

ENGINEUITY 2025



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



ENGINUITY 2025 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.

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



Testimonial



Mark C Sweeney

Head of Learning
& Development



UK & Ireland

Engenuity provides a virtual challenge to grow a fledgling construction business that has global ambitions. Participants work in teams of up to six people who make business decisions in the face of real world economic, political and environmental challenges.

As a participant and sponsor of Engenuity at Stantec since 2010, I would say it provides a wonderful and fun learning opportunity that :-

- Can enhance your skills in communication, leadership and team building (working live and remotely / virtually), all whilst developing your business acumen
- Mimics how multi-disciplinary teams work together and so often remote from one another

What gives Engenuity an edge over other learning experiences is the :-

- Competitive nature of it which drives individual and team improvement
- Feedback loop provided every week on the set of business decisions made

Each team will feel both pressure and excitement at the publication of a weekly league ladder, and the progressive nature of the challenge allows :-

- Salutary lessons to be learned and improved upon week to week
- Teams to celebrate success encouraging them to push further their strategic thinking

STANTEC – WINNERS OF ENGINUITY IN 2024

Stantec is a global leader in sustainable engineering, architecture, and environmental consulting. The diverse perspectives of our partners and interested parties drive us to think beyond what's previously been done on critical issues like climate change, digital transformation, and future-proofing our cities and infrastructure.

Stantec was delighted to be crowned Engenuity champions for the first time in 2024. This after having two or three Stantec teams most years reach the final stages, as well as being runner up several times.

The feedback in Stantec continues to say the learning gained from the Engenuity experience positively impacts how one shows up, collaborates and makes a difference in day-to-day project work.



To gain a better understanding of the challenges faced by Industry Leaders in running a Construction Business in these uncertain times.

PARTICIPANTS

DEVELOPS MANAGEMENT SKILLS

- Business acumen
- Strategic thinking
- Team working
- Decision making
- Problem solving

CONTRIBUTES TO CPD

- Internal company programmes
- External professional institutions
- Certificate of participation upon completion

INSPIRATIONAL LEARNING

- Competing against teams from around the world
- Sense of achievement
- Practical and challenging
- Thought provoking and enjoyable



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



The Global Economy



A UNIQUE MANAGEMENT CHALLENGE

WORLD EVENTS INCORPORATED



New labour government in the UK

Russia-Ukraine war

Construction work for the Los Angeles Olympics in 2028

Conflict in the Middle East

Global shortage of skilled labour

Climatic affects, such as extreme hot weather

Using a sophisticated computer simulation, competing teams are given the task of managing a fledgling UK-based **GLOBAL CONSTRUCTION BUSINESS** from 2025 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	2023 (Q4)	40	170	120	170	130	80	70	100	70	50	1,000
5	Early Years	2024 (Q1)	47	184	141	178	155	105	159	218	85	82	1,354
6	Early Years	2024 (Q2)	54	161	119	179	172	126	159	224	65	113	1,372
7	Early Years	2024 (Q3)	62	201	167	202	182	126	142	197	76	135	1,490
8	Early Years	2024 (Q4)	74	237	216	239	191	174	136	179	80	172	1,698

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 2024 Competition

TEAM LEAGUE TABLE

At the end of period 8 (Early Years)

Position	Name	Sponsor	Location	Total KPI	PERIOD MOVEMENT		
					Improvement	From	Change
1	Whatever It Takes	Stantec	Italy	1,698	14 %	5	4
2	Antipodean Pavlovs	Jacobs	Australia / New Zealand	1,689	17 %	18	16
3	Stan Movers	Stantec	United States	1,689	10 %	1	-2
4	The MARTians	WSP	UK	1,659	11 %	4	0
5	Enginuity State of Mind	Jacobs	United States	1,658	12 %	7	2
6	Constructive Chaos	Arcadis Australia Pacific	Australia	1,645	11 %	9	3
7	Powerhouse	Jacobs	UK / Ireland	1,636	11 %	12	5
8	BOMBAY ALLIIBAY SQUAD	Jacobs	India	1,630	10 %	10	2
9	SiX GoLdZZ	University of Manchester	UK	1,626	22 %	59	50
10	The Mighty Turtles	Parsons	United States	1,620	7 %	3	-7
11	Fanatics	AtkinsRealis, India	India	1,617	6 %	2	-9
12	Astra Engineering	Jacobs	UK	1,600	8 %	11	-1
13	Stantrix	Stantec	India	1,599	20 %	61	48
14	The Mavericks	Stantec	United States, Canada	1,596	13 %	31	17
15	Stantgether	Stantec	Australia	1,589	11 %	20	5
16	Infraco Invasion	Infraco Consulting	UK	1,581	11 %	21	5
17	Boiled beans	Jacobs	India	1,580	8 %	13	-4
18	Lightbulb Moment	Jacobs	UK / India	1,574	18 %	64	46
19	StanWreckers	Stantec	UK	1,557	10 %	25	6
20	Stantec Stallions	Stantec	UK	1,556	25 %	98	78



Past Winners



YEAR	WINNERS	SPONSOR	LOCATION
2024	"Whatever It Takes"	Stantec	Italy
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
2024	140	20	749
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+	Currie and Brown	Mace	Skanska
ABS Consulting	Downer NZ	McGEE Group	Stantec
AECOM	EC Harris	McNab	Steer Davies Grieve
Aker Solutions	Fairhurst	Miller Group	Sweco
Amey	Fluor	MLM Consulting Engineers	Sweett Group
Atkins	Foster Wheeler Energy	Mott Macdonald	Taylor Thomson Whitting
Arcadis	Galliford Try	MWH Global	The Clancy Group
Arup	Gardiner & Theobald	Mouchel	The Murphy Group
Auckland Transport	GHD	Multiplex	Thomasons
Ausenco	Gifford	Naylor Love	Tonkin & Taylor
Aurecon	Grontmij	Network Rail	Tony Gee and Partners
Balfour Beatty	Halcrow	Opus	Transfield Services
Ballast Nedam	Harley Haddow	Osborne	Transpo Group
Beca	Hatch	PA Consulting	Transport Scotland
Bechtel	Henry Riley LLP	Pantera Group	Tube Lines
Birse	Higgins Contracting	PBA, now part of Stantec	Turner & Townsend
Black & Veatch	Highways England	Parsons Brinckerhoff	UK Power Networks
British Geological Survey	Hurley Palmer Flatt	Parsons	United Utilities
Buro Happold Engineering	Hyder Consulting	Pell Frischmann	URS
Campbell Reith	Hydrock Consultants	Ramboll	VolkerFitzpatrick
Canary Wharf Contractors	ISG	RDCL	Waterline Projects
Carollo Engineers	Jacobs	Rider Levett Bucknall	Walsh Group
Capita	John Sisk & Son	Robert Bird Group	Webb Yates Engineers
Cardo	J Murphy & sons	Royal Haskoning DHV	White Young Green
CH2M Hill	Kier	RSBG	Worley
Clough	Knight Piésold	Scotland Transerv	WSP Opus
Connect Plus Services	Lagan Construction	Scottish Water	WSP
Costain	Laing O'Rourke	Severn Trent Water	WT Partnership
COWI	Lend Lease	SHAPE Australia	
Cundall	Linesight	Sinclair Knight Merz	



Last Year's Story



The **International field** of 140 teams initially played 8 weekly **Preliminary Rounds** between April and May, after which 12 teams qualified for the Final.

During the Final in June past champions Jacobs, Parsons and WSP were represented, with teams from Arcadis Australia Pacific, AtkinsRealis India, Hatch, Infraco Consulting and Stantec all hoping to become first-time winners.

After an intense final, played over a further 6 rounds, it was **"Whatever It Takes"** from **Stantec** who emerged victorious as the **ENGINUITY 2024 Champions**.



Enginuity 2024 Competition

TEAM LEAGUE TABLE

At the end of period 18 (Later Years)

Position	Name	Sponsor	Location	Total KPI	Improvement	PERIOD MOVEMENT	
						From	Change
1	Whatever It Takes	Stantec	Italy	3,212	11 %	4	3
2	The Mighty Turtles	Parsons	United States	3,181	6 %	1	-1
3	Stan Movers	Stantec	United States	3,057	2 %	2	-1
4	Constructive Chaos	Arcadis Australia Pacific	Australia	3,020	7 %	5	1
5	Fanatics	AtkinsRealis, India	India	2,907	-2 %	3	-2
6	Powerhouse	Jacobs	UK / Ireland	2,839	4 %	7	1
7	Infraco Invasion	Infraco Consulting	UK	2,762	1 %	6	-1
8	Antipodean Pavlovs	Jacobs	Australia / New Zealand	2,626	3 %	8	0
9	HatchGPT	Hatch	South Africa	2,555	4 %	9	0
10	The MARTians	WSP	UK	2,497	4 %	10	0
11	Stantogather	Stantec	Australia	2,461	6 %	12	1
12	Enginuity State of Mind	Jacobs	United States	2,320	0 %	11	-1



SCHEDULE



ALL TIMES ARE TO GMT

Preliminary Rounds

The Final

THE BUILD UP TO THE START OF ENGINUITY 2025

REGISTRATION	Closes at 17:00 on Friday March 21.
TRIALLING	Registered teams will be able to start trialling/practising from Monday January 13, when the Enginuity 2025 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)	Thursday April 3	Wednesday April 9
Round 2 (period 6)	Thursday April 10	Wednesday April 16
Round 3 (period 7)	Thursday April 17	Wednesday April 30
Round 4 (period 8)	Thursday May 1	Wednesday May 7
Round 5 (period 9)	Thursday May 8	Wednesday May 14
Round 6 (period 10)	Thursday May 15	Wednesday May 21
Round 7 (period 11)	Thursday May 22	Wednesday May 28
Round 8 (period 12)	Thursday May 29	Wednesday June 4
The 12 finalists are confirmed on Thursday June 5		

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 7	Wednesday June 11
Round 10 (period 14)	Wednesday June 11	Friday June 13
Round 11 (period 15)	Friday June 13	Tuesday June 17
Round 12 (period 16)	Tuesday June 17	Thursday June 19
Round 13 (period 17)	Thursday June 19	Monday June 23
Round 14 (period 18)	Monday June 23	Wednesday June 25
The 2025 Champions are crowned by 17:00 on Wednesday June 25.		



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

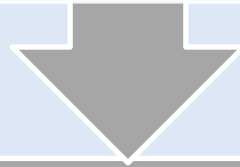
COST

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



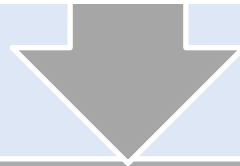
COMPLETING THE REGISTRATION FORM

Each competing team completes the Registration Form (available upon request), and emails it to mike@engenuitycomp.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 Engenuity software, tutorial and trial data, and a guide to getting started with Engenuity



TRIALLING

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



Learn More



For further information about **ENGINUITY 2025**, visit the website at

www.enginuitycomp.co.uk

Or contact

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