

Working as a team to fulfil a shared dream

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Singapore

BECOMING an Enterprise 50 Award winner two years in a row – 2018 and 2019 – is no easy feat for a company that is just nine years old. But under the leadership of Derek Wu Jin, D-Team Engineering Pte Ltd has grown at a brisk pace.

"We have broadened the width and depth of our expertise to provide mechanical & electrical (M&E) services across various industries and business segments," said Mr Wu, founder and managing director of the engineering firm that specialises in air-conditioning and mechanical ventilation systems (ACMV).

Within five years of its establishment, D-Team was awarded the highest recognition (Level 6) in ACMV works by the Building & Construction Authority (BCA), well ahead of the company's initial growth plan.

Today, D-Team is a people-centric company built upon trust and commitment. Providing high quality and comprehensive services to its clients have always been a top priority at the company.

Its mission "To Dream Together" also highlights Mr Wu's emphasis on teamwork and encourages its employees to work together towards fulfilling a common dream.

"As long as my team remains united and works together towards the same goal, I believe that as a company, we can go a long way and achieve many great things together," he said.

Reaching milestones

One of D-Team's proudest moments came in 2013 when it was awarded the Changi Airport (Terminal 4) Smoke Control Project.

"We were very excited and proud to have been given the opportunity to contribute to solidifying Changi Airport's international reputation as one of the world's best airports. Furthermore, we were still a relatively new company when they awarded the pro-

ject to us, so we were heartened to receive the client's trust and confidence in us," said Mr Wu.

Another milestone was D-Team's development in facility managing. D-Team's competitive advantages in its technical skills and expertise for facility management is well known among its clients.

A key client, the Agency for Science, Technology and Research (A*Star), has entrusted the facility management of its bioscience laboratory in Biopolis to D-Team since 2015.

In view of the company's capabilities, the Ministry of Health (MOH) and A*Star recently engaged D-Team in building a negative pressure bio-safe lab in Biopolis, a project contributing to the expansion of Singapore's Covid-19 test capacity.

Even though there were many restrictions and changes to work practices and manpower during the circuit-breaker period from April to June 2020, D-Team managed to complete the project before the stipulated completion deadline.

In addition to the other Green Mark projects completed by D-Team, its DSTA project was also conferred the Green Mark Excellence Award.

This affirmed the company's strength in energy-optimising solutions while providing it with a plat-

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Derek Wu Jin, founder and managing director, D-Team Engineering Pte Ltd

form to stay updated about new green initiatives from BCA.

"Staying informed about the latest sustainability developments allows us to provide the best energy optimising solutions for clients," Mr Wu said.

In 2019, D-Team was awarded its first overseas project to provide energy and facility consultation services to Purpose-Built Student Accommodation (PBSA) in Australia. Engaged by Wee Hur Capital, it marked D-Team's debut foray overseas.

"My team and I saw a perfect match between our facility management's strong technical edge and expertise and the gap in the Australian market," said Mr Wu.

After its achievements in its estate management performances in Brisbane and Adelaide, the company has also set its sights on cities like Canberra, Melbourne and Sydney.

"We will only take on projects which we are confident in managing, and we will not accept more than what we can handle," Mr Wu said, adding that D-Team will not spread itself too thin and compromise on the quality of its service.

"People first" policy

To Mr Wu, D-Team's most valuable asset is its people. "We would not have made it this far without their support and hard work," he said.

Firmly believing that employees are important pillars of any company, the management team finds it is crucial to provide constructive feedback to help employees improve and promote open communications within the company.

Although the Covid-19 pandemic has resulted in bleak economic prospects and uncertainty, the management team is firm in its decision to retain all employees – a testament to Mr Wu's people-oriented leadership.

But D-Team also found itself in a tight situation during this pandemic as it grappled with the issue of a badly-hit labour supply caused by the Covid-19 outbreak.

"Most of our projects had to be put on hold due to the stricter workplace



D-Team's most valuable asset is its people, says its founder and managing director Derek Wu Jin (extreme right). "We would not have made it this far without their support and hard work," he comments. PHOTO: D-TEAM ENGINEERING

requirements set by BCA," Mr Wu explained.

To steer the company through this pandemic, D-Team had diverted its financial resources to cope with fewer project tenders.

Given the importance of safe distancing, D-Team has also experimented with various ways to operate its business remotely, something that was not commonly practised due to the nature of its industry.

D-Team is utilising the lull period to improve the knowledge and upgrade the skills of its employees. "We are working with ARA (Air-conditioning & Refrigeration Association) and NTUC to provide air-conditioning training to our employees and others on an industrial level," Mr Wu said.

Moving forward, it is crucial for D-Team to navigate through the geopolitical tensions among global players and ensure its recovery from the impact of Covid-19.

The geopolitical tensions have res-

ulted in higher material costs for D-Team, a key point in its recent negotiations with various vendors.

Despite the disruptions caused, D-Team remains optimistic that Australia will continue to be a promising market for the company.

Conservative approach

Coupled with D-Team's extensive experience in building maintenance, the company is looking forward to clinching projects in the hospitality industry, and the maintenance of laboratories and service apartments.

Mr Wu noted that the management currently does not intend to expand to other countries and prefers to minimise its overseas exposure while waiting for global conditions and economies to stabilise.

On D-Team's recovery plans, Mr Wu explained: "D-Team will maintain a conservative approach by focusing on delivering efficient work of quality standards, instead of over-committing and stretching the company's resources too widely."

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