



MALKHAZ VARDOSANIDZE LEADING A RESIDENT ENGINEER TRAINING IN SENAKI

Saunders Group Newsletter

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IN THIS ISSUE

Director's Word

By Richard Saunders

We are living in a constantly changing world. With Georgia this is accelerated as it bounds toward the EU.

Change can be a difficult thing to accept, people tend to reject change for the fear of the unknown. 'If it isn't broken, don't fix it' – is a common notion but I want to challenge this mindset. Change is important for development and growth.

A fundamental agent to change involves a population who have a 'growth' mindset. This mindset is open to constant improvement and learning through effort; in this state change comes easy. Typically a 'growth' mindset allows a less stressful and more successful life.

This is a natural state and we are born this way but over time people can develop the counter position – a 'fixed' mindset where people believe their basic abilities (their intelligence, talents etc.) are fixed traits.

The good news is that anyone can change. Mindset is not genetic - it is learned and can be unlearned. It starts with becoming aware of your mindset, then taking small steps toward change. Coaching is of course beneficial.

Ironically changing a mindset is not easy; but everything is difficult before it is easy.

Latest Staff News

Congratulations Sesili on becoming a new mother; we look forward to meeting baby Nitsa sometime soon.

We also say goodbye to two long-serving employees Elena and Amir; best of luck to both of you for your future endeavours.

And welcome to new employee Mako, who will be working alongside Nino in the financial department.

Quote of the month

"Happiness does not come from doing easy work but from the afterglow of satisfaction that comes after the achievement of difficult task that demanded our best."

- Theodore Isaac Rubin.

Projects Ongoing and Upcoming

In this newsletter we briefly overview the progress of our ongoing projects and a look at potential new ones.

Page 2

Training Workshops

A concise wrap-up on the Resident Engineer training workshops held in the last month.

Page 3



Meet a team member

Meet our new team member and a chief architect for our new design department.

Page 4

Engineer of the Month

Engineering a better world

Page 5



Active Projects

by Various Engineers

Telavi and Tskaltubo WWTP

The Joint Venture of ILF and Saunders Group has seen the completion of the feasibility study and preparation of bidding documents for the rehabilitation and construction of waste water treatment plants (WWTP) in Telavi and Tskaltubo. These projects will be considered as pilot projects for the WWTP, which could be implemented in other towns across Georgia. The country is in great need of such projects to better respect the environment. A presentation was made to World Bank representatives on solutions to current problems, which they were quite impressed with.



SDSU - San Diego State University Project

Saunders Group is actively working on the SDSU project, which includes the rehabilitation and reconstruction of university buildings. Our engineers are actively working on the design of the project. We are working to prepare a full plan for reconstruction and when the construction starts, Saunders Group will consult and supervise the construction process. The tender has gone to market and a works Contractor will be selected soon. The University has a planned opening of September 22, 2015, which will bring to reality international accredited degrees in Georgia.



WIMP II - 28 Cities Water Rehabilitation Project

The Joint Venture of ILF and Saunders Group has continued with supervision of the water supply rehabilitation projects across Georgia. Because of complications in drawings, a number of the project sites commenced in the months of May and June 2015. For now almost every site has an FIDIC and Resident Engineer. The only site without a commencement date for now is Akhmeta, which hopefully will also start very soon. Furthermore, a number of the sites are nearing completion resulting in new water supply to Georgian communities.

Batumi Coastal Protection Project

Saunders Group together with Technital (Italy) and Deltares (the Netherlands) has continued working on the Batumi Coastal Protection project. Surveying has finished in Batumi and a detailed design should be delivered next month. Actual rehabilitation of the coastline is anticipated to take place in October 2015. Local residents will be pleased that this ongoing issue will soon be resolved.



Staff Training Workshops

by Malkhaz Vardosanidze

The first training workshop for Resident Engineers was held on 24.04.2015 at Saunders Group office and was for Resident Engineers whose projects are located in east Georgia. An introduction by management was done by Richard Saunders, Managing Director. This was followed by comments by Andrew Webb, Operations Director, who spoke about the roles and responsibilities of Resident Engineers. Dachi Papashvili-HSE reviewed health and safety, social and environmental responsibilities, which should be fully adhered to by Resident Engineers as well. The last speech was done by Malkhaz Vardosanidze, civil engineer, and he stressed more attention on the main Design Documents (gen. and part. Specs, IPC, Mater. Approval etc.) and Technical workshop issues (pipe laying, trench excavation norms, concrete works etc.) should also be carried out by Resident Engineers. Resident Engineers have many

responsibilities and enthusiasm is vital to ensuring a successful project.

A second training workshop for Resident Engineers whose projects are located in west Georgia was held on 28.05.2015 in Oskar hotel in Senaki. The main issues discussed by Andrew Webb, Dachi Papashvili and Malkhaz Vardosanidze were the same as at the previous training meeting. In both cases, trainings were interactive and generated productive results, as Resident Engineers got lots of information they were interested in and were able to carefully analyze their responsibilities and duties. The trainings were appreciated and future trainings were requested, which shows positive steps going forward.



Business Development

by Lia Jukharidze

We've been working on several RFQ and EOIs this month and below you can see the overview of these projects. These are upcoming opportunities for Saunders Group.

- Saunders Group with Technital (Italy) is working on a proposal Preparation of Consulting Services for Supervision of Civil Works to be implemented under the Regional Development Project (RDP III) the results are expected at the end of June. As long as we have participated in the previous tender for Regional Development, we have gained experience and have an advantage to submit better proposal at this time with competitive prices.
- Saunders Group with ILF (Austria) has submitted the EOI for water supply system rehabilitation project in Batumi, Under Batumi Regional Development project _Phase IV. The Shortlisted Companies are expected to be announced in till the end of June.
- Saunders Group with Volants submitted a proposal for MCA school rehabilitation project TO III, the results have been announced at the end of May and unfortunately we weren't successful, we will be waiting for the next task order and will try again to succeed in this project.



MR. IRAKLI MELQADZE

Irakli Joined Saunders Group earlier this year to work in the Architecture and Design fields. He has been heavily involved in the SDSU rehabilitations.

Irakli, please tell us a little about yourself and your family.

I was born in Georgia and grew up in a small, beautiful family consisting of my parents, my elder brother and me. My father Revaz, is a physicist and works in Tbilisi State University. My mother, Ketevan, is a chemist and used to work at the same university; currently she is a housewife. My brother Givi is an economist and works in the National Bank of Georgia. I followed the same profession as my grandfather, who was a very famous architect in Georgia, and I have never regretted this choice.

You joined Saunders Group around three month ago; how have you found working at Saunders Group so far?

From my very first day I was involved in a very interesting project, which is the opening of San Diego State University Tbilisi. The project involves rehabilitation of several research laboratories and learning spaces. The project is very interesting and I am grateful to work with a passionate team. I am very proud to work with my new colleagues. They are all intelligent; dedicated to the work they do, and also, very friendly and with a good sense of humor. Briefly speaking, I'm glad I have become part of Saunders Group.

Architecture and design is a very interesting profession; what you like most in your work and position? Is there anything you would like to change?

I completely agree with you. As you know, architecture is a creative field. You can't transfer into simple words the feeling when you see how structures are built according to your design. I am happy that I am a representative of this profession and that I have a chance to work as an architect with Saunders Group.

We know you lived and worked abroad, so what do you think are the main differences between Georgian and foreign companies or colleagues?

After I got my MSc degree in Architecture from the Georgian Technical University I decided to deepen my knowledge in the field. I chose one of the world's best architectural schools where I could continue studying. Soon I was admitted to the Faculty of Architecture at the Delft University of Technology (in the Netherlands) and with financial support of the Ministry of Education and Science of Georgia, I was able to accomplish my goal. If you ask me to compare Georgian and Dutch schools I can say that in both universities I went to had wonderful mentors with great professional experience and personal attitudes. People like Mr Shota Bostanashvili and Mrs Medea Melkadze here in GTU or Mrs Mrs Lidwine Spoomans and Mr Wido Quist in TU Delft played a big role in my development, although the infrastructure and environments were completely different. In TU Delft classes were very intense. I remember working on projects until the early hours of the morning with course mates even on Christmas Eve. Fortunately, my efforts were not in vain and after two years I gained my second MSc degree. A few days after my graduation I became an intern at small but influential architectural company called Biq Stadsontwerp Bv in Rotterdam, the Netherlands. There I had the honor to participate in several projects and work side-by-side with Mr. Hans van der Heijden. Later, I decided to return to my homeland and began working at LEPL Educational and Scientific Infrastructure of Georgia, where the architectural department was led by Mr Zurab Nikolaishvili and surprisingly, here at a Georgian company I found the same attitude towards architecture as in the Dutch architectural firm I previously worked for. I believe I am very lucky to be able to work with such highly skilled specialists in the field.



Saunders Group didn't provide architectural services until now and we are very glad about this important additional department for the company. What are your suggestions to keeping and developing this department within the company?

I am glad that Saunders Group has decided to form an architectural department and spend time and effort on its development. I am sure in the nearest future our department will reach the highest standards. What I can suggest for Saunders Group is to proceed developing the company, in general, and pay special attention to our department.

What is the best thing you do to relax after work or on weekends? How you enjoy spending your free time?

I am busy most of the time either at the office or working on self-development so I don't have much time to spend with the people I love the most. That is why I prefer to spend all the spare time I have with my family and friends, going to the theatre, to the cinema or having a barbeque.

What would be your wish for Saunders Group and its employees?

I wish the company non-stop further development, a lot of new and successful projects and the same friendly environment created by the incredible team. Thanks a lot.





ENGINEER OF THE MONTH - VLADO SHONIA

by Malkhaz Vardosanidze

- ➔ On 04.06.2015 Saunders Group's Andrew Webb (Operations Director) and Malkhaz Vardosanidze (Senior Engineer) visited Tsnori site to monitor the ongoing works of the WIMP II project. The main aim of the visit was to check the Resident Engineer Lado Shonia's activities on site and thoroughly inspect his filling out of documents, such as filling out of daily reports and inspection forms for trench excavation and pipe installation. We also reviewed his issuing of instructions to contractors for correction of deficient works, safety violations and more. During the inspection we found that the main works at the site, including trench excavation, sand bedding under and over the pipe, pipe installation and compaction of top layers, was being carried out according to the technical specifications and contract requirements. In addition Lado had been completing his documentation and issuing of instructions to a high standard and Andrew was very pleased with his work and efforts.
- ➔ In summary we can conclude that all work done by Lado as Resident Engineer was completed very satisfactory and with a positive attitude, which reflects well on his experience and competence. He is therefore given the honour of being the first Saunders Group "Engineer of the Month" and Andrew hopes other Resident Engineers on the WIMP II project will follow his example. Above are photos of the site visit in Tsnori.