

Message from the Chair



profession? What can we do to improve ourselves?

While Bill 124 is still hanging over us like a dark cloud, we were successful in lobbying some modest improvements. There are many other issues that face us and we cannot just sit back without being proactive and taking ownership of the welfare of our profession.

Our PEO chapter is our meeting place where we can discuss the issues facing us collectively. Engineers have always been leaders in society. You can join your chapter to voice your concerns and together we come up with new ideas and practical solutions. By joining, you will also network with a fine group of like-minded individuals who want to build a better future.

A new year is upon us, and now is the perfect time to reflect on our past achievements. What did we accomplish in the past 12 months? What did we do for the betterment of our

However, we need your assistance through active participation in our activities. Come and join us.

Our Annual General Meeting (AGM) is scheduled for February 28, 2006. We want to see you there.

You will see on our website, the various events scheduled for the first few months of 2006. More activities will be announced as the year progresses.

Let us all work together to make engineering a more respectable and influential profession in Canadian society in 2006.

On behalf of the Willowdale-Thornhill Chapter Executive, I extend my best wishes to you and your family for the coming year. May the year be filled with health, success and prosperity.

Regards,

Noubar Takessian, P.Eng.
Chair
Willowdale-Thornhill Chapter, PEO

Notice of Annual General Meeting

When: 6:30 p.m., Tuesday, February 28, 2006

Where: Moonlight Ballroom, 3125 Bayview Avenue, Toronto (Phone: 416-224-1665)

What: Annual General Meeting (AGM) of Willowdale-Thornhill Chapter, including election of executive members. Certificate Presentation Ceremonies for new engineers obtaining their licences to follow.

Call for Executive Nominations, Annual General Meeting

Please email the Secretary of the Willowdale-Thornhill Chapter, Manijeh Narjenkar at wt.chapter@sympatico.ca if you want to nominate a member for a position on the chapter's executive. All executive positions are voluntary with no direct monetary compensation except for specific out-of-pocket expenses. The executive meets once a month and participates in events and functions of the Willowdale-Thornhill Chapter of PEO.

The nominating committee, as appointed by the current executive will prepare a slate of candidates (not exceeding 12 members) to be elected at the Annual General Meeting (AGM).

Preparing for the Next Generation of Engineers

By **Bogdan Damjanovic, P.Eng.**

They're young, large in number, and coming soon to a cubicle or engineering office near you. Over the next 15 years the Millennials, born between 1981 and 2000 and also known as Generation Y, Echo Boomers and Nexters, will enter the workforce. However, they already have an impact on every sector of the economy in a big way, and today's workplace is no exception.

Companies should strive to meet the needs of this generation because as the economy improves and Baby Boomers begin exiting the workforce, Millennials are needed to fill the void. As clothing companies and car manufacturers stumble over themselves to market to this generation, employers should also learn the preferences and dislikes of a group who, when they come of age, will be nearly as large and certainly more diverse than their predecessors.

Be accessible. Growing up in the on-demand era when the Internet delivers the world to one's fingertips, Millennials aren't used to waiting for anything. Even their long-distance communication, which includes text and Instant Messaging, is instantaneous. This expectation of an immediate response spills over into the workplace, where Millennials like an accessible supervisor who offers quick and frequent feedback on projects and job performance.

Be flexible. Since their work styles and habits differ from their Boomer parents, it makes sense that Millennials expect their work arrangements and benefits

also to fit their own unique style. As a generation, Millennials consider flexible work hours and telecommuting a must for maintaining a work-life balance.

Flexible benefits, including health and retirement plans, are also important to keep in mind.

Be challenging. As expert multitaskers, Millennials are always ready to tackle a new project or learn a new skill, so don't be afraid to give them challenging work that solves a problem or requires out-of-the-box thinking. Encourage them to set goals and then reward them when the goals are achieved.

Be collaborative. Millennials view the collaborative leadership style as the most effective, and value intergenerational goodwill on the job. Don't discount a Millennial's input in a staff meeting just because he or she is the youngest member of the team. They're used to offering suggestions and working together to improve a process.

Of course, every characteristic won't apply to every Millennial. However, learning more about this generation is an easy way to understand some of their preferences and integrate them within a company.

An expanded version of this article appears on the Internet at www.willowdalethornhill.peo.on.ca.

Bogdan Damjanović, P.Eng., is Owner of Express Personnel Services.

EVENTS EVENTS EVENTS EVENTS EVENTS EVENTS EVENTS

Look What We've Done

The following is a summary of some recent Willowdale-Thornhill Chapter events and activities:

- **Executive meetings.** Held once a month.
- **PEO Executive Holiday Dinner.** Sunday, December 11, 2005.
- **WSIB- Industry Partnership Presentation – How to protect your business.** Tuesday, November 22, 2005.
- **Re-Engineering of Downsview Park.** A technical tour of the North York park. Saturday, October 29, 2005.
- **Privacy and Security at Work with Your PC or Laptop.** A seminar presented by Amir Ajanovic, P.Eng. Tuesday, October 25, 2005.
- **Casino Rama.** A fun night at the popular gambling and entertainment venue in Rama, Ontario. Friday, October 7, 2005.
- **Toyota Motor Manufacturing Canada Inc.** A tour of the car manufacturing giant's facilities in Cambridge. Wednesday September 28, 2005
- **Identity Theft and Investment Fraud.** A seminar presented by Fran Savage. Tuesday, September 27, 2005
- **Websites for Small- and Mid-Sized Businesses.** A seminar on how to set up a website for entrepreneurs presented by John Pullam, P.Eng. Tuesday September 20, 2005



A group photograph at the re-engineering tour of Downsview Park on October 29, 2005.

Look What We're Going to Do

A visit to **Canada Bread-Downsview facility** will help you learn how the bread production company's operations team is "Cooking Up New Engineering Processes." The visit is on Sunday, February 12, from 2:00 p.m. to 5:00 p.m.

Goods produced at the facility include bagels (frozen/baked), Tenderflake products, and a variety of other bread products. This presentation will include a discussion of the company's future development plans, and some of the challenges being reviewed to achieve further growth targets, and maintain high quality standards. Please bring safety steel-toed boots. For more information, please visit www.willowdalethornhill.peo.on.ca.

How to Get There: From Hwy. 401, take exit at Allen Road North. Take Dufferin North to Sheppard Avenue, continue north to Steepleck Avenue. Turn left on Steepleck and proceed to #680. Meet inside the Main Office entrance at 1:45 p.m. to be ready for the tour start at 2:00 p.m. Parking is available.



The Chronicle

Editor: Nanda Lwin
Contributors: Bogdan Damjanovic, Manijeh Narjenkar, Steve Rakus, Noubar Takesian

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ENGINEERING NOTES by Nanda Lwin

What a Conservative Government Means for Engineers

With the Conservatives claiming victory in the January 23rd federal election, the profession is reflecting on what a government led by Prime Minister Stephen Harper means for professional engineers. Of course, all of the usual Conservative staples are on the agenda – tax cuts, a beefed-up military, an aggressive crackdown on crime – but the country's first Tory government in more than a dozen years has some specific plans pertaining to engineers and their work. Briefly, here are some of the campaign promises I noted during the campaign:

Infrastructure: When it comes to national infrastructure, the Conservative government may not differ much from its predecessor. The funding in the previous Liberal government's New Deal for Cities and Communities, as well as the transfer of gas-tax revenue to the cities will be left untouched. The transfer, as the Conservatives proposed, will be used to build and repair bridges and roads. In addition, Harper has promised to be more vigilant in monitoring traffic congestion plaguing the cities and improving national highways, especially the Trans-Canada Highway. The Tories also say that they will encourage research and development in energy conservation and alternative energy technologies as a way of minimizing the environmental impact of new and existing infrastructure. According to their platform, they plan to work with the provinces, territories, and municipalities to reduce greenhouse gas emissions to ensure infrastructure can adapt to the impact of climate change.

Employment for Immigrant Engineers: As in the 2004 election, the Conservatives have once again pledged to streamline the process of recognizing foreign credentials and to smooth the path for new Canadians to obtain Canadian credentials. The process will be implemented with the cooperation of professional associations such as Professional Engineers Ontario.

The Conservatives stated in their platform that they will “create a Canadian Agency for Assessment and Recognition of Credentials, to provide pre-assessment of international credentials and experience. We will work with the provinces and professional associations to ensure foreign-trained professionals meet Canadian standards while getting properly trained professionals working in Canada.”

Nanda Lwin, P.Eng., is a professor of civil engineering technology at Seneca College, the author of several books, a newspaper columnist and a die-hard political junkie.