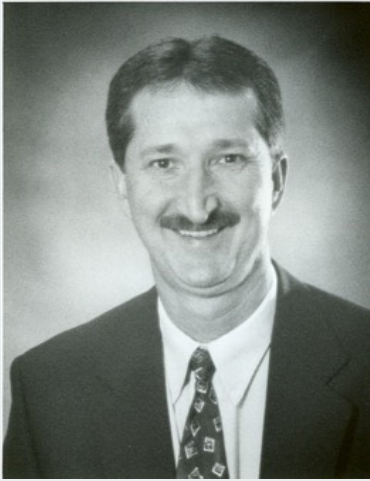


CANS 2018 HONOURARY LIFE MEMBER // KEN SEAWARD



Having grown up and built a successful career in the construction industry, Ken Seaward knows what it takes to build a rewarding life based on hard work, dedication and passion in doing what you love. His contributions to the construction industry have not gone without notice and his commitment to leadership and advancing the best interests of the industry are just several reasons why he has been chosen as the Construction Association of Nova Scotia's 2018 Honourary Life Member.

From an early age, Ken was immersed in the construction world. His father was a project supervisor for Bennett & Pratt in Toronto where they built some of the first high-rise buildings in the downtown area. Later on, his dad formed his own construction company where Ken worked on weekends and school breaks. After attending college at St. Mary's University in Halifax, Ken worked on renovating houses for several years before starting his own furniture restoration business. When he met his future wife, Deborah, they decided that if they wanted a family, Ken would need more lucrative work.

In 1989, Ken joined UMACS of Canada, the predecessor of Aluma Systems Inc., as a sales representative for their shoring and forming supply division. Seven years later, he was promoted to Atlantic Canada Manager responsible for all business lines. Aluma Systems constantly expanded their services to include scaffold contracting, industrial insulation, blasting and painting, fireproofing, and other speciality services. Ken remained as manager until his retirement, 24 years later, in 2013.

It was when Ken was appointed Chairman of the Board for the Construction Association of Nova Scotia in 2004 that his eyes were really opened to the vast scope and endless opportunities available in the construction industry. Serving with CANS allowed Ken to collaborate and develop partnerships with many other organizations, and provided him with the chance to serve on other boards such as the Canadian Construction Association, the Nova Scotia Construction Labour Relations Association, and Construction Safety Nova Scotia.

Reflecting on his life-long career in the industry, Ken says: "There are no limits to your career choices and where you can work, be it locally or internationally. The construction industry is exciting, challenging and rewarding – competing for bid packages, finding new ways to improve processes, utilizing new technologies, making friends and developing partnerships – there is such a wide range of opportunities and rewards available."

Ken's past experience in the construction industry has helped shape him into the leader that he is today and instilled a sense of pride and accomplishment in him that transfers over to his personal life. He has long believed in the power of giving back and supporting the community he worked and plays in. It is no secret that the neighbourhood kids could always count on him to buy the most boxes of Girl Guide cookies or support their sports fundraising efforts.

Ken believes that a true leader leads by example, setting fellow workers and employees up to be the most successful version of themselves.

"Your leadership style must constantly change to keep up with societal and industry norms. For example: safety in construction was relatively lax when I first began my career, but employee and public safety has rightfully become a pillar stone of all industries," says Ken. "Management must lead through example by attending safety meetings, site safety tours, and ensuring proper training, documentation and accountability are all present. It's up to the leaders of the organization to provide employees with these opportunities to ensure future success for both the company and the employee."

Ken recognizes the future of construction is filled with both challenges and opportunities that will ultimately shape the industry five, 10, and 15 years from now, noting that finding strategies for employee retention is one of industry's biggest challenges, and advances in technology and innovation will be the greatest opportunity for the success of the industry. The ability to embrace change will be an employer and employee's biggest strength, fueling their ability to advance their best interests and move forward. Ken says that being open and responsive to change will open the door for future success.

Having retired five years ago, Ken now looks back on his rewarding career and all that he has accomplished that has helped lead him to this point in his life. His advice for those considering a career in construction and those already working in the industry is simple:

"Find something you like to do and make a career out of it. By working hard and staying focused every day, good things will happen and you'll live a great life."

On behalf of CANS' Board of Directors, staff, members and volunteers, we celebrate Ken Seaward as CANS 2018 Honourary Life Member.