A Simple Sharing

by Mr Lim Choo Leng
Chairman & Founder
HSL Constructor
Knowledge Interchange @ HSL
HSL: The Journey

since 1994

Company History

1994
HSL Constructor
Founded

1995
First Marine Project
Seawater Intake Station for
Shell Eastern Petroleum Ltd.

1999
ISO Safety & Quality
Achieved Certification

1999
First Jetty Project
Pulau Ayer Matang (PCS)

2000
Expanded Business
Won major contract with
ExxonMobil

2003
Successfully penetrated
into all major plants

2004
2007
Revenue > $550M
Established Heng Loong
Management Pte. Ltd.
(Logistics subsidiary)

2006
Positioned for
Exponential Growth
Invested in 150k sq.
factory at S Gua Lane
FY 2007 - $317M

2008
Employee Strength
of 800

2009
Established subsidiaries in
India & Malaysia

2010
First Overseas project
in Myanmar

2011
Established ground
engineering subsidiary

2012
Launched SE Asia's
largest Piling Barge

2013
Completion of HSL Global HQ
Waterfront Dev't at Penjuru

Awarded piling contract for SE
Asia's largest container port, in
Indonesia.
Our Vision

we are all empowered
to build a greater HSL
for a better World
3 Philanthropy – Our ultimate goal of “for a better world”

2 Projects, Profits and Premises – Our economic strengths which allow us to be that “greater HSL”.

1 People and Philosophy – Our shared Vision “We are all empowered”
HSL Structure

Chairman & Board of Directors

Chief Executive Officer

Divisions

Operations  International Business  Contracts & Legal  Human Resources  Finance  Corporate Services  Philanthropy & Sustainability

Knowledge Management

KM overseen by 2 of the 7 divisions – Corporate Services Div and Philanthropy & Sustainability Div.
HSL’s KM Driver

Corporate Services

KM Department

IT & Security Department

Divisional KM Representatives

Project KM Representatives

Responsible for framework and systems including standardising reporting formats, collating and consolidating significant information and maintaining the info databank.
HSL’s KM Support

Chief Executive Officer

Sustainability

Philanthropy & Sustainability Division

Committees

- Strategic Planning & Risk Management
- Knowledge Interchange
- Environment & Energy
- Labour
- Health & Safety
- CSR
- Recreation & Wellness

Knowledge Interchange Committee - responsible for identifying and evaluating significant info for sharing.

Sustainability Div - responsible for innovative platforms to put across key messages or info
Knowledge Management

Useful info or skills

Transfer = Compile
Consolidate
Communicate

Akin to a library.
We collect books, label and put them on the shelves. But we would also need to communicate the existence of such books or literatures such that others will come to borrow and read them. Only then, can there be a transfer of info.
3 key elements to successful KM

Systems . Structure

Custom . Culture . Character

Environment . Ambience
Useful information are based on 3 aspects of business life, and life in general.
CEO Town Hall – to share on economic performances, strategic plans and directions, strengths and shortcomings – such that all staff are on common page and knowledge.
Organised an external Eco Seminar entitled “Summoning the Spirit on Ecological Concerns” – to share on interdependent biodiversity and promote environment care.
Involved revered local and regional spiritual leaders from various main faiths – Islam, Buddhism and Christianity – to share on the various perspectives and teachings of the common goal on ecological care.
Glitter of Litter upcycling project – to reiterate the message of recycling for environmental care.
All staff involved in the cutting of the 4,000 used bottles.
Knowledge on social issues was managed through major events like the Launch of the CCF.
Involved 2 most appropriate sector leaders to share their experiences and knowledge
Peace and stability are key to the Company’s opportunities and growth.
HSL helped organise SG50-IRO Anniversary @ The Istana, plus donated to the IRO
Living la ViVa

Vision & Value

Consistency . Continuity
Provide a conducive environment and proper ambience to constantly remind staff on our corporate values.
Living la ViVa

Vision & Value - Environment . Ambience
Living la ViVa

Vision & Value

Environment & Ambience
HITS

HSL In-house Training & Sharing

HR Div runs HITS sessions – HSL In-house Training & Sharing on best practices and the latest regulations etc
Momsalim

A newfound knowledge
Thank you

Terima Kasih
Kop
Kun
Krap

Selamat po

Xie xie

okun