

THE MAGAZINE FOR ALL SEVERFIELD EMPLOYEES

SKYLINE

SUMMER/AUTUMN 2019
ISSUE 10

COMPETITION

Win!

One of three
Google Home
Minis



Now you SEE IT

Wimbledon's cover-up – uncovered!

Pages 16-17

GIVEAWAY – see page 5 for details!

When it comes to car parks, we're thinking BIG **PAGES 10-11**

Meet the team who make our buildings stack up **PAGES 12-13**

Why Lean training puts us in the best shape possible **PAGES 18-19**

WELCOME TO SKYLINE MAGAZINE

Your magazine... built by you



A WORD FROM YOUR GUEST EDITOR...

**FANCY BEING
THE NEXT
GUEST EDITOR?**

WE'D LOVE TO HEAR FROM YOU.

GET IN TOUCH:

communications
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Welcome to this issue of *Skyline*! As Guest Editor, I've found this issue full of really useful and interesting features. I hope you will too.

I'm the Fabrication Team Leader at Severfield (Products & Processing), based in Sherburn. We're Severfield's newest division, focused on addressing smaller-scale projects – a segment of the market that we've not historically focused on. Every day is different, and every day is busy! We've some exciting projects underway which we'll be sharing with you in a future issue of *Skyline*.

For this issue, we take a look at the Company's investment in Lean Training (pages 18-19). I was very fortunate to be part of a level two Lean Management group this year, so it's something I've personally experienced and enjoyed. I thought it was a great opportunity to learn new skills and improve my own knowledge when it comes to being more efficient with our working practices, and in my own personal day-to-day activities. I really believe there's

something in Lean Training that every single one of us can benefit from.

As ever, there are features celebrating the people and projects that make us who we are. I hope you'll enjoy this issue and, of course, if you've anything you'd like to read in the next issue, don't forget to get in touch with the Marketing and Communications team.

Adam Formby
Fabrication Team Leader

GOT A STORY?

We want to hear it! If you've got an idea for something you think would be great for *Skyline*, let us know. There's a prize for the stories we use.

Drop us an email:



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STEEL STORIES



By night, **Les Day** is sure and steady operating the shot blaster on Dalton's Line 4. By day, he's world-class at firing his trusty bow and arrow. We get to know the two sides of Thirsk's target chaser!

MY CAREER'S HAD STEEL RUNNING RIGHT THROUGH IT

I've been doing this job for almost 20 years. I've always worked with steel – although I did have a spell as a wood machinist – and I love working in this industry. I've only ever been a shot blaster at Severfield.



BUT I DID FANCY A CHANGE RECENTLY...

I just felt like mixing things up, so I opted to go on nights. And it's been great. Yes, it changes your life around a bit, but when I hit the pillow I sleep like a baby. I just make sure I've got blackout blinds! Working nights usually means you're in Monday night at 7pm, and your week finishes Friday morning at 7am.

SHOT BLASTING IS THE START OF THE PROCESS

The steel comes in, it's sawn, goes through the profile burners, then we take it through on rollers into the shot blaster, which has four huge turbines. Shot is fired out and the steel is cleaned of all its rust, ready for the platers to get to work down the line.

ABOUT TEN YEARS AGO, I ALSO FANCED A NEW HOBBY

I said to my wife Liz that we should find something new to do with our free time. She reminded me that I'd talked about the longbow I used to have as a kid, and how I'd always said I'd like to take archery up again.

WE HAD TO WAIT EIGHT MONTHS TO TAKE A BEGINNERS' COURSE

But the determination didn't disappear. After a day's taster session, I knew I wanted to give it a go, and when I enrolled I was even more sure. My tutors were convinced that I was on to something, and that I had a good eye!

THIRSK BOWMEN, MY LOCAL CLUB, SOON HAD ME ENTERING COMPETITIONS

I came 8th in my first outing in Bridlington, and that was it! I was in training, and before long was getting podium finishes, 2nds and 1sts.

CONCENTRATION IS EVERYTHING

The concentration involved, the focus and the need to be fully aware of every step – there's something about it that's related to the work I do, especially on nights, when you're left to get on with things a little more. You need to be very self-contained and focused on the job in hand.

I SHOOT AT A DISTANCE OF 70 METRES, AIMING AT A TARGET 40MM ACROSS

The bow's made of carbon and bamboo, and it cost around £2,500. It's a recurve bow, which is modern, but is pretty much unchanged from the technology that's been used for thousands of years.

THE HIGHLIGHT HAS BEEN THE WORLD SERIES

I've just come back from the World Circuit, which took me to Macau, Rome, Nimes and finished off in Las Vegas. We did amazingly well, finishing 18th in the world. It's an amazing achievement for our local club, and for the UK!

WORK AND ARCHERY ARE PERFECT PARTNERS

I have around 30 competitions every year, and I use up all my holidays on the events. Working nights means I can squeeze in long weekends for competitions in places like France and Luxembourg. It's not just about arrows – archery has really helped me see so much of the world.



GETTING BALANCE RIGHT

Severfield's renewed commitment to sustainable ways of working is good for the company, good for the environment, and good for you too, Sara Halliday explains.

We hear a lot about sustainability these days, but what does it really mean?

For Severfield, it means putting processes in place that make sure we have the best chance of a healthy future. Every single one of us. A future that balances growth with responsibility and progress with a respect for personal development too.

Get all the elements in place and the future starts to look very bright indeed. And that's where Sara Halliday, our new Sustainability Coordinator comes in!

"As a company, we've been serious about our environmental impact for some time, and we've actually been reporting on our carbon footprint since 2014," Sara says. "But it's something that's been going on quietly in the background that a lot of people probably aren't aware of," she adds.

A couple of years ago, Severfield decided to refocus its efforts, spend more time on looking into whether we could do more, and bring environmental issues into the spotlight in a way that could make us all a little more aware of the role we can play.



INSPIRATIONAL PEOPLE

"Since then, we've been working on a sustainability policy and strategy," Sara says. "It's certainly moved higher on society's agenda, following David Attenborough's programmes and the recent demonstrations by environmental icons such as the inspirational Swedish schoolgirl Greta Thunberg. Our clients are becoming more and more interested in our impact as a business, and environmental questions are becoming standard in our initial tender process," Sara explains.

But there's much more to Severfield's sustainability policy than being mindful of the materials we use, our working practices, transport strategy or the energy we expend. As Sara explains –

"People are acutely aware of sustainability in terms of the environment but often forget or just don't know what other areas of the business we can choose to be sustainable in," she says. "Things like taking on apprentices and working with local projects and charities helps our business to grow and become integral to the communities we're a part of. Looking at new and innovative ways of working helps us to future-proof our business against ever-changing economies as well."

All of which means you can expect Severfield to be engaged in the kind of things that will have a real impact on the company in the future.

THINKING AHEAD

"By our very nature we're already ahead of the game," says Sara. "We work in steel which is actually the most recycled material in the world. But it's not just about being environmentally friendly. We want Severfield to be a sustainable business as a whole – its people, its environmental impact and its economics."

For Sara, this is the start of a personal journey too.

"This topic is new to me, I'm learning on the job and getting my sustainability qualifications with IEMA (Institute of Environmental Management and Assessment) along the way," she says. "It's an exciting time, and I'm thrilled to be a part of it."

Just another example of how we're committed to ensuring we don't just grow as a company, but we're determined to ensure our people can grow with us on our journey!

ING THE ANCE HT

OVER TO YOU

Sara's simple tips to help us all act a little more responsibly...



REMEMBER TO RECYCLE

Our Group procurement team is working on a new waste management project but in the meantime, don't forget to do your bit where you can!



THINK BEFORE YOU PRINT

Do you really need that 50-page document as a hard copy, and if you do – print it double sided and in black and white.



GOING ONLINE?

Try 'Ecosia' instead of Google next time you search. For every 45 searches made they plant one tree. It's free to download and works just like Google.



AROUND THE WORLD

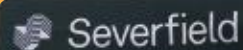


On World Environment Day (5th June) our team in India were out planting new trees around their factory and construction sites, showing how our sustainability drive knows no borders!



GIVEAWAY

As part of our focus on the environment, and doing our bit to reduce plastics across the business, we've got some branded metal straws up for grabs! Simply email communications@severfield.com with the subject 'STRAWS' along with the story you enjoyed most in this Skyline. The first 50 people selected at random will receive their set of metal straws that come in a Severfield branded pouch and include a straw cleaner.



GET IN TOUCH

Got a great environmental or sustainability idea that we could implement? Get in touch, we'd love to hear it!

CLN 3, DUBLIN



In the world of social media, things move fast. That's why, when the world's biggest social media company needed a new data centre, it needed to be done at superfast speed.

1 "From a steel point of view, it was a relatively simple job. There was just a lot of it required!" says Michael Moore, Project Manager of the huge CLN 3 data centre that's taken shape in just three months, just outside Dublin.

"The biggest challenge was fabricating and delivering the steel on time, all 5,600 tonnes of it," he says. "In just 12 weeks, we'd erected around 90% of the programme, with just some ancillary touches left to complete."

The speed element of the construction seems appropriate. The site will be one of the fastest and most cutting-edge cloud-based data centres in the world, storing and retrieving information for millions of social media fans at the speed of light.

The logistics behind such a lightning-fast operation are just as impressive: "In one week we received and erected 1,000 tonnes of steel. We were receiving 16 loads of steel a day," Michael says.

Project Runways, as it's known, is the latest in a cluster of data storage centres for one of the world's biggest social media companies and covers a footprint of around nine football pitches. As the team begins to wrap up CLN 3, the ground is already being prepared for CLN 5, alongside it (no, we're not sure why they're missing out 4 either!).

To stick to the extremely tight deadlines, Severfield (NI) has been hard at work on connection design, temporary works design and detailed BIM coordination with electrical and mechanical equipment. Then it's over to the teams in detailing and fabrication before the steel is sent on its 100-mile journey from Enniskillen to the patchwork of fields and farmland just outside the Republic of Ireland's capital.

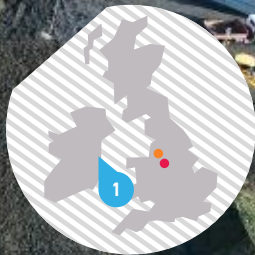
THE INSIDE STORY



Liam Burns

"It's a beam and column single-storey building with roof beams, to take the weight of the ventilation equipment on the roof," Michael explains.

"We started in the middle and worked outwards, with three



FACT FILE

LOCATION:	Clonee, Dublin
CLIENT:	Facebook
MAIN CONTRACTOR:	Mace
ARCHITECT:	Cundall
TONNAGE:	5,600
SEVERFIELD:	NI

crews heading off in three directions,” Site Manager Liam Burns explains. And when it came to the gantry on top of the roof, and the 180 six-metre-long boxes that housed the building’s ventilation system, the Severfield crew really came into its own.

“We won a global award for the temporary works design in Mace’s ‘Worldwide Safety Awards’ in London earlier this year. We beat teams from Australia and India,” says Michael of the team’s zero-accident record, and innovative approach to safety-first site operations.

“We were determined to find a way to minimise working at height. So, for the 180 steel boxes we created a flat base on the ground from a series of steel beams, a bit like railway tracks where we assembled the blocks, at ground level,” explains Liam Burns, Site Manager,

“then they were cladded and lifted 15 metres up to the roof.”

“That meant that we reduced the lifts we needed from 50 pieces per block to just six. And the lads were already standing on acres of fully erected, nice and flat roofs,” he says.

BRAVE NEW WORLD

“We used a 750-tonne crane with a jib of 150m and a 94m working radius, so the boxes (actually air handling systems known as ‘plenum pods’) were delivered right to where they were needed and simply bolted into place. And we did it all at night, so there was just us on site,” he says.

The completed data hall interiors were delivered to the highest industry-wide standards, and they’re a strange vision of the future: “The rooms are each 80m by 80m square, and with no windows, they’re very dark. Just a flickering of lights from the mainframe computers,” says Michael. “They’re designed for electronics, not people!”

It’s something the team is getting more and more familiar with – having built similar data centres here, as well as on the continent in Belgium and, soon, Finland.

“It was an aggressive construction programme,” Michael says, “but we couldn’t have done it without the amazing effort of everyone involved, from the drawing office to fabrication, and the lads on site.”

“Logistics were key,” says Liam. “When everyone knows what they have to do, and everyone is a real team player, anything is possible!”

That’s what we call a status update that’s definitely worth sharing.



Michael Moore

KING'S SCHOOL, MACCLESFIELD

It's been a while since Severfield helped build a brand-new school. And, for the Severfield (Design and Build) crew, their latest project came complete with a mountain of homework.

2 They say schools are an education. For Assistant Project Manager Mike Chilton and the team at King's School, Macclesfield, that couldn't have been more true.

"It's been ten years since we'd taken on a school building, and this was a massive eye-opener," says Mike.

Tender in, price accepted, it was only when the team started to really interrogate the proposed scheme that the real work started to present itself; there was a lot of homework needed before the team could get on site.



Mike Chilton

"It soon became clear that a lot more work was needed on the plans. The original drawings simply didn't have the level of detail they, or we, needed for construction," Mike says. For a start, the structural steelwork needed many, many connections: far more than had been conceived by the architects' plans. "The main academic building was split

into four phases, with multiple floors, a secondary sports building and swimming pool.

The building incorporated many different building materials, and lots of challenges to make it stack up."

EVERY LITTLE DETAIL

The wings in the academic building needed joints and different types of bracing within each phase to allow for the movement of the floors. The swimming pool needed a lot more column loading into the internal columns to make sure the noise stayed within the building: "because we were in a residential area," Mike explains.



Tom Clarke

And corrosion protection needed to be added in the wet areas.

"Basically, it needed a lot more steel than we quoted for," Mike says, "including a brise soleil – or sunscreen – along the front of the school.

"We soon found that in the design phase, the steel simply wouldn't work,"

says Tom Clarke, Graduate Structural Engineer. "In some cases, the size of steel they'd proposed simply didn't exist.

"It was a full four months and 1,300 hours of detailing work before we put anything into fabrication," he says. "We had to find a way to connect up what they'd presented in their original drawings. So, we had to introduce more steel, or different connections to get close to what they wanted.

"It's my job to ensure the client can be confident that the structure will be sound, and it's Tom and his team's job to make it happen," Mike says.

"The drawings were quite 'bare-bones'. Tom and the team spent hours designing over 1,000 different connections just in the academic building," says Mike. "A typical warehouse would have only around 300 connections, so you can see the scale of the task we were presented with."

BACK TO SCHOOL



BACK TO BASICS

“Despite the work we carried out in the design phase, we made sure we stuck to what the architects, Pick Everards, wanted. They were on board, they listened to what we were saying, and fully understood what we were doing,” Tom says. What happens when you’re presented with design drawings in such an unfinished state, we wonder?

“Simple,” says Tom. “The designers, draftsmen and detailers have come up trumps, and we pulled it out of the bag. It’s a testament to them.”

“We raised twice as many requests for information as we normally would, with detail missing left, right and centre, details too small, drawings not clear, or section sizes not explained fully.



FACT FILE

LOCATION:	King’s School Macclesfield
CLIENT:	County Council
MAIN CONTRACTOR:	VINCI Construction UK Ltd
ARCHITECT:	Pick Everards
TONNAGE:	1,235
SEVERFIELD:	Design & Build

“A lot of the connections were difficult, and lots of fabrication was needed, not to mention beam size changes to make it stack up.”

“We weren’t being awkward. Anything is doable, and there’s no such thing as an impossible connection, but we pushed back to make things a lot simpler, to a design that was easier to detail,” Mike explains. “The loads they were asking for were three times over the limit, so it was always about us finding a solution that was safe, and that everyone could be proud of and happy with.”

Eventually, all that hard work paid off. “Once all that hard work was done, the steel erection was easy and we beat the programme,” Mike says. “And, yes, it looks fantastic, and the client is very happy.” That’s team Severfield going to the top of the class, again.



MANCHESTER AIRPORT MULTI-STOREY CAR PARK

PARKING FINE

When Manchester Airport wanted to construct a new car park they were thinking big. They'd planned for one of the largest car parks ever built – the second largest in Europe. And that's where Severfield flew into the picture.

3 Imagine having to build a car park big enough to welcome over 8,000 cars (not to mention trying to find your car after you'd parked it). That's the task that our project and construction teams for Manchester Airport are currently halfway through. And they're doing it in super-fast time.

"It's a five-level multi-storey car park, and it's over 330 metres long; it's the largest I've ever worked on," says Senior Project Manager Gary Dooley.

And, while Gary admits most car parks are 'variations on a theme' – with a build as big as this, there are plenty of fresh challenges to keep them on

their toes. "We're talking about 5,000 tonnes of steel, and a site with a natural slope to it along its length. So, if you're building something that's 338 metres long, you have to factor this in."

Which is why, before a single beam is fabricated, the drawing office get to work on the all-important detailing.

"We frame it out, working closely with the architects, and design the steel to suit," says Ian Robinson,

Senior Engineering Manager. "Car parks always tend to have sloping members across their width to help with drainage and, with this one, because of the natural lie of the land, we've had to incorporate a slope along its length too. That's a challenge. The drawing office has to make sure the slopes are accounted for.

Our own software was tweaked to deal with it, and we're really happy with the result."

THINKING FAST

Thanks to the hard work and smart thinking of the design team, the crews on the Manchester Airport site have been, well, flying.

"Early on, we sat down with the designers and construction teams to brainstorm," says Gary, "you might imagine that car parks don't offer much in the way of improvements, but we never think like that."

"We approach every job with the same questions: how can we build this better, faster and more efficiently?" he says. It's this way of thinking that leads to clever innovations that lead to faster delivery times and significant cost savings for the client."

"We really went back to basics and came up with innovations that, in forty years on sites, I've never seen before," Gary admits.

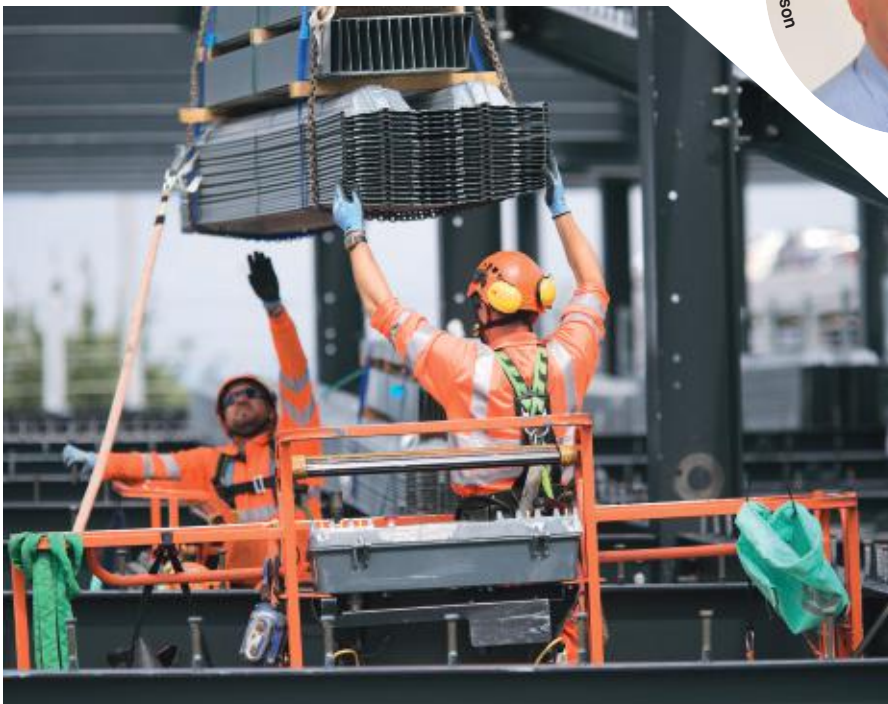
Site Manager Grant Short agrees: "The clever tweaks we cooked up have saved a lot of time and all in all, the build has gone way better than we could have imagined. It helps that the ground was in great condition, and the loads and connections are relatively straightforward.



Gary Dooley



Ian Robinson





FACT FILE

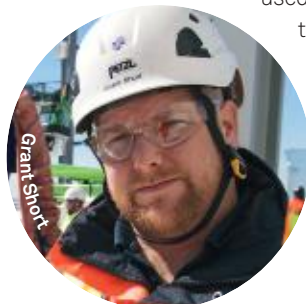
LOCATION:	Manchester Airport
CLIENT:	Manchester Airport Group
MAIN CONTRACTOR:	Galliford Try
ARCHITECT:	Aecom
TONNAGE:	5,000
SEVERFIELD:	UK

“We used our new software package that we designed in-house, called Sputnik, to rationalise the bolts,” says Ian. “With car parks having a lot of repetition, there are clever tricks, like this, that you can build into the design to really speed things up.”

TAKE THE FLOOR

“Trouble is, we’re moving so fast that the concrete teams need us to slow up a little,” Gary laughs.

Another innovation saw the team questioning conventional wisdom yet again when it came to the decking: “historically, all steel framed car parks have decking built in more or less the same way, to avoid things like corrosion risk. We challenged that, and came up with an alternative solution that was lighter, and easier to install without risking any of the safety



guarantees that the job required.”
 “The decking has crushed ends, meaning it is single span between beams so we weld steel shear studs on top of the steel beams and concrete is poured on top. The studs were welded off-site, which again helped with the on-site programme.”

It’s smart thinking like this that puts Severfield in the driving seat, Gary says: “We can prove that we’re competitive, fast and a great team player. And our software is used to create innovative solutions to cut time and save money.”

With HS2 on the horizon, airport extensions and park-and-ride hubs cropping up in cities across the country, super-sized car parks are definitely on the rise. “This is a great example of how collaborative efforts between design, the drawing office, project management and our clients help to get the job done,” says Gary.



How can we be sure that our amazing structures are fit for purpose? Because they're engineered that way! Whether a soaring skyscraper or game-changing 'landscaper', for our Design teams, it's just another day in the office.

ENGINEERING EXCELLENCE

All those artists' impressions, blueprints and plans might look great in 2D, but unless each beam and column, cross brace and cantilever, is perfectly connected to its counterpart, with perfect tolerances and precise weight distribution, they'll remain just that: great ideas on paper.

That's where our amazingly skilful teams power up those plans and get those buildings off the ground.

Design Director Ian Dawson heads up Dalton's busy department, working closely with his counterpart Iain Hill in Lostock, responsible for 40 of the country's most skilful engineers. It's their smart designs that make our buildings stack up.

"I have a problem with the word design though," Ian says as we start our tour. "These people are engineers," he says. "Their designs come out of a deep understanding of structural engineering."

How important is design to Severfield? By way of illustration, Ian hits up Severfield's website, and there it is: 'home of world-class engineering and design excellence' – emblazoned on the homepage.

"There's a good reason we say that right at the top," Ian says. "Engineering is core to everything we do. That's why clients choose us when they've an Etihad, a Tottenham or a Shard they want to build."



MEET
THE
TEAM

DALTON DESIGN
DEPARTMENT

THE RIGHT CONNECTIONS

It's Ian's department's job to provide that engineering excellence at every stage, from planning to on-site support.

But first, they have to help with the tendering process: "We have to go out and win these projects," Ian says. "Price is important, but it's also about being able to demonstrate we have the right level of engineers educated to Masters and Chartered status, who can value engineer projects to come up with clever ways to make the job more efficient, or dream up new ideas of how to build these structures faster."

It all adds up to that cutting edge we have over our competitors. And it starts at the very beginning.

No two projects are the same, but for Sam Whitebread, each job's one constant is the challenge it delivers him fresh every morning. Sam's been a team member

for five years and, with support from Severfield, graduated with a Masters at Leeds University last year with a first class.

"I love the complexity," he says. "You're not just sitting and going through the motions, but trying to figure out new connection designs for 40-storey-high towers or, at Bishopsgate, some of the tallest buildings in Europe."

Right now, he's working on Google's incredible 'landscaper' building – as long as the Shard is tall – at King's Cross. "... so it's lots of connection design, composite beam design and temporary works," he says. "It's a shock at first, but the support the department gives everyone is brilliant."

A GOOD START

It's something that new recruit, Edward (Eddy) Simpson – just three weeks into his role – knows only too well.

"These people are engineers. Their designs come out of a deep understanding of structural engineering."

IAN DAWSON, DESIGN DIRECTOR

"I came here for work experience when I was 16 and I just loved seeing how the team is responsible for all the forces and load paths within a building. It's not just what you see on the outside when you look at a skyscraper, but every tiny detail that makes up the bigger picture. It's really intense, but seeing two beams come together and fit the design requirements perfectly, it's amazing."

"I really like the applied maths element of it," says Graduate Design Engineer Eddy. "You're presented with a set outcome and you have to work towards an adequate solution."

But not quite yet... as Ian says, new recruits like Eddy will take many years before they're ready to take on a Google or an Amazon.

"They'll literally start on nuts and bolts design, for three to six months," says Ian. "The skill set to take on the big projects can take ten years to master."

HERE TODAY, GONE TOMORROW

And it's not just the buildings themselves – Ian's justifiably proud of the Design department's skill at devising the temporary works; those 'hidden' stars of construction, that enable the building to rise from the ground, only to disappear again when the wraps are off.

"It is stressful at first," adds Sam, "but when you finish a job, and you get to visit the site to see what you've worked on it's a great feeling."

As buildings get even more complex, and architects dream up ever-more-elaborate schemes, it's only the Design department who can realise these grand designs.

"It's our Structural Engineers who imagine how all those members connect together, who analyse and design all those connections. It's us who'll work out how all the forces pass through safely, all the load paths, the temporary works... and how they can be built safely both in the fabrication shop and on site," Ian says.

"It takes a special kind of person to be able to do that," Ian says and, looking around at Sam and Eddy, adds: "You young guys are the lifeblood of the company. How we train you today dictates the future of the business tomorrow."

We get the feeling that, in their hands, our foundations are pretty solid.





FANTASTIC BOOSTS

– AND WHERE TO FIND THEM

The right foods can help make us feel great, look great and have more energy. By eating them during the summer months, you're more likely to be in the best health possible by the time winter arrives. You've just got to know where to look!

Feeling stressed, having trouble sleeping, feeling sluggish... or just generally feeling out of sorts. There are lots of ways our bodies let us know that we're not at the top of our game.

Often, summer's the time when we can enjoy more freedom (those long, light nights are brilliant), take a little holiday, and find more time for the fun things in life. It's no coincidence that levels of depression are lower in the sunny months of summer.

Summer meals often include fresher, lighter foods, too. Colourful salads, crunchy veg and fresh fruit. Food nutritionists believe that our diet really can make a huge difference, not just to our physical health, but, to how we feel too.

That's because all food is made up of chemicals – nutrients and proteins that can feed our cells as well as our stomach, and help our bodies stay in tip-top condition, and our minds fit as a fiddle too.

You can supplement your diet with pills and protein powders, but fresh is always best. So, what should your cupboards be stocked with to help you sail through to winter with a smile?

PROTEIN-RICH FOODS

Adding protein to every mealtime can increase the release of dopamine and norepinephrine – these are the brain's 'happy chemicals' and can improve your mood and boost your energy for several hours after eating, without you having to reach for that Mars bar or espresso!

YOU'LL FIND IT IN:

- Eggs
- Poultry
- Seafood
- Brazil nuts and cashews
- Low-fat Greek yogurt
- Soy



YOUR STARTERS FOR TEN

Vitamins and minerals are the tiny miracle workers responsible for so many brilliant health benefits. The fresher the food, the more powerful it is. From maintaining brain function to nourishing skin and hair, vitamins and nutrients are the building blocks for healthy bodies. Here are ten to track down this season.

YOU'LL FIND THEM IN

- **Yoghurt** – Calcium for healthy bones
- **Spinach** – Folate for serotonin (mood regulation)
- **Almonds** – Magnesium to help you sleep
- **Salmon** – Omega 3 for brain health
- **Chickpeas** – Vitamin B6 for preventing anaemia
- **Mozzarella** – Vitamin B12 to ward off fatigue
- **Pumpkin seeds** – Zinc, to help prevent depression
- **Wholemeal bread** – Selenium, to boost positivity
- **Eggs and dairy** – Thiamin, to calm irritability
- **Beans and pulses** – Iron, to give you energy (red meat, in moderation, too).

While these foods may help lift your spirits, the most important thing to remember is to focus on a balanced diet, exercise and spending time doing things that make you feel happy. And remember, if ever you're in need of a little extra help, you can speak in confidence to our Employee Assistant Helpline by calling: **0800 030 5182** (calls are free from a landline), or speak to one of our mental health first aiders.

FIBRE

Complex carbohydrates are the so-called 'good carbs' (unlike white bread, rice and pasta). These fibre-rich foods stabilise our blood-sugar levels, keeping us alert and focused all day long. Less blood sugar crash and burn, more fuelling up for a marathon. These are the foods that really give you wings!

YOU'LL FIND IT IN:

- Oats
- Avocado
- Whole-wheat pasta
- Beans
- Lentils
- Pears





NO.1 FOR SUMM



Rain definitely wasn't going to stop play at Wimbledon's new and improved No. 1 Court this year. But even if the weather had turned, Severfield's return to south London ensured nothing would stop this year's Championships from staying on track.

The final year's works went really well," says Project Manager Darren Brockhouse, when we check back in with the crew responsible for putting the game-changing retractable roof on Wimbledon's iconic No. 1 Court. "We finished the roof back in January, and this summer saw the first Championships staged beneath it. We're just glad we got everything finished in time!"

Darren Brockhouse

"It was a very busy time towards the end," Darren remembers, "with varying truss elements each weighing up to 80 tonnes, we had to strip down each individual part, assess the engineering, understand all the pre-sets to see how we could physically fabricate, and install the various elements," he says.

Fortunately, it's a process the team are fully aware of and experienced in, having fabricated and installed the iconic retractable roof on Centre Court. But, as Darren says, this was anything but a rematch.



KEEPING THEIR EYE ON THE BALL

"With stadia, you have to approach every job anew," Darren says. "We have to assess and present back to the client to show them what they were going to get. There's a lot of upfront work, a lot of tough decisions to make sure it's delivered, and a lot of tolerances to be interrogated," he says.

Sometimes, a little pragmatism goes a long way: "You have to be realistic, and occasionally, you have to sacrifice some small things to make sure the project stays on track. "That's my job – to keep my eye on the bigger picture, and make sure we deliver on that."

And that's exactly what they did – with the roof starring in the All England

Tennis Club's (AELTC) debenture event (a fundraising event for London's homeless) this May – its first public outing.

"It's the culmination of around five years' hard work, with two years of design and planning and three years of construction," Philip Brook, chairman of the AELTC, said of the roof's successful debut.

"It has been a challenging and very complex piece of engineering to deliver," Philip says. "But the roof was delivered on time, and to budget."

And, fittingly enough, at the debenture event the London rain began to fall – and the £70m roof stole the show! The event also helped raise £750,000 for the Wimbledon Foundation, supporting 'A roof for all' which provides grants to charities helping the homeless in London.

That's what we call raising the roof!

KEEP IT LEAN

Why Lean Training is helping the bigger picture by focusing on the small things.

If you want to make your workplace function better, you could do a lot worse than look east – because many of the ways today’s most efficient workplaces operate started in Japan.

It’s how Toyota and Nissan revolutionised the way car plants operated, over 40 years ago, with their ‘just-in-time’ manufacturing. The systems they introduced have radically changed the way many workplaces, from the NHS to aerospace, mobile phone manufacturers to the financial industry, function today. Smarter, smoother, more efficient and more cost-effective.



It’s why we’re committed to investing in it too, with our ongoing series of training courses.

“If you’re not efficient, you’re going to struggle,” explains our Lean Training coordinator, Business Unit Director Kevin Campbell.

“When you’re in competition with other suppliers around the country, and the world, with different labour or raw material costs, anything you can do to give you an edge can make all the difference,” Kevin says.

In other words, small improvements can make a big impact. “It cuts costs, improves quality and safety, and reduces working capital. It can impact almost any part of our business,” Kevin says.

“The training has provided a best practice for me and the company to develop various approaches to eliminate waste and push continuous improvement into our business. The tools are now in place to make these changes, the benefits can be seen, we need to ensure we carry this on.”

“I have spent years working around problems at work, this is the first time I feel that I’ve actually got to the bottom of something.”



LEAN TRAINING HAS ENABLED US TO...

- Create a safer working environment for ALL colleagues
- Eliminate wastes, improving overall workplace organisation and efficiency
- Deliver a simple, cost effective and scalable project that could be launched across all Severfield sites
- Develop friendships and trust with work colleagues.

THE EIGHT WASTES



DEFECTS



OVERPRODUCTION



WAITING



UNUSED TALENT



TRANSPORTATION



INVENTORY



MOTION



EXTRA-PROCESSING

A STRONGER FUTURE

Lean Training forms part of Severfield's 'Smarter, Safer, more Sustainable' initiative which aims to put us in the best possible shape to face the future, whatever that holds.

"It's all about not settling for the way it's always been done, but taking a fresh look at the way you work and asking: 'Is this the best it could be'" says Kevin.

The courses are provided by Lean Education and Development Ltd, recognised experts in helping companies put Lean ideas into practice: "In the current climate, the difference Lean offers is massive," says trainer Paul Burt. "I've been really impressed at how Severfield trainees are excellent at identifying the stumbling blocks and the small tweaks that can make a huge difference."

What Lean Training is especially good at is identifying all those little 'workarounds' we're all guilty of; quick fixes that, left unchecked, become habits and in time, established working practices that get passed onto the next generation.

"When you get wrapped up in the day-to-day, it's human nature to get overwhelmed by the pressure of production and just thinking on your feet to get the job done," says Paul. "The trouble is that it often just passes the problem down the line. Lean is about seeing the bigger picture and finding solutions that work for the entire company."

LEAN TOOLS

Lean tools and techniques help us all to recognise those sticking points and do something about them.

"It's getting the right people involved to say 'this is the problem; can we change it'" explains Kevin.

The course identifies all of the Lean tools we can use to identify and solve

problems that are universal, whatever the industry, known as 'The Eight Wastes': overproduction, excess processing, people utilisation, inventory, motion, transportation, idle time and scrap/rework.

Another area Lean is good at addressing is the waste involved with overproduction: "This can be caused by poor inventory, by not stacking and storing items clearly. Imagine piling stuff up in your garage haphazardly. It's easy to see how that could lead to things becoming hidden, so you buying more washing powder because, after a quick look, you can't see any," says Kevin. "But if you revisit the garage weekly, to keep it tidy, you're far more likely to keep on top of things."

Those same common-sense principles can be applied as easily to a busy A&E department as they can to our factory floor.

LEAN IN ACTION

Part of the Lean course sees trainees tasked with taking a closer look at their department, on what's called a 'waste walk' – to spot areas or practices that need improving, and coming up with clever methods in which they can introduce Lean ways of thinking into their workplace.

"Our trainees have recently identified smarter ways to handle small parts more efficiently for painting, better racking in the stock yard, cost-saving improvements such as solvent recycling as well the use of available technology to save shop floor time with drawing queries," says Paul.

"We've been very impressed by the hard work put into the improvement projects by this latest group of trainees," says Kevin.

We'll be taking a closer look at these projects in the next issue of Skyline, to see just how, when it comes to Lean, little things really can mean a lot.

"Decisions made by the team have a greater chance of success."

"The project has given me the relevant skills and knowledge in problem-solving and effective teamwork."

GOING ALL OUT FOR ALZHEIMERS

Lots of you have been busy working up a sweat this summer... and not just because of that (short-lived) heatwave in July! You've all been swimming, trekking, running and skydiving to support our brilliant partnership with the Alzheimer's Society.



Early June saw the Great North Swim event in which Dalton Welder Anthony Brown took part, swimming 10km in extremely challenging weather conditions. That's about the same as 400 lengths of a swimming pool" Alzheimer's Society's Abi Davidson says. "The weather was windy, rainy and far from ideal for swimming, and the water was a chilly 14 degrees." Well done Anthony!

Down to Earth



Four colleagues have signed up to take on a Skydive for the Alzheimer's Society. In July, Steel Erector Colin Sinclair from Severfield (NI) took the plunge. And in September, it will be the turn of Finance Director Kate Starkie, Financial Controller Molly White and Assistant Project Manager Mike Chilton (does this man have no fear?) to fall from the skies above Bridlington. Huge congratulations to Colin and best of luck to the other skydivers in September.

Star Trekkers

In July, Mike Chilton and Martin Hampson took on Alzheimer's Society's epic Trek26 challenge, trekking 26 miles around beautiful (but decidedly hilly) Ullswater in the Lake District.

"I took part because two of my great aunts were diagnosed, my great aunt Pearl passed away but my great aunt Chris has recently been placed in care. I've witnessed first-hand what dementia can do," says Assistant Project Manager, Mike, who finished ninth in the event.

"It was hard-going, rough terrain with some cheeky climbs. I managed a commendable time of just under eight hours, and got a top ten placing out of the 148 trekkers," he says. "Yes, it was brutal, I got a couple of blisters – but I'm already looking at signing up for another later this year!"

When Draftsman Martin Hampson heard about the trek, he had no



Michael Chilton



Martin Hampson

hesitation in signing up.

"My Dad was diagnosed with vascular dementia in January this year," he says. "I knew 26 miles would be tough and it certainly was, but trekking with friendly, like-minded people in such a stunning location made it worthwhile.

At the finish, I felt physically exhausted but the feeling crossing the line was so rewarding. Would I do it again? Absolutely!" he says.

The Great North Run



We have two colleagues taking part in the Great North Run, the biggest half marathon in the world with over 57,000 runners taking part. Dalton's Design Engineer Alex Fletcher and Severfield Europe's Technical Manager Stefan Karman are running to beat dementia in this prestigious event. Good luck to them both.

MEMORY WALK SEASON IS COMING...

Alzheimer Society's 'Memory Walks' are mass participation walking events being held across the UK, suitable for all abilities – and a good walk can do wonders for your mental wellbeing. You should have received information on how you can take part or volunteer to support one of the events, however if you need more information, get in touch with your Marketing and Communications team or your local Severfield Foundation trustee.





**FISHER
CYCLE
CHALLENGE**

The toughest Fisher Cycle Challenge to date raised more donations for local charities than ever before, so every gruelling mile really did count.

It's one of Northern Ireland's most-respected cycling 'sportives' and an invitation eagerly anticipated by cyclists (both keen and leisure) across the country. But the Fisher Cycle Challenge, run by the team at Severfield (NI), isn't sitting on its laurels, as Legal Advisor and race organiser Heather Williams explains.

"We made some changes this year, and we made it tougher!" Heather says.

As if a 75-mile route through the bumpy landscape of Northern Ireland wasn't enough, this year's challenge saw a steep ascent up Pigeon Top mountain in County Tyrone, a two-and-a-half-mile ascent to one of the best views in the land. If you've the breath to appreciate it at the top, of course.

"But that's the beauty of the challenge," says Heather. "It really is a leisure ride. Whether you take the 45-mile route or the

75-mile one, it's not about doing it as fast as you can, it's about getting out there and enjoying yourself."

That said, cycling clubs can – and do – use the event as a competitive outing, and there's a time trial for that gruelling uphill section, with a decent cash prize, thanks to the event's sponsors.

"Yes, the club cyclists and keen amateurs are the ones that don't hang around and take in the view," Heather laughs.

THE VIEW IS WORTH THE CLIMB

For Severfield's Group Plant Supervisor Gareth McCormick, it's that hill climb challenge that stays in the mind the longest: "After about 23 miles we arrived at the foot of the Corradinna Road, affectionately known as Pigeon Top,"

he says of the timed section which would decide who'd be crowned King/Queen of the Fisher Cycle Challenge.

"The 1,200-metre climb meant there were a lot of tired legs at the top," Gareth says.

A well-deserved food stop and a chance to refuel for the remainder of the route, and they were off again.

"The stunning views across Fermanagh, Tyrone and Donegal made us forget about the climb we'd endured and what was to come – another 45 miles!"

Brilliantly, the event raised £23,500 – "Our biggest total to date," says Heather – for three local charities (Cancer Focus NI, the Aisling Centre and Northern Ireland Kidney Research Fund) as well as the Alzheimer's Society, our Foundation's official charity partner.

Huge congratulations to all involved.

**FOR MORE INFORMATION
ON THE EVENT VISIT**

fishercyclechallenge.co.uk



TAKE

WIN! THERE ARE 3 GOOGLE HOME MINIS TO WIN

Once the codeword's solved, rearrange the letters in the yellow squares to find a word – it could be anything linked to Severfield. Send your **full name** to communications@severfield.com with the subject 'GOOGLE'. Five lucky winners will be picked at random and will each get a Google Home Mini. Closing date is Friday 29 November.



4	3	9		19	24	20		9	20	4	1	3	6	
		1		3		23		20		2		2		3
	22	21	14	15	21	14		17	1	7	15	10	20	9
7		16		9		2				1		20		5
8	3	16	7	7	18	3		11	24	21	8	8	2	20
13		2		24		25		24		9		1		1
20	13	20	14	12		3	23	21	26		22	3	26	26
14						12		14						3
12	19	3	12		17	21	14	18		21	15	14	24	1
21		15		17		7		26		15		1		21
5	20	12	20	1	3	15		21	1	18	26	7	25	20
20		20		3				2		8		11		26
2	7	15	10	21	15	10		5	20	2	2	24	25	
6		15		12		24		20		7		20		
	25	3	6	19	20	25		1	3	12		12	1	6

1	2	3	4	5	6	7	8	9	10	11	12	13
					Y		B					
14	15	16	17	18	19	20	21	22	23	24	25	26
	N				H						M	

Discover which letter of the alphabet is represented by each number. We've started you off with three, use the pad below to help you find the rest.

A	H	O	V
B	I	P	W
C	J	Q	X
D	K	R	X
E	L	S	Z
F	M	T	
G	N	U	

SUDOKU

Fill in all the squares in the grid so that each row, each column, and each 3x3 square contains all the digits from 1 to 9.

				2	1		8	
				6		5	2	4
					7			9
				6				2
2	3			7			4	8
7		1			4		5	
	1							
6	2			3	5			
	7	9	8	1				

WINNERS' CORNER

CONGRATULATIONS

Congratulations to last issue's winners. Each will receive a Severfield Tile Mate.

- Wayne Stanton
- Matthew Brockhouse
- Cheryl Keys
- Robert Davies
- Ian Laing



DID YOU KNOW?

Europe's largest car park is at the Allianz Arena stadium in Munich, with

9,800 SPACES.

We're building the second largest, at Manchester airport, with

8,000 SPACES.

See page 10



A recurve bow shoots its arrows at over

150MPH

– taking a fraction of a second to hit the target, 70 metres away.

See Steel Stories on page 3



Our Dublin-based data centre,

CLN3

won a global award for the temporary works design in Mace's 'Worldwide Safety Awards' in London earlier this year.

Read all about it on page 6-7



YOUR SHOUT OUTS

Work colleague gone over and above? Client made you smile?

Want to say thanks to someone who's gone the extra mile? If someone's made your day, we want to hear about it – and here's your chance to pay it back.

We'd like to acknowledge the fundraising efforts of Ryan Downs and all his fellow riders (which included several other Severfield employees) who took part in 'C2C4STU'. Ryan and the gang have been working incredibly hard to raise money for Sarcoma UK since our colleague, Stuart Hooper, was diagnosed with a rare form of sarcoma last year. The JustGiving page has more details, if you'd like to support C2C4STU please do: [justgiving.com/fundraising/c2c4stu](https://www.justgiving.com/fundraising/c2c4stu) At the time of going to print, the page had raised an incredible £12,563.

FROM MARKETING AND COMMUNICATIONS

Send your shout outs to communications@severfield.com and you could feature in the next issue

WHERE DO YOU READ YOURS?

Summer is here and we know a lot of you will have, or will be going on your well-earned holidays. Don't forget to take your copy of Skyline with you and show us where you read yours!

PRIZES FOR EVERY ENTRY!

A little read of Skyline is the perfect way to steady your nerves before you take on the fastest zip wire in Wales – according to Severfield (Products & Processing) Team Leader Kevin Davies, who took on the challenge for his 59th birthday!



Meanwhile, at Malin Head, the most northerly point of Ireland, Graham Hutchinson, Associate Commercial Director for Severfield (UK) and Barry Craig, Operations Director for Severfield (NI) try their best to stop their Skyline flying off to Scotland!



IT Operations Manager Chris Awdas gets the prize for the furthest flung Skyline this month, taking his magazine a full 7,000 miles to Maui, Hawaii. And then taking it for a swim, apparently.



Allison Madden, Assistant Plant Coordinator at Severfield (NI), took Skyline (and a Severfield jacket) on a boating trip to Gouda in Holland! Say 'cheese', Allison!

SHOT of the season

On site, with your team, or a spectacular sight on the way to work – we want to know what your Severfield looks like.



NOVA VICTORIA

Anna Gray, Marketing and Communications Manager was lucky enough to capture this beautiful sky setting the scene behind Severfield project Nova Victoria, a mixed-use property development in Victoria, London.

Severfield supplied, fabricated and constructed approximately 7,000 tonnes of structural steelwork for the project which opened in April 2017.



What's *your* shot of the season?

WE'D LIKE TO SEE MORE OF YOUR PHOTOS – PAST AND PRESENT – IN SKYLINE. IF YOU'VE GOT A PICTURE YOU'D LIKE US TO CONSIDER FOR SHOT OF THE SEASON, SEND IT TO US AT: communications@severfield.com FOR CONSIDERATION AND IT COULD FEATURE IN OUR NEXT ISSUE.

WANT TO FEATURE YOU AND YOUR TEAM IN THE NEXT ISSUE?

If you've got a story about the work you and your team are doing, or want to be a Guest Editor, project photographer or be involved in any way, please get in touch! Email communications@severfield.com

 Severfield

SUMMER/AUTUMN 2019