

Engineers in Training induction 2009

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Congratulations
You have qualified

What now ?

You have a choice...

Succeed

or

Fail

THE DECISION IS YOURS AND
YOU MUST MAKE YOUR DECISION

NOW!

How do you know if you are on the road to success?

You are -

Disciplined

Interested

Focused

Punctual

and willing to make sacrifices

The Road to Failure

How do you know if you are on the road to failure?

You are -

Not disciplined

Not interested

Not focused

Not punctual

Find yourself making excuses

and not willing to make sacrifices

Time keeping

Alcohol

Cell phones

Driving

Cell phone distraction

On September 12, 2008, in what was one of the worst train crashes in California history, 25 people were killed when a Metrolink commuter train crashed head-on into a Union Pacific freight train in Los Angeles. It is thought that the Metrolink train may have run through a red signal while the conductor was busy text messaging. Wrongful death lawsuits are expected to cause \$500 million in losses for Metrolink.



Your focus for the next 2 – 3 years is

GCC

**DO NOT BE DISTRACTED
FROM YOUR GOAL!**



**TOTAL FOCUS IS REQUIRED
FOR SUCCESS**

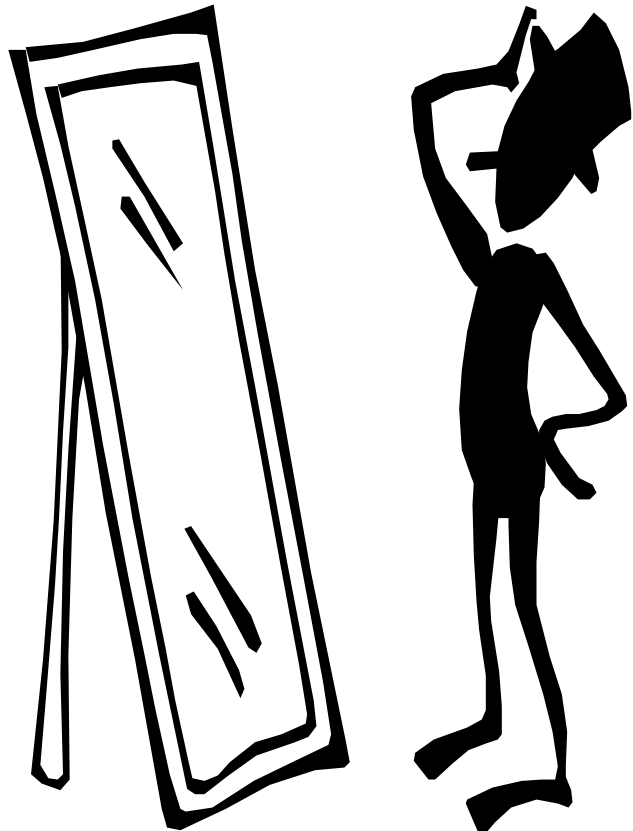
Lessons from The Power of the Pride

1. Training is intensive
2. There are no passengers
3. Failure to focus means death
4. The goal is clear cut and no distractions are allowed
5. Incentives motivate and reward success

6. There are no free meals
7. There are no short cuts
8. Instinct ensures success
9. Socialising only takes place after hunting
10. The weak are eliminated early

How do you know if you are on the road to success or failure?

The mirror test



Every day, ask yourself -

Do I want to become an Engineer ?

Am I doing what I am supposed to
be doing to become an Engineer?

Am I making sacrifices?

Am I motivated to succeed?

The 20th century was made up of five generations:

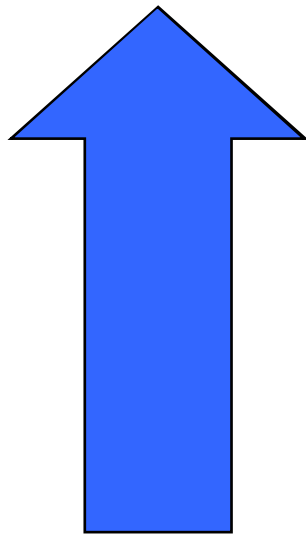
1. G.I. generation 1900 - 1925
2. Silents 1926 - 1944
3. Baby Boomers 1945 - 1963
4. Generation X 1964 - 1978
5. Generation Y 1979 - 1994

- Defined by technology
- Tolerant of diversity
- Brand loyal
- Targeted by conglomerates as zombies
- Very environmentally conscience
- Technology savvy
- Shorter attention span
- Social networking (Facebook) is a way of life
- Spend money to have fun
- Comfortable thinking about the future
- Have a desire to achieve

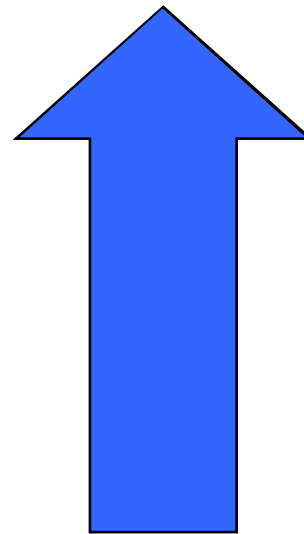
Regardless of how you define yourself, the rules remain the same

1. There are no short cuts
2. You must have deep knowledge
3. There is no instant success
4. Life is not cut-and-paste

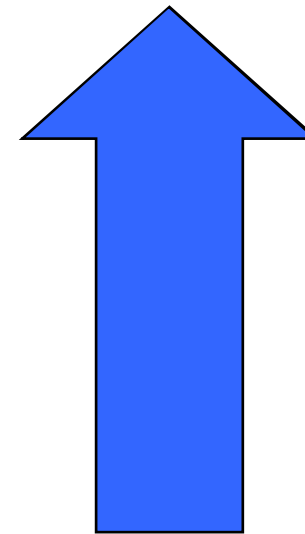
The three legs of learning



Theory



Practical



Legal

Your time at work is for finding out the practical component of your discipline.

Your time at home is for the theory and legal components.

You are a professional person
and not a tradesperson.

Your job is 24 hours a day and
not 8 to 4.

You have a career
and not just a job.

If you do not know where you are going,
the chances are that you will end up
somewhere else.

There are essentially four players in your career:

1. You, the student
2. The training provider
3. Your coach
4. Your mentor

The Training provider

The function of the Training provider is to :

1. Provide you with the structure to complete your training programme.
2. Facilitate your activities such as courses, moves between sites and training material.
3. Monitor your progress and take corrective action when necessary.

The function of the coach is to :

1. “Show and tell”
2. Direct your activities on a day to day basis

You will have several coaches throughout your training programme

Every graduate will have a Mentor.

The role of the Mentor is to :

1. Offer guidance, advice and direction
2. Overview your progress

You should have the same Mentor throughout your training programme.

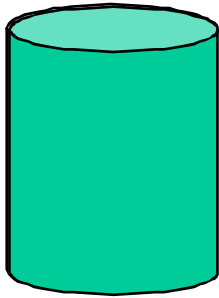
Selection of a suitable Mentor is critical.

There must be a willing Mentor and a willing Mentee.

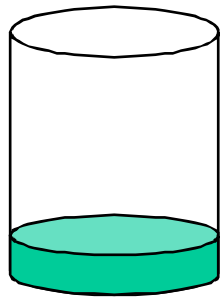
There must be a formal relationship.

Short, medium and long term goals are agreed to.

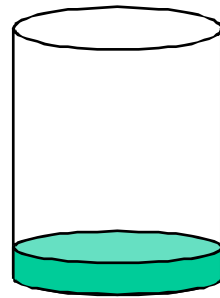
Find out what other people do.



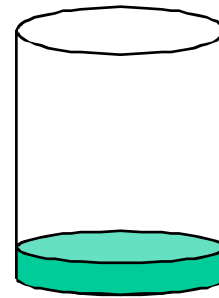
Engineering



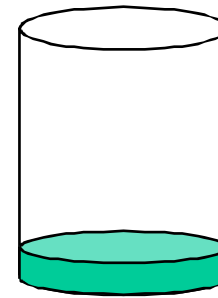
Finance



HR



Mining



Metallurgy

Those who want to become
Engineers, will become Engineers

Your goal



“Failure is not the only punishment for laziness, there is also the success of others.”

Jules Renaud

“Success is not the result of spontaneous combustion, you must set yourself on fire!”

Reggie Leach

“Success is liking yourself, liking what you do and liking how you do it.”

Maya Angelou

“Ability is what you are capable of doing.
Motivation determines what you do.
Attitude determines how well you do it.”

Lou Holtz

People say to me, "You were a roaring success. How did you do it?" I go back to what my parents taught me. Apply yourself. Get all the education you can, but then, by God, do something. Don't just stand there, make something happen!

Lee Iacocca

We want you to succeed

We will facilitate your learning.

We are willing to help you if you
are willing to learn

but remember the person
responsible for your career is...



YOU

Thank you and good luck
with your career.