

ENGINEUITY 2024



**The BUSINESS MANAGEMENT COMPETITION
For The GLOBAL CONSTRUCTION INDUSTRY**



ENGINUITY 2024 is a unique and inspirational learning experience, giving participants, grouped into teams, the opportunity to compete against each other to see

WHO CAN RUN THE MOST SUCCESSFUL GLOBAL CONSTRUCTION BUSINESS

Each competing team is thrust into the same simulated 'virtual world', and are given the challenge of running their own Global Construction Business for a number of simulated years, where success is measured by key performance indicators published on a league table.

It will not be easy, with stiff competition for work, a dynamic jobs market, and external world events that can impact upon the business just like the real world.

Developing a successful business strategy is essential, as is being able to work effectively as a team, make key decisions, and solve problems as they arise.

Ultimately there can be only one winner, but everyone also wins if they can grow a successful business.



Team Working



To run a successful business in these uncertain and challenging times, it is more important than ever that team members, often working from remote locations, have the communication and collaborative skills to form an effective team able to make key business decisions.

The **ENGINEUNITY Competition** develops and enhances these key people skills, pitting participating teams against their colleagues and peers from across the globe.



The Challenge



A UNIQUE MANAGEMENT CHALLENGE

WORLD EVENTS INCORPORATED



Political turmoil, higher interest rates and cost of living crisis in the UK

Affects of the Russia-Ukraine war on energy supplies for the world economy

Construction work for major events, such as the FIFA 2026 World Cup in North America

Continued civil unrest in the Middle East

Global shortage of skilled labour

Climatic affects, such as extreme hot weather, flooding etc

Using a sophisticated computer simulation, competing teams are given the task of managing a fledgling UK-based **GLOBAL CONSTRUCTION BUSINESS** from 2024 onwards.

Operating in a dynamic global economy based upon the 'real world', there are **WORLD EVENTS**, economic, political and environmental, that can impact upon the business, and the **ENGINEUNITY NEWS NETWORK (ENN)** provides the latest world news headlines.

There are jobs, clients, rival competitors, risks and people worldwide, and the **success or failure of the business** depends entirely on the decisions each team makes in a number of key business areas.



Decision Making



Decisions are made for a **period**, representing 3 months, or a quarter, in the real world, in a number of key management areas :-

- Financial management
- Overhead management
- Procurement
- Job progression



Assessing Performance



The performance of each team each round is measured by **10 Key Performance Indicators**.

End of period	Status	Year/qtr	Turnover	Gross profit to Turnover	Operating Profit to Turnover	Company Value	Capital Employed	Contract Completion	Forward Workload	Forward Margin	Share Price	Client Satisfaction	Total
4	History	2022 (Q4)	40	170	120	170	130	80	70	100	70	50	1,000
5	Early Years	2023 (Q1)	59	203	199	190	161	114	115	160	94	76	1,371
6	Early Years	2023 (Q2)	68	202	203	197	175	119	110	154	94	90	1,412
7	Early Years	2023 (Q3)	77	220	235	215	187	124	124	165	115	111	1,573
8	Early Years	2023 (Q4)	85	225	247	232	200	139	142	175	131	141	1,717

During a competition, each team's performance relative to each other is displayed on a **league table** published at the end of each round, which only shows the overall KPI score of each team.



Enginuity 2023 Competition

TEAM LEAGUE TABLE

At the end of period 8 (Early Years)

Position	Name	Sponsor	Location	Total KPI	PERIOD MOVEMENT		
					Improvement	From	Change
1	Hammer Time Co	Arcadis	Australia	1,717	9 %	2	1
2	Whatever It Takes	Stantec	Italy	1,716	11 %	6	4
3	Enginuity State of Mind	Jacobs	US	1,691	8 %	3	0
4	Glasgow ES&T	Jacobs	UK	1,688	10 %	7	3
5	briJ	Jacobs	India, UK	1,673	12 %	19	14
6	Stantgether	Stantec	Australia	1,657	13 %	32	26
7	Pixies	Stantec	India	1,651	7 %	8	1
8	Yaycobs	Jacobs	Ireland/UK	1,646	7 %	9	1
9	StanWreckers	Stantec	UK	1,633	12 %	37	28
10	Jacobites	Jacobs	UK	1,631	19 %	67	57
11	Stanchievers	Stantec	United States	1,623	4 %	5	-6
12	The Decision Box	Cundall	UK	1,604	5 %	10	-2
13	Minimum STANdards	Stantec	Australia	1,599	1 %	1	-12
14	Top Gun	Jacobs	Switzerland/UK	1,586	5 %	14	0
15	Barely Managing Globex Corp	Arcadis	Australia	1,582	11 %	46	31
16	WSP's Dream Team	WSP Australia	Australia	1,577	8 %	38	22
17	Stantec upon Tyne	Stantec	UK	1,572	16 %	75	58
18	Shark Tank	Jacobs	Poland/South Africa/India	1,571	6 %	22	4
19	HatchCon	Hatch	South Africa	1,565	7 %	34	15
20	SCART	AECOM	UK	1,563	4 %	17	-3



Why Take Part



SPONSORS

SUPPLEMENTS TRAINING PROGRAMMES

- Graduate/management level
- Adds value and interest
- Puts theory into practice
- Assessment/feedback incorporated

COST EFFECTIVE

- Compared to other training
- Minimal administration
- No travelling costs
- Location not a factor

TEAM BUILDING

- Group structure formed
- Team roles emerge
- Strengths and weaknesses
- Conflict resolution

PARTICIPANTS

DEVELOPS MANAGEMENT SKILLS

- Commercial awareness
- Strategic thinking
- Team working / communication
- Decision making / problem solving

CONTRIBUTES TO CPD

- Internal/external programmes
- Professional institutions
- Discipline wide
- Completion certificate

INSPIRATIONAL LEARNING

- Sense of achievement
- Practical and challenging
- Thought provoking and enjoyable



Testimonial



Melissa Winham

Learning and Development
Consultant

PARSONS

"A few years ago at Parsons, we came to the realization that while our employees have the technical skills needed to design, build, and execute complex projects, many lacked an understanding of business acumen and strategic decision-making.

ENGINUITY, through its immersive, hands-on simulation, has allowed us to help our employees develop in these areas, in a fun and engaging way.

Our employees come away from the competition with a greater understanding of our business and the decisions involved in implementing an effective strategy.

And an added bonus is the fact that employees compete in teams, which helps us fulfil another development goal for our employees; greater collaboration and communication across teams.

I would recommend ENGINUITY as an affordable and worthwhile investment for any company seeking to develop their employees in these areas."



Past Winners



YEAR	WINNERS	SPONSOR	LOCATION
2023	"briJ"	Jacobs	Worldwide
2022	"Babble Royale"	Jacobs	Worldwide
2021	"Its Nothing Parsonal"	Parsons	United States
2020	"Building Suspense"	WSP	United States
2019	"Capitol Based"	Parsons	United States
2018	"Just Crazy Enough To Work"	WSP	United States
2017	"Never Tell Me The Odds"	WSP	United States
2016	"OPM d.o.o."	WSP Parsons Brinckerhoff	UK
2015	"Newbee"	AECOM	UK
2014	"Aspire Bridges"	Parsons Brinckerhoff	UK
2013	"Pbers"	Parsons Brinckerhoff	UK
2012	"Macaronage"	Independent	New Zealand
2011	"Will it Wobble ?"	Campbell Reith Consulting Engineers	UK
2010	"Fluor 1"	Fluor	Holland



Past Players



YEAR	TEAMS	SPONSORS	PLAYERS
2023	152	25	775
2022	125	23	680
2021	164	31	865
2020	201	31	1,133
2019	191	34	1,003
2018	197	26	1,044
2017	208	40	1,052
2016	229	43	1,251
2015	152	24	760
2014	140	25	735
2013	92	26	498
2012	103	33	470
2011	61	21	350
2010	111	32	596



Past Sponsors



A-one+
ABS Consulting
AECOM
Aker Solutions
Amey
Atkins
Arcadis
Arup
Auckland Transport
Ausenco
Aurecon
Balfour Beatty
Ballast Nedam
Beca
Bechtel
Bigen Africa Services
Birse
Black & Veatch
British Geological Survey
Buro Happold Engineering
Campbell Reith
Canary Wharf Contractors
Capita
Cardo
CH2M Hill
Clough
Connect Plus Services
Costain
COWI
Cundall
Currie and Brown
Downer NZ

EC Harris
Fairhurst
Fluor
Foster Wheeler Energy
Galliford Try
Gardiner & Theobald
GHD
Gifford
Grontmij
Halcrow
Harley Haddow
Hatch
Henry Riley LLP
Higgins Contracting
Highways England
Hurley Palmer Flatt
Hyder Consulting
Hydrock Consultants
Infracore Consulting
ISG
Jacobs
John Sisk & Son
J Murphy & sons
Kier
Knight Piésold
Lagan Construction
Laing O'Rourke
Lend Lease
Linesight
Mace
McGEE Group
McNab

Miller Group
MLM Consulting Engineers
Mott Macdonald
MWH Global
Mouchel
Multiplex
Naylor Love
Network Rail
Opus
Osborne
PA Consulting
Pantera Group
PBA, now part of Stantec
Parsons Brinckerhoff
Parsons
Pell Frischmann
Ramboll
RDCL
Rider Levett Bucknall
Robert Bird Group
Royal Haskoning DHV
RSBG
Scotland Transerv
Scottish Water
Severn Trent Water
SHAPE Australia
Sinclair Knight Merz
Skanska
Stantec
Steer Davies Grieve
Subsea 7
Sweco

Sweett Group
Taylor Thomson Whitting
The Clancy Group
The Murphy Group
Thomasons
Tonkin & Taylor
Tony Gee and Partners
Transfield Services
Transpo Group
Transport Scotland
Tube Lines
Turner & Townsend
UK Power Networks
United Utilities
URS
VolkerFitzpatrick
Waterline Projects
Walsh Group
Webb Yates Engineers
White Young Green
Worley
WSP Opus
WSP
WT Partnership



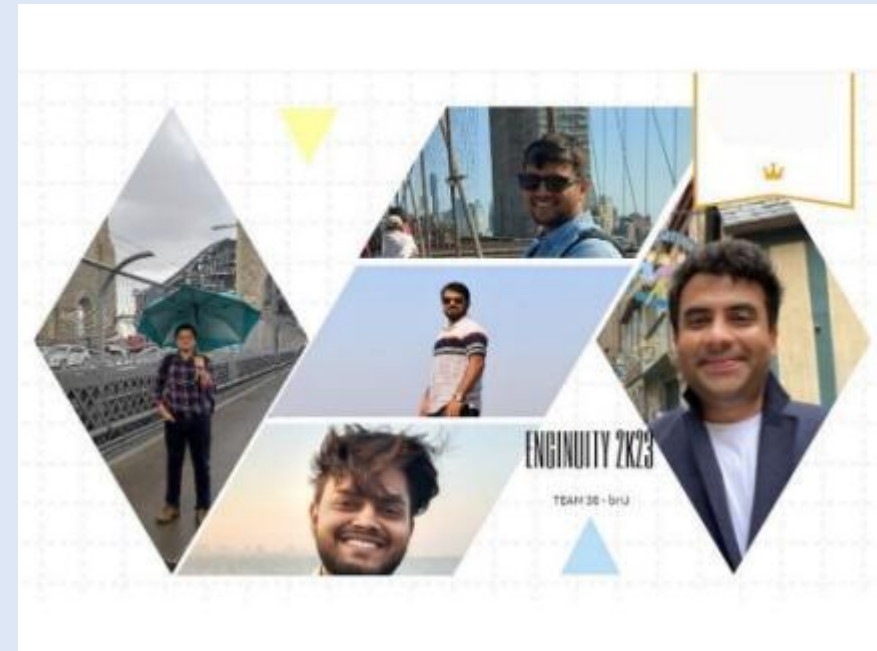
Last Year's Story



The **International field** of teams initially played 8 weekly **Preliminary Rounds** between April and May, after which 12 teams qualified for the Final.

Past Champions Jacobs were well represented with 5 teams, with teams from Stantec, Hatch and WSP Australia all hoping to become first-time winners.

After an intense final, played over a further 6 rounds, it was "**briJ**" from **Jacobs**, a team spread between the UK and India, who emerged victorious as the **ENGINUITY 2023 Champions**.



Enginuity 2023 Competition

TEAM LEAGUE TABLE

At the end of period 18 (Later Years)

Position	Name	Sponsor	Location	Total KPI	Improvement	PERIOD MOVEMENT	
						From	Change
1	briJ	Jacobs	India/UK	2,847	9 %	1	0
2	Whatever It Takes	Stantec	Italy	2,693	12 %	6	4
3	Factory X	Jacobs	Germany/Israel/UK	2,677	3 %	2	-1
4	Stanchievers	Stantec	United States	2,652	5 %	3	-1
5	Pixies	Stantec	India	2,499	2 %	4	-1
6	Enginuity State of Mind	Jacobs	US	2,439	-1 %	5	-1
7	Stantgether	Stantec	Australia	2,347	4 %	9	2
8	WSP's Dream Team	WSP Australia	Australia	2,314	2 %	8	0
9	Engineering4Future	Jacobs	Italy/India/UK	2,270	-5 %	7	-2
10	StanWreckers	Stantec	UK	2,248	3 %	11	1
11	Stage 6	Hatch	South Africa	2,238	-1 %	10	-1
12	Glasgow ES&T	Jacobs	UK	2,064	-1 %	12	0



Schedule



ALL TIMES ARE TO GMT

Preliminary Rounds

The Final

THE BUILD UP TO THE START OF ENGINUITY 2024

REGISTRATION

Closes at 17:00 on Friday March 15.

TRIALLING

Registered teams will be able to start trialling/practising from Monday January 15, when the Enginuity 2024 software will be available to download from the Participants' Area.

STAGE ONE: THE PRELIMINARY ROUNDS

EVENT

LIVE DATA EMAILED TO TEAMS BY MIDDAY

TEAMS SUBMIT DECISIONS BY 14:00

Round 1 (period 5)

Tuesday March 26

Wednesday April 10

Round 2 (period 6)

Thursday April 11

Wednesday April 17

Round 3 (period 7)

Thursday April 18

Wednesday April 24

Round 4 (period 8)

Thursday April 25

Wednesday May 1

Round 5 (period 9)

Thursday May 2

Wednesday May 8

Round 6 (period 10)

Thursday May 9

Wednesday May 15

Round 7 (period 11)

Thursday May 16

Wednesday May 22

Round 8 (period 12)

Thursday May 23

Wednesday May 29

The 12 finalists are confirmed on Thursday May 30

STAGE TWO: THE FINAL

EVENT

LIVE DATA EMAILED TO TEAMS BY 17:00

TEAMS SUBMIT DECISIONS BY 14:00

Round 9 (period 13)

Saturday June 1

Wednesday June 5

Round 10 (period 14)

Wednesday June 5

Friday June 7

Round 11 (period 15)

Friday June 7

Tuesday June 11

Round 12 (period 16)

Tuesday June 11

Thursday June 13

Round 13 (period 17)

Thursday June 13

Monday June 17

Round 14 (period 18)

Monday June 17

Wednesday June 19

The 2024 Champions are crowned by 17:00 on Wednesday June 19.



TARGET AUDIENCE

All construction professionals, but particularly relevant to those in the early stages of their careers, such as graduates.

LOCATION

The competition is played remotely, and teams take part from wherever they are located.

TIME COMMITMENT

Teams have the opportunity to practice prior to the start of the competition, known as trialling, and if this is done effectively, teams should only need to spend around an hour each week making their decisions once the competition starts.

PRIZES / AWARDS

- Winning Team:** A cash prize of £1,500
- Runners Up:** A cash prize of £750
- All Finalists:** A personalised certificate of achievement
- All Competitors:** A CPD training certificate

COST

Only **300** (GBP) per team (maximum of 6 people in each team)

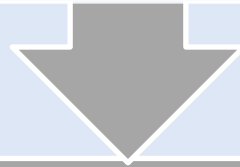


Registration Process



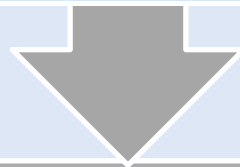
COMPLETING THE REGISTRATION FORM

Each competing teams completes the Registration Form (available upon request), and emails it to mike@enginuitycomp.co.uk



POST REGISTRATION

All team contacts will receive an official confirmation that their team has been registered for the Competition, along with further instructions to enable them to install the Enginuity software, tutorial and trial data, and a guide to getting started with Enginuity



TRIALLING

Teams will have plenty of time to learn how to play Enginuity using the trial data prior to the start of the Competition.



Learn More



For further information about **ENGINUITY 2024**, visit the website at

www.enginuitycomp.co.uk

Or contact

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