

dinarily challenging economic conditions, the confidence in our technology is high. Investors and clients have clear confidence in the professional and skill levels of our engineering and technician staff base. Our success in maintaining worldwide patent rights to this technology demonstrates how innovative and unique our technology and systems are in this industry.

#### Overall value of CPD for OpenHydro

In terms of specific changes, our CPD approaches specifically support:

- ▶ development of unique and proprietary skillsets and engineering capability within the company, through our approach to training, development and performance management.
- ▶ standardisation of induction and integration such that experienced engineers can be 'hot-housed' in OpenHydro's systems and culture, before quickly coming up to speed to be able to contribute in a meaningful way in their new roles in the company; and,
- ▶ clear and consistent communication of company goals and objectives – creating a focused and aligned organisation from top to bottom.

Our latest achievement with the deployment of a 16m commercial scale turbine for EDF sets the stage for onward progress to our ultimate vision of an array of grid-connected tidal turbines. When installed, the EDF tidal array will be the world's largest, generating electricity for up to 4,000 homes.

The delivery of this has, and will continue, to add value to the company for shareholders. In 2011 alone, OpenHydro has created over 20 permanent roles in the company in Ireland for engineering and technician staff. As the largest industrial facility in the Cooley area, we are generating significant investment into the local economy, through the use of local suppliers and services. In 2010, our top five suppliers for the design and build of our turbine were Irish companies.

As a form of renewable energy, we are contributing to the resolution of the global issues of both climate change and security of energy supply. Uniquely, tidal energy is predictable and has no visual or noise impact – providing significant advantages over other forms of renewable energy.

At a more intangible level, the company's unique proposition engenders an unusual level of employee commitment and engagement in OpenHydro. We have an incredibly professional and dedicated team of engineers and support staff. We experience very little turnover in our employee base, and are one of the few renewable energy companies to have an executive management team intact since inception – inspiring confidence in new recruits, as well as from investors and clients.

**Roisin Foley joined OpenHydro in 2009 to lead the company's HR function. MBA qualified, with a primary degree in business and languages, she has over 15 years' experience in HR. During this time, Roisin has gained experience working internationally in companies spanning the consulting, banking and pharmaceuticals sectors.**

## CPD COTY Category winners

There were four specialist category winners in this year's Engineers Ireland CPD Company of the Year Awards



Pictured (l-r): Conor McCarthy, Chartered Engineer, FIEI, director, Jennings O'Donovan & Partners; Joe Healy, associate and engineer, Jennings O'Donovan & Partners; and John Power Chartered Engineer, FIEI, Director General, Engineers Ireland.

## Innovation leads to win for Jennings O'Donovan

Jennings O'Donovan & Partners Consulting Engineers, Sligo was the winner in the small-sized category. The company recognised in 2008 that a new innovative approach was required to adapt and alter the company's business and to place an increased emphasis on international sales. To achieve this aim, the following core objectives were identified:

- to become an international firm headquartered in Ireland;
- to increase standards within the company to world class standards; and,
- to build a firm foundation on which to grow sales both internationally and in Ireland.

Agreed metrics and definable outcomes were first established in January 2010 and re-visited in January 2011 to deliver these objectives. At the heart of these objectives was the development of a Strategic Plan to scale for international growth and the understanding that the most successful companies are those where the measures of performance of the company clearly promote desirable job performance behaviour. CPD played a fundamental part in the implementation of the plan to deliver these core objectives and to communicate and align them throughout the organisation.



Pictured (l-r): Kieran Kavanagh Chartered Engineer, group technology director, MCS Kenny and John Power Chartered Engineer, FIEI, Director General, Engineers Ireland.

## CPD programmes drive MCS Kenny expansion

Wood Group riser and technology company, MCS Kenny, has won the prestigious Engineers Ireland Continuing Professional Development Company of the Year title for best medium sized company. The prize was awarded for the company's range of CPD programmes used to develop, train and inform a growing supply of specialised engineers for its expanding network of global offices. The awards, now in their eighth year, assess which organisations use CPD to improve performance, by breaking into new markets, developing new products, and innovating with cutting-edge technologies. Accepting the award on behalf of MCS Kenny, Kieran Kavanagh, group technology director of Wood Group Kenny, highlighted the work done to develop and customise its CPD systems: "Over the past five years, MCS Kenny has developed a set of integrated programs and technologies for training, communication and dissemination. A success factor for the company has been to cultivate a culture of information sharing which has helped us develop our employees in a resource-constrained industry. This allowed us to feed the expansion of our network of global offices, while continuing to provide best-in-class engineering and software to our clients. It's a high honour to see that recognised among our peers and a credit to our CPD team who enabled it."

## Lean construction eliminates waste for Farrans

Farrans (Construction) Ltd, the winner in the large-sized category, identified a business need to implement Lean Construction techniques. Farrans provided training for an SVQ in business improvement techniques for its staff and subcontractors, from directors to plant operators. It believed that, by implementing Lean principles, it has paved the way for the development of techniques to eliminate waste and deliver sustainable improvements in efficiency and quality. Since its formation in 2009, Farrans Advance, the company's in-house development scheme, has evolved into a structured training platform that supports the development of Farrans people whilst simultaneously improving the company's performance in a controlled and measured way. In the early period, Farrans Advance was designed in conjunction with the Institution of Civil Engineers. Further training agreements were developed with RICS and ICES. In October 2010, Farrans Advance entered the second stage of its development; a period that would see the company put focus, energy and resources into building a training framework that would give their people the tools and processes needed to maximise their performance, learning and development. The key to building the training framework lay with the Engineers Ireland CPD Accreditation. In January 2011, Farrans Advance entered a new age in training. The new strategy focused on upskilling people, translating learning into action rapidly, making continuous performance improvements and delivering sustainable results.



Pictured (l-r): John Power Chartered Engineer, FIEI, Director General, Engineers Ireland and Eamonn Sweeney, managing director, Farrans (Construction) Ltd.



Pictured (l-r): John Power Chartered Engineer, FIEI, Director General, Engineers Ireland and Jack Keyes, Chartered Engineer, FIEI, county manager, Cavan County Council.

## Waste/energy initiative scores public sector success for Cavan County Council

Cavan County Council has won the public-sector category of the prestigious Engineers Ireland Continuing Professional Development (CPD) Company of the Year title. The company has won the award for using CPD to develop a successful in-house waste/energy minimisation programme that has been expanded by its engineering staff into the wider business community to share in this knowledge and success. The awards, now in their eighth year, assess which organisations use CPD to improve performance, by breaking into new markets, developing new products and innovating with cutting-edge technologies. John Power, Director General, Engineers Ireland commented: "Cavan County Council's engineering staff have engaged with the wider business community to share in its knowledge and success. Major benefits have been identified in all sectors and culminated in Fleadh Cheoil na h'Eireann 2010 being officially recognised as the first ever green and carbon-neutral Fleadh. This success was further recognised in the 2011 Fleadh which was also held in Cavan."