.”

Now that’s a fish tale worth swallowing.

Words: Nerys Parry
Design: Travis Park
Pass the Word
When business development manager Leslie K. Whitby (Philadelphia, Pennsylvania) moved to Philadelphia in 1994, the only people she knew were Tom Hanks, Denzel Washington, and Antonio Banderas—rather, she was familiar with the characters they played in the movie classic, *Philadelphia*. This was a problem: in business development, who you know matters as much as what you know.

Twenty-one years later, Leslie is one of Stantec’s most experienced and enthusiastic business development managers. And she credits a large part of her success to the contacts she made through the Commercial Real Estate Women (CREW) Network. “If there’s an opportunity anywhere in the city, you’ll hear about it through CREW,” Leslie says.

CREW Network was founded in 1989 to advance the achievements of women in commercial real estate. With 9,000 members from every major market across North America, the group offers powerful connections to engineers, architects, lawyers, and others with a professional interest in that sector. Members meet regularly to talk shop, network, and fundraise for worthy causes.

It helps that CREW events are fun. Leslie, a five-year veteran of the membership committee of her local chapter and its soon-to-be chair, advocates that every CREW event—including the annual membership drive—involves three critical things: chocolate, champagne, and conversation.

Anchors Aweigh
Shortly after Stantec principal and architect Maria Wilpon (New York, New York) joined her local chapter, she attended a CREW event on a beautiful twentieth-century boat, sailing from Manhattan along the Hudson River. While mingling with other chapter members, Maria listened to a lively talk about the history of New York’s famous skyline.

Later, as she stepped off the boat, she had the image of the sun setting behind the Brooklyn Bridge seared into her memory—and business cards from 12 new professional contacts in her hand.

All Hands on Deck
But Maria’s favorite aspect of CREW is the wide variety of professional women she meets. “CREW brings smart women from various backgrounds together, so members connect with different people working in many disciplines and areas of practice,” Maria says.

Why is this important? “Research shows that diverse teams come up with better solutions,” says Judith Nitsch, founder of Nitsch Engineering and 2014 national president of CREW. “And by diverse, I don’t just mean in terms of discipline or training, but also in age, sexuality, and ethnicity.”

CREW drives creativity by encouraging diversity and conversations across disciplines—something that’s also important to Stantec. That’s why CREW has attracted the attention of Stantec leaders like chief operating officer, Rich Allen (Boston, Massachusetts), and chief human resources officer, Emree Siaroff (Toronto, Ontario). It’s also led Stantec to sponsor the North American network. “CREW’s kind of multidisciplinary networking is very promising for us at Stantec because of our integrated service model and involvement in so many market sectors,” Maria says.

Why not join the conversation? The more people who join CREW, the more useful the network becomes—and it’s always looking for new members. To get involved with your local chapter, contact leslie.whitby@stantec.com.
To learn more about CREW Network, visit crewnetwork.org.

Maria Wilpon (left) and Leslie K. Whitby both leverage CREW Network to advance their careers—and have fun.
More than 7,300 Stantec employees hit our streets—and riverbanks, charities, and playgrounds—to help out and have fun on our third annual Stantec in the Community Day. Pascal Simard (Montreal, Quebec) and Green Bay, Wisconsin, employees Lisa Chapa and Jon Gumtow share why giving back to the communities that support us, our clients, and our loved ones, matters to them. For more stories about our community adventures, check out our Stantec in the Community Day page on Stantec.com.
Houston, Texas
Houston Food Bank, Kids Café
Brandon Herron, Sobhan Alitavoli, Sarah Claus

Saint John, New Brunswick
Bayshore Beach Cleanup
Andree MacKay, Monique Morin-Sauerteig

Calgary, Alberta
Calgary Reads
Back row, left to right: Narind Parmar, Gina Bracho, Aurora Van Buren, Natalia Bourenane, Jennifer Addison, Anna Truong, Fraser McLeod, Melissa McLeod. Front row, left to right: Loyd Mangat, Vassa Stein, Sheila Kulyk, Robert Scace, James Zhang.
Marc-Olivier Gives Back

Just three hours after he was born, doctors diagnosed Marc-Olivier, the first son of regional IT manager Pascal Simard (Laval, Quebec), with Down syndrome. Suddenly, the hill most new parents must climb seemed an insurmountable mountain.

“My knees buckled; I was in shock,” Pascal says. He was overwhelmed by the immediate worries that come with such a diagnosis—how would he and Annie, his wife, manage their son’s health problems, daycare needs, and education? And there were concerns for the future: Who would take care of Marc-Olivier when they no longer could? Thankfully, hospital physicians introduced Pascal and Annie to the Association de Parents d’Enfant Trisomique-21 Lanaudière (APETL), an organization that provides answers, aid, and advocacy for parents of children with trisomy-21, the most common form of Down syndrome.

“As soon as we met the APETL, we trusted them,” Pascal says. Since then, the organization has been guiding his family through many challenges. For the last 10 years, Pascal has rented from the APETL a special chair that Marc-Olivier needs so he can stay focused at the table. The APETL also worked with another organization—Dreams Take Flight—to arrange a trip to Disney World in Florida for Marc-Olivier and other children with Down syndrome and other medical challenges. And what was most significant was that the organization taught Pascal and Annie the best approach to raising a child with Down syndrome—face challenges one day at a time.

This September, Marc-Olivier started high school. “Yes, raising a child with Down syndrome was a challenge and is still a challenge every day. But we feel blessed to have Marc-Olivier with us,” Pascal says. “He brings so much to our lives.”

On Stantec in the Community Day, seven of Pascal’s Stantec colleagues had a chance to give back to the organization that supports Pascal’s family so well. They built shelves, cleaned toys, weeded, cut the grass, and cleaned and reorganized APETL’s shed. Marc-Olivier, who’d hoped to be there with them, was unable to attend on the day but returned with Pascal the next week to contribute by cleaning more toys.

“We know that the APETL is available to us if we have questions or need help,” Pascal says. “Helping them in return was so rewarding—for our Company and for us.”
Pascal and Marc-Olivier take a break from cleaning at the APETL in Mascouche, Quebec.
Clearing a Path

When administrative assistant Lisa Chapa was growing up in Green Bay, Wisconsin, running along the banks of the Fox River meant dodging poison ivy and trying to catch a glimpse of carp through the murky, polluted water. “It really wasn’t a very nice place at all back then,” she says.

Today, however, she’s happy to see families enjoying the restored river’s waterfront and treading the Fox River State Trail, which connects 25 miles (40 kilometres) of communities. There’s still one problem, though: buckthorn. Over the last twenty years, the thorny, invasive shrub has grown to create a barrier between trail users and the water. But Lisa and senior associate Jon Gumtow are determined to reclaim their community’s river access, and they’re using Stantec in the Community Day to do so.

Jon moved to the Green Bay area eight years ago and was immediately drawn to the Fox River. “I saw the river as a great recreational resource, so my family and I got involved in river cleanups—our opportunity to connect to our new community,” says Jon. “The Fox River Trail is one of Wisconsin’s busiest, and removing the buckthorn creates easy access to the river.”

Anyone who’s dealt with buckthorn knows it’s not fun. The gnarly shrub forms dense thickets that tear clothes and scratch arms and legs. For the last two years, Lisa and Jon have organized Stantec and local citizen volunteers on Stantec in the Community Day to take the tree to task. They’ve put in hours of hard work removing buckthorn from designated areas by cutting the shrubs down and treating the stumps to make sure they don’t grow back.

The most recent area treated by Stantec will be used to develop a trail loop where users can rest, fish, and enjoy the river’s beauty. Eventually, the whole path will be buckthorn-free, thanks to volunteers like Lisa and Jon, who are saving their community from unnecessary buckthorn scratches—and costly landscaping fees—one thorny stump at a time.

Words: Matt Stuart
Design: April Miller
Stantec volunteers removed enough buckthorn from the banks of the Fox River to fill nearly three dump trucks with chips.

Seventeen employees from Stantec’s Green Bay, Wisconsin, office pitched in with Brown County Parks staff to clear access to the Fox River in the Community Day.

Lisa Chapa and Jon Gumtow spearheaded Stantec in the Community Day efforts to rid the Fox River Trail of a buckthorn infestation, making the river more accessible for residents around Green Bay, Wisconsin.
We covered the launch of our three career streams—now called business, discipline, and project—in the Autumn 2011 issue of Inform, our precursor to spark. Four intrepid employees now share how they used career development at Stantec to map their epic adventures.

Words: Nerys Parry
Design: Travis Park

The Visionary

LEZLIE WALLACE
Designer // Sacramento, California

You grow a successful, 13-year career in mechanical engineering technology and then pursue a master’s degree in architecture. You believe your engineering experience will be an asset to your future architectural career. However, the architecture firms that you apply to all dismiss your previous work as irrelevant. What do you do?
“After a few job interviews, I knew I needed to consider different firms,” Lezlie says. When a colleague told her that Stantec’s innovative engineers work side by side with cutting-edge architects, she put us at the top of her list of desired employers. But in 2009—after the 2008 recession—work was scarce, and she didn’t hear back after submitting her application.

Then, in 2012, she interviewed with senior principal Christopher Wilson (Sacramento, California). While awaiting his response, she was accepted to the University of Cambridge to complete a Master’s in Interdisciplinary Design for the Built Environment (IDBE), a distinctive program offered jointly by the Engineering and Architecture departments.

Long before applying to Stantec, Lezlie was inspired to consider interdisciplinary master’s programs because of an article she’d read about the Norddeutsch Landesbank in Hanover, Germany. Through integrated interdisciplinary design, a prominent German architect worked with mechanical engineers to create a truly unique building with a structure and design that allowed for maximum indoor air flow—in essence, the building, not the ducting, controlled the indoor environment. “That was my ‘lightbulb moment,’ ” Lezlie says. “The project showed me that architecture and engineering are not disparate. We can merge our thinking early in a project.”

But the IDBE program required that Lezlie spend eight weeks overseas in school—a serious commitment to ask of a new employer. So she sent Christopher an email that explained her situation. He called her the next day.

“Instead of eliminating me as an applicant, Christopher became more interested in me,” Lezlie says. “He felt that I’d be a strong asset to Stantec because he believes that we should be moving toward more integrated interdisciplinary working.” Since then, her work as a designer at Stantec has given her much of the experience she needs to obtain state architectural licensure—her goal when she graduates from Cambridge. And then?

“I see myself becoming a resource to our Company at large,” she says. As part of her thesis, she’s surveying building practitioners from across the Company, asking for their views on collaboration to acquire information she hopes will improve our work practices. She also hopes to work with others across the Company who are as excited about interdisciplinary working as she is.

Lezlie credits our defined career streams with helping to direct her career and learning. “I’d been here only a couple of months when I had my first CDPR. After reading about the three career streams, I clearly knew that the discipline stream was for me and had a sound idea of the skills I needed to develop.” She also credits her leadership with being supportive and understanding and for accommodating her while she completes schoolwork.

Her advice to others forging new paths? “We’re all masters of our own careers. Yes, circumstances can make it difficult to do what you want to do or be where you want to be, but through career planning, you can always take some steps toward your goals and improve your chance of finding the opportunity you’re looking for.”

Jonathan has always told people that the joy of working for Stantec is that you’re never bored. “Different projects, different clients, different sectors, different parts of the province—that’s a lot of variety,” he says. “Although I loved being part of the Environmental Services team’s evolution and growth in Western Canada, I missed having clients and doing technical project work. I also realized that I wasn’t the right person to take that team to the next level.”

Then an opportunity arose for Jonathan to leap back into managing projects. But how would Canada Prairies senior vice president, Keith Shillington (Edmonton, Alberta), and ES regional business leader, Asifa Samji (Vancouver, British Columbia), react when Jonathan told them he was moving back into the discipline stream? “They were fully supportive,” he said. “Keith and Asifa were glad I was willing to return to a technical discipline role at Stantec.”

Jonathan’s role over the last nine months has been a hybrid of his last two positions. “I’m back doing community engagement work across the province while also doing some of the business development and...
When Douglas first saw the posting for Doha, he thought of what his former mentor once told him: “Always keep your eyes and ears open for opportunities.” So Douglas emailed his mentor, who admitted that Doha wasn’t the kind of opportunity he’d been referring to, but “why not consider it?”

Douglas’s thoughts exactly. However, was this international posting good for his family? He and his wife, Jennifer, had two children under three, and the Kelowna office was close to both Douglas’s and Jennifer’s extended families. Moving to the Middle East was a huge deal.

When Douglas first approached Jennifer about Doha, he didn’t even know how to pronounce Qatar, the name of the country (hint: sounds like cutter). But the possibility of adventure drew them both. So the couple visited Doha for a week. Although disappointed that the city had no metro or public buses, they were pleasantly surprised at how safe it was. And while some might worry about taking young children abroad, Douglas thought, “The kids aren’t in school yet, so now’s a good time to explore another culture.”

Douglas moved to Doha in May 2013. After working through the immigration process, the rest of his family followed in August—not the best time. The temperature hit 46°C (115°F) with 75% humidity.

But the Bryans had committed to living in Qatar for at least two years—and then stayed for over two and a half. During that time, Douglas worked on “cool, super, amazing projects,” including the world-class King Faisal Specialist Hospital and Research Center in Saudi Arabia, and the National Center for Cancer Care & Research and the naufar wellness and treatment sanctuary in Qatar.

Although the Bryans planned to return home to Western Canada, Buildings senior vice president Leonardo Castro (Calgary, Alberta) convinced Douglas that if he moved to Toronto, he could support Stantec’s growth in international markets. So Douglas and his family relocated there in September 2015.

“Working in the Middle East is not as difficult as it seems,” he says. “Our clients there are always looking for the world’s best. They want international best practice; Stantec can definitely help them with that.”

Looking back, Douglas asserts he’s made good use of and benefited from Stantec’s Career Development Program. He advises employees who want to be leaders to take part in this and other development programs like mentorship and Emerging Leaders. “Use these tools; find your own career path. Don’t sit back and wait for it to find you.”

Douglas’s advice in a nutshell? “Don’t just look at the risks; look at the opportunities.”

Want to hear more exciting career stories? Check out “Choose your Own Adventure—The Sequel (Director’s Cut)” coming soon to StanNet.
SHW was acquired by Stantec shortly after Shannon began her new duties. It was a crazy time: balancing the two roles while her office transitioned to Stantec. “Along with conference planning, I was transferring our employees’ information and registering people for training. What a whirlwind.” Busy, yes, but she’d had a taste of marketing and communications—and she was now hooked.

So Shannon called US marketing director, Kim Austin (Tampa, Florida). “I asked her whether I could stay with Marketing and PR & Communications once my colleague returned from leave,” she says. Kim encouraged Shannon. She was sure they’d eventually find a position that suited Shannon’s strengths and interests.

Meanwhile, Shannon worked hard as a team player, helping wherever she was needed. Even after her colleague returned from maternity leave, Shannon sought whatever work Kim and Michelle Matera (Tampa, Florida), marketing manager of Gulf/Southeast, could send her way. Over time, she honed her skills and proved her passion. “I had to market myself and prove to the marketing team that I had the creative ability to promote our Company the way I wanted to and the way they wanted me to,” she says.

Her strategy paid off. About three months after SHW was acquired, a communications coordinator role opened up. Michelle asked her whether she was interested. “Obviously, I jumped at the opportunity,” Shannon says. Two weeks after she’d taken on her role full time, she underwent her first Career Development and Performance Review (CDPR).

“I didn’t yet know everything that was expected of me in my role, but after completing my CDPR with Michelle’s detailed input and guidance, I felt more equipped. She regularly lets me know that she’s here to support my growth and success however she can and that she can help me plan the direction my role will take.”

What advice would Shannon give others contemplating a similar change? “Take stock of what you like to do—that’s the direction you need to explore.”

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**The Promoter**

**SHANNON MELBA**  
Communications Coordinator // Austin, Texas

You’re an administrative assistant working for SHW Group, but you’ve long wanted a position where you can share with the world the great work that your team does. So, while your colleague is on maternity leave, you trial her Conference and Communications Coordinator role—it’s a perfect fit! Then your firm is acquired by Stantec. How do you convince your new employer—and yourself—that you can now sell Stantec?

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**STEER YOUR CAREER**

Know where you want to take your career but not sure what training will help get you there? Well, start your engines. We’ve improved our learning systems and tools to make it easier for you to chart your learning and track your progress—all in time for this year’s CDPR season. So what’s new?

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1. The rules of the road are clearer. We’ve updated our Employee Orientation and Learning pages so you can identify mandatory and recommended training, according to your location, role, and job responsibilities.

2. Charting your course is easier. Our new Informetica Course Catalog organizes courses in various series so you can readily map your training to your career plans.

3. Your progress is tracked. We’ve set you up with a Learning Dashboard that you can access through Employee Quicklinks on myStanNet. The dashboard lists the core courses you’ve completed so that you—and your supervisor—can track where you are on your learning journey.

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And be sure to have the conversation. Talk to your supervisor and other leaders about your career, what you’d like to do, and where you’d like to go both in your career and in the world. Find a mentor in the organization, someone you can learn from and bounce ideas off. And don’t forget to reach out to your HR team; they have many thoughts and insights on how to steer your Stantec career.

Happy driving!
It’s pouring rain. You’re driving to pick up the kids from daycare. Every slap of the wiper blades has you mentally listing the to-do’s lingering on your list: buy groceries, send project update, pay utility bill . . . Suddenly, a car rips around the corner. There’s a heart-stopping thump, a crunch of metal. Next day, your car is in the garage and your doctor says you need a minimum of six weeks off work.

Our Human Resources (HR) team knows that you shouldn’t be worrying about how our Company’s sick leave policy works when you’re trying to get well. That’s why they’re always ready to guide you through any HR issue—from short-term disability to strategic recruitment. With HR’s help, you can spend your energy on what matters, whether it’s getting back on your feet or building your team. “We want people to focus on their health and the cool projects they have coming up—not spend time searching for forms or answers about HR programs,” says senior director of the HR Service Center, De Ann Clark (Phoenix, Arizona).

Chief human resources officer, Emree Siaroff (Toronto, Ontario) agrees: “I fundamentally believe that the purpose of Human Resources is to enable our business,” he says. “If we put people first and do what’s right, business success will follow.” To Emree, putting people first means making sure every employee—no matter where they are or who they are—receives expert HR advice. But how do we do this in a company as large as Stantec is?

Bigger and Better
We’ve grown from fewer than 4,000 people in 2003 to just over 15,000. Our employees now work in 250 offices across North America, India, the United Kingdom, and the Middle East. To stay in step with our Company’s success and keep empowering our people with quality HR advice, we needed to evolve our HR service delivery.

“We want to provide sustainable services, ones that can grow with the organization,” explains Trudi Hampel (Calgary, Alberta), Benefits senior manager for the HR Service Center. “That means making it easier for people to find the information and help they need, no matter where they are in the world.”

So our HR team—with guidance and strategic advice from our Project Delivery Office (PDO) and support from our Information Technology (IT) team—have restructured and built the tools needed to deliver first-rate HR service across our Company.

“So out of HR’s vision came two different but equally critical goals,” says PDO project manager Betsy Di Gregorio (Toronto, Ontario). “First, we want to personalize and enhance an employee’s HR experience. Second, we want to structure our organization so it’s easier to get the right HR advice to the right people so that we can secure more project wins.”

No matter who or where you are, our Human Resources team has evolved its service delivery to get you the expert HR advice you need when you need it.

Words: Renee Ignacio, Cassandra Kyle, and Nerys Parry   Design: Travis Park
The results of their efforts? A revitalized HR group organized into three teams, each eager to help you and your business succeed.

1. A new HR Service Center team that connects you directly to HR information and expertise through our web-based one-stop shop: the HR Service Center.
2. An HR Client Services team that continues to provide the personalized local and sector-specific advice you need to win work and hire talent.
3. A new Centers of Expertise team that researches and develops leading-edge HR strategies to help us achieve our long-term goal of becoming a top 10 global design firm.

**At Your Service**

“The HR Service Center streamlines common human resources processes,” says HR solution delivery leader, Angela Moore (Edmonton, Alberta). How? By providing you with multiple ways to get your HR advice quickly and easily.

Through the web-based HR Service Center, you can either search up-to-date articles in My HR Library or submit specific questions through My HR Service Catalog to reach an HR expert specializing in your area of concern. It’s your HR—served your way.

Imagine you’re a new employee and want to know what coverage you have under your dental plan. In the past, you had to click through several StanNet screens or make a few phone calls before you found your answer. Now, you can just go to the HR Service Center on StanNet and search “benefits.” Click on “View All Matching Articles” to find your country’s benefit guide and dental plan summaries where you’ll readily find health and dental coverage details.

Or let’s say you’re a new supervisor in a small office who’s hiring a transportation engineer. You’ve whittled down your list to three candidates but can’t decide among them. This is your first time hiring an employee, so you’re nervous. You go to the HR Service Center and type “hire” into the search bar. Many My HR Library articles appear, but you prefer to talk to someone. So you click on the “New Hire Questions” icon and submit a request to speak to someone. Voila! Within seconds, you receive a message from the HR Service Center in your inbox: “New Service Request Opened.” Before you know it, you’re on the phone with one of our HR recruitment experts.

“I’m excited to have a centralized location where all staff can access information,” says HR Contact Center supervisor Peggy Ramos (Irvine, California). “By standardizing our HR processes throughout the Company, everyone receives the same service—no matter where they are, who they are, or what their situation is.”

Vice president of HR Client Services, Sheila Rider (Toronto, Ontario), adds: “Whether you need to get advice on hiring or need to get clarification on benefits, you’ll be able to do it more efficiently in the way that works best for you.”
The Tip of the Iceberg

Of course, the new web-based HR Service Center application wouldn’t be complete without HR experts. So we’ve created a new team dedicated to responding to all requests received through the HR Service Center. You’re in good hands, too. New HR Contact Center supervisor Nic Dolar (Calgary, Alberta) has previously completed three large service center launches. Our HR business model, however, is different. “In other large companies, most of their HR is centralized, but many outsource,” Nic explains. “At Stantec, HR is internal, so the employee answering your question is a Stantec employee—that makes the service more personal.”

The new HR Service Center team provides you with answers to your day-to-day HR questions; however, sometimes you need more strategic, specialized advice from someone who really knows your sector’s business and your region’s talent market. Not to worry, our regional consultants from our HR Client Services team are still here, and they’re as committed as ever to providing you with specialized local and sector expertise.

And although everyday service delivery and sector- and region-specific advice continue to be a substantial part of HR’s mandate, we also recognize that to be a top 10 global design firm, we need to look ahead. So, as part of the reorganization, HR has established Centers of Expertise, staffed by experts dedicated to delivering cutting-edge strategic HR advice to our leaders about increasingly critical topics such as talent retention and mobility.

Coming Soon: Self-Service Portals

We’re not stopping there, either. Next step in the HR Service Center evolution? The introduction of My HR Self-Service later this year. Using My HR Self-Service, you can change your personal information, like your home address when you move, and perform some routine HR transactions, like printing off a proof-of-employment letter to secure your mortgage. Using My HR Self-Service, managers will also be able to run team HR reports, making it easier to find the information needed to plan and manage their team. Over the coming months, the HR Service Center will expand to include a direct phone number and dedicated French access.

But don’t worry. Just because we’re automating some services doesn’t mean “real people” are going away. “The HR Service Center just gives you another way to directly contact HR through My HR Service Catalog. Or you can resolve your question on your own through My HR Library or My HR Self-Service,” says HR Contact Center manager Leanne Artinger Kukla (Kitchener, Ontario).

In the end, whether they’re responding to common requests through the HR Service Center, providing local and sector-specific advice through HR Client Services, or researching cutting-edge corporate retention strategies through the Centers of Expertise, our HR team wants to equip you with HR expertise faster and more efficiently so you can spend more time on what matters to you and our business—designing with community in mind.

People, not Paper

Four business leaders weigh in on how Stantec’s revitalized HR service delivery will help them focus on their business.

“By building partnerships with HR and developing strategies together, we can effectively and efficiently execute our strategy. HR is with us every step of the way.”

Asifa Samji
Regional Business Leader
Environmental Services
Canada Mountain
Vancouver, British Columbia

“In my view, there is a talent war in the design profession—especially in the US. If we’re going to win that war, we’ve absolutely got to put people first and live our values. These HR changes help us do that by providing easy access to recruitment and hiring tools, which is incredibly helpful for all of us.”

Margie Simmons
Business Leader, Buildings
Sector Leader, Education
Berkley, Michigan

“We have a lot of self-starters at Stantec; they are the employees we want. Only good things can come from aligning our internal HR policies so that these employees can search out answers on their own and research policies when it suits them best.”

Mike Kennedy
Senior Vice President
US South
Sarasota, Florida

“It’s becoming a more competitive marketplace, so we have to be the best at what we do to succeed. Rather than simply reacting to the changes in the market, we want to be prepared by strategizing and planning for those changes. Our HR group has talented experts to help us get ahead of the curve and differentiate us from the competition.”

Russ Wlad
Senior Vice President
Canada Mountain
Red Deer, Alberta
Tanja Lopes
Project Coordinator
Winnipeg, Manitoba

After four months on the job with Stantec, Tanja Lopes was swept up in a flood of work. Literally.

When Tanja was hired in 2011, Stantec was under contract to conduct flood inspections for the Manitoba Emergency Measures Organization (MEMO). Flooding is commonplace in Manitoba, so our Winnipeg office expected a busy spring. What they didn’t expect was a once-in-a-2,000-year flood around Lake Manitoba.

“Work just exploded overnight,” says Tanja. “We inspected 2,500 sites—culverts, roads, bridges, and a lot more. Then we got up to 5,000 sites, then 7,500. By the end of the project, we had inspected just over 10,000 sites in communities all over the province.”

Tanja’s job? To coordinate the ever-increasing number of project sites and the large number of Stantec team members. The original team of 5 grew to more than 40. Inspectors came from Ontario, Nova Scotia, and British Columbia to work in about 150 rural towns affected by the floods.

Tanja’s days were filled with health and safety forms, lists of hotels and gas stations in far-flung corners of the province, rental vehicles for visiting inspectors, equipment checklists, and loads of paperwork. Her constant companion? “The most colorful map ever,” she says when describing the provincial map used for tracking inspection progress.

Tanja still has that map. And we’re still working for MEMO, closing out inspections from 2011 and doing new work from subsequent floods. Tanja describes the project as hectic and chaotic—and a perfect example of putting people first.

“We believe our work changed people’s lives. I feel proud of my personal accomplishment. More so, I feel proud of the team for overcoming all the challenges and leaving our communities and our client with such an outstanding impression of Stantec.”
Stacking the Deck in Our Favor

Ready to inspire new generations of architecture, construction, and engineering talent?

If so, join the ACE Mentor Program.

Words: Meric Moir
Design: Holly Wickland
Not just ACE students benefit from mentors. When senior employees get involved mentoring, junior employee mentors learn new skills that they may not pick up in their day-to-day work.”

Caitlin Bowen
Civil Engineering Designer
New York, New York

How amazing would it be to get 2% of our employees involved? Or what about 5%? At 5%, we’d contribute 3,750 hours a month to networks, communities, and students.

Brendan has been an ACE mentor for three years and been on ACE’s local scholarship committee for two. “Making first impressions on kids is a powerful way to spread the news about who we are as a company,” he says.

Want to become an ACE mentor who helps up-and-comers—like Brendan and James—enter architecture, construction, or engineering? Or maybe you’d like to start an ACE affiliate in your area?

US-based employees can contact Olga Gorbunova (olga.gorbunova@stantec.com) for information about getting started or can check out the ACE Mentors page at stantec.com/ace-mentor.

To get involved in similar Canadian programs, like Junior Achievement (jacan.org), contact communityengagement@stantec.com.
A Round of Applause!

We’re pleased to see so many people at Stantec earning service awards. Warmest congratulations to everyone. We needed extra space to list the many award recipients. Please visit StanNet to see more service award winners.

We have a lot of collective wisdom in our Company that’s worth sharing, so we asked award recipients who submitted a photo to spark to share something they’ve learned that might help others build their career. You’ll see a few replies below and can check out more on your regional StanNet Community Site.

Milestone Service Awards

André Arsenault
Laval, Quebec

25

If we want to be able to count on others for help, they need to be able to count on us, too.

Scott Huff
Philadelphia, Pennsylvania

20

The best way to own the future is to build the present through facilitating your own individual succession.

George Hegmann
Calgary, Alberta

20

Collaboration starts when we can share our ideas and are open minded enough to change our opinions when presented with other’s views and ideas.

Steve Kari
Anchorage, Alaska

20

Take the time to listen carefully to your clients and “walk in their shoes.” Only then can you hope to truly meet their needs and exceed their expectations.

Nicole Turmel
Montreal, Quebec

25

Keep moving forward.

Ronald Headrick
Boston, Massachusetts

20

Don’t give your clients problems. Give them solutions.

John Banton
Cincinnati, Ohio

30

Make room for younger employees, and then listen carefully.

Pierre Dupras
Laval, Quebec

40

Share what you know, and be open to change and innovation.

George Hegmann
Calgary, Alberta

35

The best way to own the future is to build the present through facilitating your own individual succession.

Bill Wilson
Mechanical Inspector, Baltimore, Maryland

20

Don’t give your clients problems. Give them solutions.

Willie Goodloe
Scheduler, Chattanooga, Tennessee

30

Collaboration starts when we can share our ideas and are open minded enough to change our opinions when presented with other’s views and ideas.

Bill Freedman
Senior Terrestrial Ecologist, Dartmouth, Nova Scotia

40

Boost what you know, and be open to change and innovation.

In Memoriam

We express our condolences for the recent loss of the following valued employees. Our thoughts are with their family, friends, and colleagues. You can find links, when available, to obituaries and StanNet Community Site articles on the spark online landing page.

Harold Perrin, Vice President, Calgary, Alberta
Vernon Simmonds, Survey Technologist, Edmonton, Alberta
Drahomir Hrbek, Senior Civil Engineer, Edmonton, Alberta
Bill Wilson, Mechanical Inspector, Baltimore, Maryland
Eric Holt, Senior Wildlife Biologist, St. George, Utah
Bill Freedman, Senior Terrestrial Ecologist, Dartmouth, Nova Scotia
Willie Goodloe, Scheduler, Chattanooga, Tennessee
Greg Hamilton, Senior Associate, Philadelphia, PA
Stantec’s promise to design with community in mind resonates with senior vice president Isabelle Jodoin (Montreal, Quebec), former president and general manager of Dessau. “All the work we do on infrastructure has a direct impact on people’s lives,” Isabelle says. “This human approach—our people’s awareness of their impact on the community and their motivation to do the best work they can—ties us together as a team and a Company.”

Isabelle joined Dessau, one of Quebec’s leading engineering firms, as a junior engineer right after graduating from McGill University. She started her career providing civil engineering services in water and municipal development, then moved to project management, then operations. Ultimately, she held numerous management positions within Dessau, including vice president of Human Resources and vice president of Operations.

But what makes Isabelle’s story so inspiring is that it doesn’t end there. She rose to the top of Dessau’s operations and became one of few women in Canada to head an engineering firm. Now she and her team of strong and talented professionals have joined us at Stantec, and they’ve brought with them their creative engineering skills and intimate knowledge of the Quebec market.

How did Isabelle do it? Read more about her secrets to success and commitment to community in the feature article coming soon to StanNet.