

ROADSTER



Volume 46, Issue 71
March 2024

A Publication of the Communication
and Customer Services Department

"Paving the Way"

HARBOUR VIEW TO YALLAHS LEG OF SCHIP OFFICIALLY OPENED



Prime Minister, the Most Hon. Andrew Holness (fourth right), cuts the ribbon to symbolise the opening of the Harbour View to Yallahs Bridge leg of Southern Coastal Highway Improvement Project (SCHIP). Joining him are (from left) Member of Parliament (MP) for St. Thomas Eastern, Dr. Michelle Charles; Minister without Portfolio in the Ministry of Economic Growth and Job Creation (MEGJC), Hon. Everald Warmington; St. Thomas Western MP, James Robertson; Permanent Secretary in the MEGJC, Arlene Williams; Ambassador of the People's Republic of China to Jamaica, His Excellency Chen Daojiang; MP for St. Andrew East Rural, Most Hon. Juliet Holness; and Custos of St. Thomas, Marcia Bennett.

See related story on on page 3

Dualization of Passagefort
Drive in Portmore
... p. 4

Boston Bounces
Back
... p. 9

NWA Wellness
matters
... p. 10-11

How to Make Your Mark
In An Organization ...
P. 16-19

Harbour View to Yallahs leg of SCHIP Officially Opened

On February 6, Prime Minister Andrew Holness presided over the official opening of the Harbour View to Yallahs segment of the South Coast Highway, marking a significant milestone in the ongoing development of infrastructure in St. Thomas. In his address at the ceremony, Prime Minister Holness pointed to the historic value of the parish.

"Without a question, St Thomas is one of the most significant parishes in Jamaica's history. The legacy of this great parish surrounds not only its wealth of natural resources, historic architecture or vibrant culture but more so its role in our political and economic independence," the Prime Minister said.

The occasion served as a moment of great pride and accomplishment for not only the persons who live and work in St. Thomas, but for everyone who has reason to visit the area. Minister without Portfolio in the Ministry of Economic Growth and Job Creation, Everaldo Warmington, in his remarks, said the road project is a "big deal", noting that "no longer will people leaving from Yallahs to Harbour View have to sit behind trucks laden with aggregates for an hour to reach Kingston.

"It is a big deal because you can plan your affairs, have them done in Kingston or St Thomas and be at home in a good time," he added.

Minister Warmington said that the project, which provides infrastructure for water and telecommunications, has the distinction of erecting the first traffic lights in St Thomas. He told the residents that, as they beam with pride at the opening of the roadway, so too will they feel when other projects that are already underway, are delivered by the Government in the historic parish.

The history of St Thomas is, of course, most popularly associated with the Morant Bay Rebellion in 1865, which marked a turning point in Jamaica's history. After emancipation in 1834, the people of Jamaica faced years of political, economic, and racial tensions. The rebellion, which took place 159 years ago, was about the plight of peasant farmers in St Thomas. They endured extreme poverty, high taxes, economic repression, poor administration of their local affairs and the injustices that the people were facing were not being addressed in the courts.



Member of Parliament, East Rural St. Andrew, Juliet Holness addresses attendees at the Opening of SCHIP Part Bii in February, 2024

"It is a big deal because you can plan your affairs, have them done in Kingston or St Thomas and be at home in a good time," ...

The Southern Coastal Highway Improvement Project, overseen by the NWA, is a key catalyst for this transformation connecting Harbour View in St Andrew to Port Antonio in Portland. The highway is set to enhance the economic foundations of St Thomas, offering numerous opportunities for its residents. It involves rehabilitating approximately 110 kilometres of roadways from Harbour View to Port Antonio and 26 kilometers from Morant Bay to Cedar Valley in St Thomas.

"Looking ahead, the completion of the Harbour View to Yallahs segment represents not only improved connectivity but also economic opportunities for the region. As the government continues to prioritize infrastructure development, the South Coast Highway stands as a testament to ongoing efforts to enhance the lives and livelihoods of Jamaicans across the island," said Senior Director for Project Implementation, Varden Downer.

Government of Jamaica's Islandwide Repairs to Scoured and Damaged Programme Paving the Way in Several Rural Communities in Westmoreland

Road improvement is one of the many needs of communities across the island. The Government of Jamaica (G.O.J.) is taking a systematic approach to this problem through the G.O.J.'s Islandwide Repair to Scoured and Damaged Roadways Programme.

In the parish of Westmoreland, approximately \$80 million is being spent to repair eight (8) roadways. The projects involve drainage improvement and the reshaping and asphaltting of the targeted sections of the roadways.

The projects have been welcomed by residents who have

long complained about the deteriorating conditions of the roadways in their communities, many of which have not received attention for some time. This phase of the programme primarily targets Municipal Corporation (Parochial) roadways.

These projects are at varying stages of completion, with the Grange Hill to Little London and the Peggy Barry projects now receiving the finishing touches.

All projects are expected to be completed by the end of April 2024.



Paving works along a section of the Grange Hill to Little London roadway



Base works underway along the Peggy Barry roadway in Westmoreland.

G.O.J Islandwide Repairs to Scoured and Damaged Roadways - Westmoreland

Roadways	Cost \$
1. Grange Hill – Little London	\$ 10.6 million
2. Peggy Barry	\$ 10 million
3. Fullersfield – Paul Island	\$ 9.4 million
4. Grange Hill - Kingsvalley	\$10.6 million
5. Hertford-Flower Hill	\$10 million
6. Mackfield - Welcome	\$10.2 million
7. Cooke Street – New Market	\$9.8 million
8. Grange - Friendship	\$9 million

Dualization of Passagefort Drive in Portmore

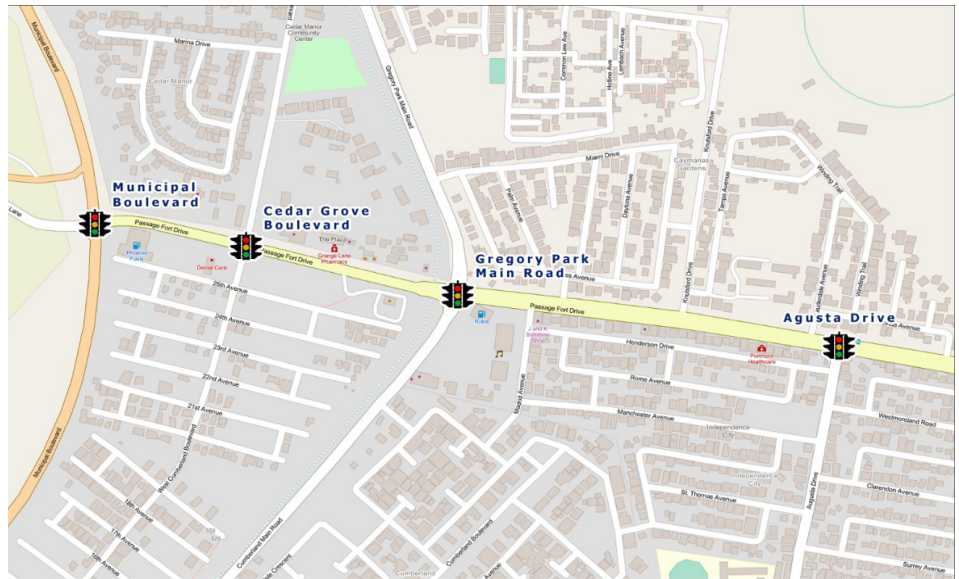
Passagefort Drive, dubbed "Grange Lane" by National Works Agency (NWA), is a significant corridor within the community of Portmore, St. Catherine. The corridor links the Dyke Road (in the east) and Municipal Boulevard (in the west) to several communities. It is the main access road for communities, to include: Cedar Grove, West Cumberland, Independence City and Passagefort. It is also a major link between Spanish Town and Portmore. Restaurants, gas stations, car marts, shopping plazas and residences are situated along the corridor.

The corridor experiences high traffic congestion, especially during peak hours, and has suffered traffic control issues at several intersections which increase the likelihood for pedestrian - vehicular accidents and head-on traffic collisions. The corridor is vulnerable to storm-surges and urban flooding, which compromises its utility as a designated emergency evacuation route for Portmore.

From as far back as 2007, the dualization of this roadway was identified as a priority, however in recent times it has been given greater urgency with the planned expansion of Portmore's housing and commercial sectors, which are expected to come on stream in the next few years.

Dualization of the corridor is expected to enhance connectivity with surrounding communities furthering trade and developmental opportunities.

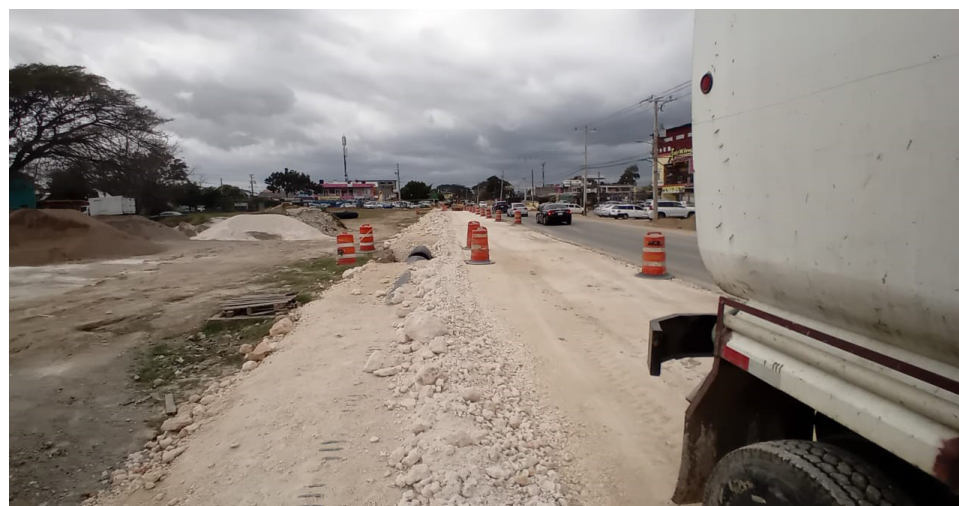
In December 2023, a contract was awarded to facilitate this initiative with physical activities commencing on January 8, 2024. The nine (9) month contract will see the widening of the



Map representation of the span of the Grange Lane Widening project



Installation of pipe culvert



Reinstatement of culvert trench

Dualization of Passagefort Drive in Portmore: Continued from page 5

roadway from two driving lanes to four between Municipal Boulevard and Agusta Drive. The design also provides for turning lanes at Cedar Grove, the Gregory Park main road, Knutsford Drive & Agusta Drive, all of which will be signalised.

Other works include the installation of water pipelines, the relocation of utility infrastructure, provision of a median barrier, raised concrete sidewalks, additional bus-bays and improved traffic management paraphernalia.

At the end of March 2024, progress of the project was estimated at just over 14%. Activities that have already taken place or in progress include: surveys to identify and mark existing infrastructure; the installation and testing of water pipelines; the reinstatement of the pipeline trench; the installation of 750 mm and 600 mm pipe culverts; the installation of kerbs and construction of concrete sidewalks; relocation of some utility infrastructure to include poles, as well as the extension to the existing box culvert located at the Cumberland /Gregory Park Roads' intersection.

Activities now underway also include installation of hydrants and connections at Cedar Grove; construction of sidewalks; the widening of existing sections, laybys and kerbs, as well as the installation of 600mm culverts from Cedar Grove to Municipal Boulevard.

Since the start of the project, traffic continues to be a feature of that roadway, largely due to the multiplicity of communities and entities it serves. Community feedback, however, is mostly positive as the NWA-Consultant-Contractor team work together to ensure minimal interruptions to regular traffic. To date, existing lanes remain open to vehicular traffic, even while work continues along both sides of the roadway.



At left: installation of waterpipeline; At right: relocation of utility pole



Connection of pipelines



Pipeline pressure testing paraphernalia

Dualization of Passagefort Drive in Portmore: Continued from page 5



Reinstatement of pipeline trench



Construction of concrete sidewalks



Placement of waterproofing membrane to prevent water from getting under the foundation of the box culvert

The project team has remained open to communication from stakeholders via meetings with business entities, correspondences and information sessions with local representatives. So far persons have expressed gratitude for the much-needed rehabilitation and as the project continues and inconveniences arise, the project team remain committed to maintaining safety and preserving the environment on this much needed aspect of development.

Major Upgrade of Roadway from Runaway Bay to Browns Town Now Underway



A section of the roadway from Runaway Bay to Browns Town via Orange Valley in St. Ann

In January 2024, the National Works Agency (NWA) broke ground for the rehabilitation of the roadway from Runaway Bay to Browns Town via Orange Valley in St. Ann. This particular stretch of road is roughly eleven (11) kilometres in length and is the main thoroughfare connecting the North Coast Highway to communities such as Browns Town, Alexandria, Minard, Bamboo and other areas. It is a heavily trafficked corridor and serves not only residents and visitors to the many communities, but also travelers who use it solely for transit.

Over the years, sections of the roadway have been patched to alleviate the discomfort of persons who have to use the road sections. This was against the background that the base of the roadway, built decades ago, is still solid.



At left: Steelwork being done for reinforced concrete retaining wall; Right: formwork being removed from reinforced concrete retaining wall

Continued on page 8

Major Upgrade of Roadway from Runaway Bay to Browns Town Now Underway: Continued from page 7



Construction of gabion retaining wall on Runaway Bay to Browns Town rehabilitation project

Patching, however, is meant to be a temporary fix, so this time the NWA intends to address much more than just the surface of the roadway. With a contract valued at over \$204 million, the project will also address drainage infrastructure and the stability of the roadway.

Significant sums have already been spent on rehabilitative works in these environs over the years. In recent times, monies have been spent on projects to include: drainage improvement works at Aberdeen; the rehabilitation of Hampstead Road; the rehabilitation of the Pound Hill Road; drainage improvement at Bamboo Library; the rehabilitation of the roadway from Cardiff Hall to Tripoli; the rehabilitation of the Hampstead to Mount Arrarat roadway; the rehabilitation of Hampton Road; and retaining walls along the Priors to Bamboo roadway as well as at Dumbarton Gully.

The overall scope of the Runaway Bay project includes: the cleaning of existing drains; the construction of new drains; the installation of storm water culverts; the construction of a retaining wall; as well as the reshaping and asphaltting of the surface of the roadway.

So far, much progress has been made in relation to the cleaning of drains and the shaping of the roadway. The most prominent activity at this time is the construction of a massive gabion retaining wall.

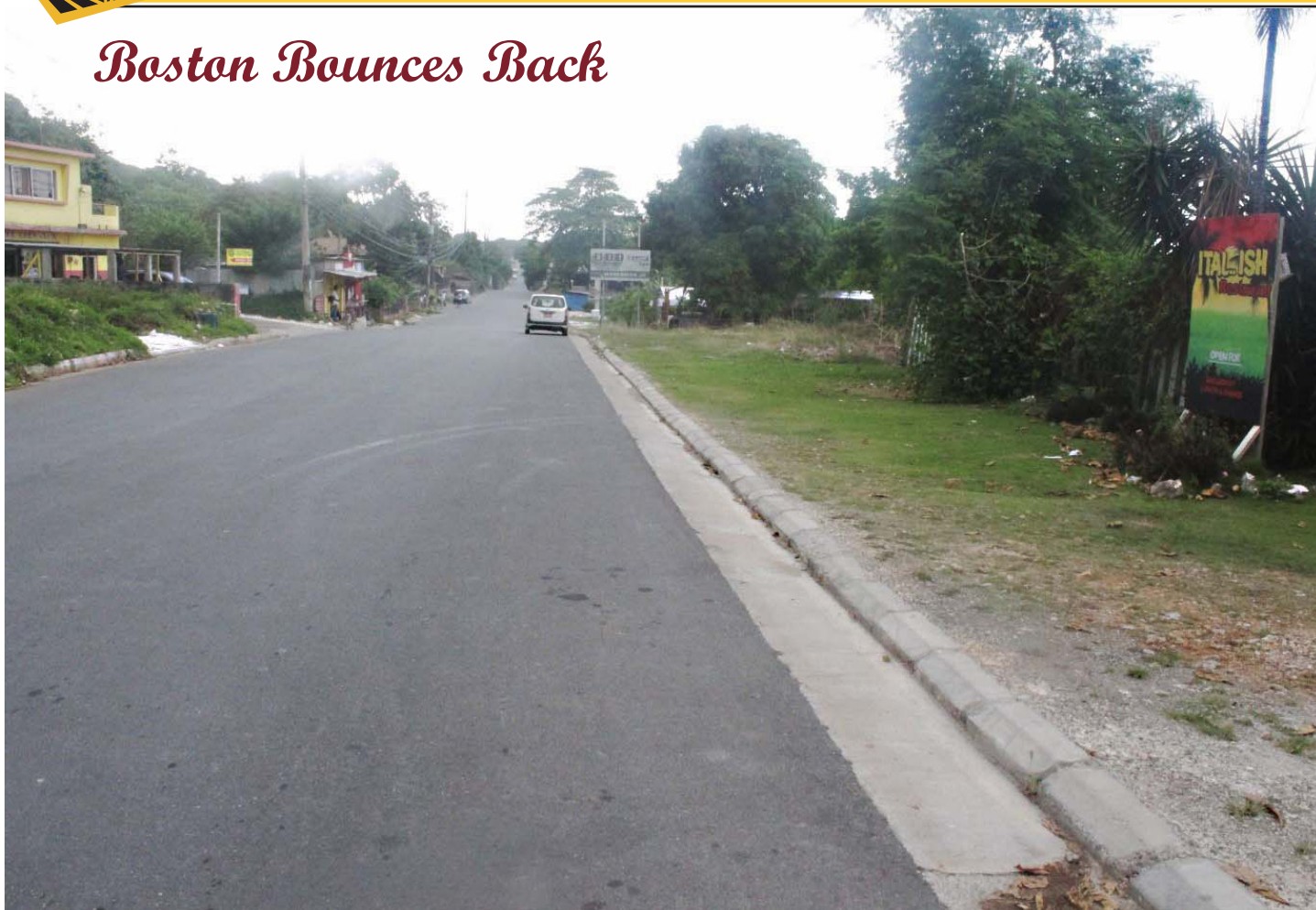
The project which started at the beginning of February is scheduled to last for six (6) months. Once completed, the obvious benefits of this initiative will be improved interconnectedness of communities. It is also expected to foster economic growth, and facilitate social integration and development.



FOLLOW US ON INSTAGRAM!
@nwajamaica



Boston Bounces Back



A section of the newly rehabilitated Boston to Fairy Hill corridor in Portland

Boston, Portland is known as the Jerk capital of Jamaica and usually attracts visitors from far and wide. For several months, heavy dust associated with construction work being carried out as part of the Southern Coastal Highway Improvement Project (SCHIP) has posed significant challenges for residents, commuters and members of the business community.

All stakeholders are now able to breathe a collective sigh of relief following the recent paving of the corridor from Boston to Fairy Hill.

The completion of this phase (Package 12) of the project marks a significant milestone in the efforts to improve infrastructure and connectivity along Jamaica's southern coast. The newly paved corridor promises smoother travel and enhanced safety for motorists, cyclists, and pedestrians alike.

Local businesses are already experiencing a positive impact, with increased foot traffic and improved accessibility drawing more customers to the area. Residents are also rejoicing at the prospect of reduced dust and noise pollution, making for a more pleasant living environment.

The National Works Agency (NWA) has been instrumental in overseeing this project, working diligently to minimize disruptions and ensure timely completion. Their dedication, coupled with the hard work of construction crew from Alcar Construction Limited, has brought tangible benefits to the community.

Looking ahead, the NWA remains committed to continuing its efforts to enhance Jamaica's infrastructure, fostering economic growth and improving quality of life for all citizens. With projects like the Southern Coastal Highway Improvement Project, Boston and its surrounding areas are poised for a bright future.

NWA Wellness Matters!



Bra Sizing Discussion and Demonstration



Don't drop the egg!!



Janga!



Domino tournament

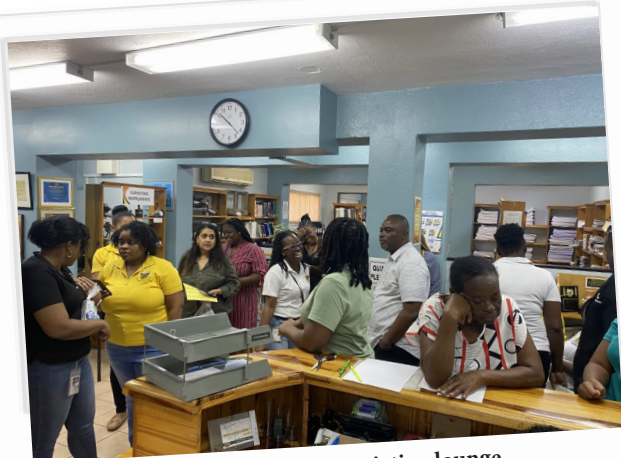


Race of the fittest



Exercise Session

NWA Wellness Matters!



Health Screen -NHF waiting lounge



Health Screening



Kirk FP -Skin Analysis



Purchasing plants at the Fair



Prostate Awareness discussion



Bra Sizing Discussion and Demonstration

\$20 Million Road Repairs for Clarks Town to Hyde Roadway in Trelawny



Installation of kerb and channel drains along a section of the Clarks Town to Hyde roadway in Trelawny.

A major repair effort is now being undertaken along a section of the Clarks Town to Hyde roadway in Southern Trelawny. The roadway is being repaired through a \$20 million road improvement contract.

For many residents and stakeholders who traverse this corridor daily, the project addresses a major issue in the community, that of the deteriorating condition of roadways in the area.

The project, which commenced in January 2024, is being undertaken by the National Works Agency (NWA), through the Government of Jamaica's (GOJ's) Islandwide Repairs to Scoured and Damaged Roadways Programme.

This project targets approximately 340 metres of the roadway, in the vicinity of Greenhouse Farms. The project involves significant drainage improvement works and the reshaping and asphaltting of the targeted section of the roadway using Asphaltic Concrete.

Work on the corridor is expected to be completed by May 2024.

NWA

Developing Safe, Reliable and Quality Roads
926-3210-9 / 1-888-429-5692 (toll free)

Follow us on twitter @ NWA_JA and Facebook nwajamaica or www.nwa.gov.jm

Drainage Works in Wood Hall North Central Clarendon



Completion of
side drain

The Woodhall parochial road in North-central Clarendon should be better able to handle storm water flows for the 2024 Atlantic Hurricane season and beyond. This as the National Works Agency (NWA) has completed a significant bit of work that focused on flood mitigation. The project was completed in January 2024. The project sought to mitigate the impact of heavy rains on the environment, particularly the farmland the road used to access the same. The project was contracted to Britalex Construction Limited at a cost of just under \$11.5 – million.

Some 160 metres of drains were targeted and completed under this project. The new drains have already started to create a positive impact and are expected do even more during the upcoming rainy season. Wood Hall is on the outskirts of the Upper Rio Minho watershed. The area is one of the major ground water producing basins in Jamaica.

With the improvement of drainage infrastructure and the continuous push by the Ministry of Agriculture to address poor farming techniques and the replanting of within the watershed, the people of the area are now better able to deal with the impact of climate change.



Cement Works as part of drain construction

NWA breaks ground for the Rehabilitation Project for the Mount Moriah to Bohemia Roadway, St. Ann

The National Works Agency (NWA) marked a significant milestone on February 13 with the official groundbreaking ceremony for the Mount Moriah Rehabilitation Project in St. Ann. Valued at \$135 million, the six month project represents a crucial step toward enhancing infrastructure and connectivity in the region.

The scope of the project encompasses a comprehensive rehabilitation process, including bushing and trimming of banks, cutting overhanging trees, cleaning and construction of drainage infrastructure, removal of silt and debris, excavation and refill of soft spots, paving of the roadway with asphaltic concrete, and road marking.

Manager of Communication and Customer Service at the NWA, Stephen Shaw welcomed the start of what promises to be an impactful project for members of the communities to be impacted and their environs.

"In this particular space, you will notice a lot of farming activities, which is why it is important for us to ensure the effective rehabilitation of these roads for those who rely on producing products for the local markets," explained Shaw.

Speaking at the groundbreaking ceremony, James Samson, Principal at S&G Road Surfacing Materials Limited, expressed enthusiasm about collaborating with the NWA to ensure the initiative is successful.

Samson commented, "As everyone knows, the NWA does a fantastic job maintaining our main road network. Therefore, collaborating with the Agency has been a great experience so far. We are very happy to be a part of ensuring the effectiveness of this project."

S&G Road Surfacing Materials Ltd. secured the contract through a competitive procurement process, underscoring their commitment to delivering high-quality results for the Mount Moriah Rehabilitation Project in St. Ann.

The NWA remains committed to the consistent development of Jamaica's main road network. In addition to the Mount Moriah Rehabilitation Project, several other initiatives are currently underway, such as the rehabilitation of the Golden Grove to Davis Town Road in St. Ann. These projects aim to bolster transportation infrastructure and stimulate economic activities, ultimately benefiting residents throughout the parish.



Patrons at the Groundbreaking Ceremony for the Mount Moriah to Bohemia Road Rehabilitation Project listen intently as they are addressed by Member of Parliament for South West, St. Ann.

"As everyone knows, the NWA does a fantastic job maintaining our main road network. Therefore, collaborating with the Agency has been a great experience so far. We are very happy to be a part of ensuring the effectiveness of this project."

Rehabilitation of Steven Run Parochial Road St Elizabeth at Last



Dust Control activity underway

Work has now been completed on the rehabilitation of a kilometer of the Steven Run to Gazeland parochial road in Southeastern St Elizabeth. The task which started on Monday March 4 was the second phase of works along the municipal road known as Nain to Gazeland. This would have completed the total rehabilitation of the corridor which started over three years ago. Under this phase of works, a total of 1km of roadway was rehabilitated.

There was a comprehensive and detailed scope of work for this project costing over thirty million dollars. The phases of improvement along the corridor includes Bushing and site clearance, cleaning of side drains and earth drains scarifying, grading, prime coat, shaping, rolling and compacting, base course, sheet patching, and asphaltic concrete overlay over a six-month period.



Asphaltic Overlay

Rehabilitation of Steven Run Parochial Road St Elizabeth at Last: Continued from page 15



Bushing works

Poor road condition can sometimes become a significant Hindrance to the economic development of rural areas. J & H Equipment and Construction Services limited were given the mandate to spur the transformation of the small community of Steven Run. Steven Run is known for its infamous Cow Skin soup at the train line and for the sale of potted flowers.

The work on this road, which was littered with potholes,

will allow for easier movement of residents travelling to and from communities such as Top Hill, Munro, Southfield, Lititz, Myersville, Red Bank, New Building, Gutters, and Treasure Beach. This corridor could be deemed as the busiest municipal road in St Elizabeth with thousands of commuters daily. Members of the community are now applauding the National Works Agency and the contractor for the excellent quality of work.



Drain works near the completion stage

The NHT Partners with the NWA to Improve Community Roadways

Residents of the Truro Housing Scheme and the Bluefields Housing Development in Westmoreland have welcomed the repair of the roadways in their communities. The projects are funded by the National Housing Trust and managed by the National Works Agency (NWA).

This has proven to be a rewarding partnership for residents of these communities who are already reaping the benefits from these road improvement projects.

TRURO HOUSING SCHEME

The Truro project which commenced in November 2023 is now complete. The works were undertaken at a cost of approximately \$19 million and involved the rehabilitation of some 3,450 square metres of the roadway. The project involved the construction of V drains and kerb and channel, as well as the reshaping and asphaltting of the targeted section of the roadway.



TRURO HOUSING SCHEME, WESTMORELAND
A section of the roadway in the Truro Housing Scheme which was recently rehabilitated at a cost of approximately \$19 million. The project was funded by the National Housing Trust (NHT) and managed by the National Works Agency (NWA).

For Truro resident, Sherene Gooden, the project has greatly helped residents of the community.

"The road is much better than before. This road used to have so many potholes, drivers had to be swinging from them, and it caused a lot of accidents."

Though thankful for the work that has been done so far, she added that she would love it if more roads in the community could be upgraded.

Work is now in high gear along a section of the roadway in the Bluefields Housing Development, located in Eastern Westmoreland. The project is valued at approximately \$37 million and targets some 8,200 square metres of roadway between Little Spring and River Road in the community.

This project involves significant drainage improvement and the reshaping and asphaltting of the roadway using Asphaltic Concrete. The project, which began in February 2024, is expected to be completed by June 2024.



Truro Housing Scheme resident, Sherene Gordon.



Project Supervisor-NWA, Caswell Whyte, discusses project details with Quality Assurance Officer- NWA, Bobbeth Morris at a recent final inspection of the Truro project.



Base formation works along a section of the Little Spring to River Road corridor in Bluefields, Westmoreland.

Major Upgrade in the Works for the Welcome to Cacoon Castle Roadway in Eastern Hanover

Nestled in the steep hills of Eastern Hanover is the Hopewell to Cacoon corridor. The roadway serves several communities including Welcome, Haddington and Cacoon Castle. These communities are located close to the town centre of Hopewell, which is approximately 16 kilometres from the city of Montego Bay St. James

The roadway is now earmarked for improvement and residents could not be happier. As news of the government's plan to upgrade the corridor began circulating, residents and stakeholders began to express their delight and appreciation for the planned upgrade. Though appreciative of earlier efforts to fix a section of the corridor in 2022, residents had become weary of the deteriorating conditions along other sections of the roadway, which had not yet been repaired. For these residents, it was an exercise in patience as they made their journey along the heavily pitted roadway.

In 2022 the NWA completed the repair of the Haddington to Cacoon Castle section of the roadway. Approximately \$44 million was spent to rehabilitate sections of this corridor including the construction of additional drainage features and the reshaping and asphaltting of the targeted sections.

The upcoming project will complement these earlier works and will involve similar works; this time focusing on the area between Welcome and Cacoon Castle. This aspect of the project is valued at approximately \$128 million and is expected to commence in February 2024.



A view of a section of the Haddington to Cacoon Castle roadway, which was rehabilitated by the NWA in 2022.



A view of a section of the Welcome to Cacoon roadway which will be rehabilitated by the National Works Agency (NWA).

How to Make Your Mark In An Organization



Working for a big company can have several advantages. A large team means there's tons of room to explore other areas and learn new things. There are also, at times, a lot of opportunities to climb the ranks. However, like with anything else, there are also some drawbacks to consider.

It's sometimes difficult to get to know people outside of your immediate team, you can barely figure out who does what, and you may find it challenging to develop any sort of reputation or name recognition for yourself.

It's easy to feel like just another number in your organization, but there are some steps you may find useful in assisting you to find your footing and make your mark at work.

1. GET COMFORTABLE WITH SELF-PROMOTION

We're not always good at drawing attention to our own accomplishments because it can feel a little egocentric. However, owning your contributions and being vocal about them is a necessity when your work can easily slip by unnoticed at a large organization.

This doesn't need to be as over-the-top as you're likely imagining. It can be as simple as chiming in with a "thank

you" when your boss points to something that was done well, that they weren't aware that you were responsible for.

You can also incorporate some of your achievements into your introduction to new people in the company—particularly if your work is relevant to them in some way. For example, if you're meeting someone from the sales team for the first time, you can shake their hand and say, "Great to finally meet you! I'm the one who worked on the new application for your customers."

That statement not only highlights your work, but also pulls out a common thread between the two of you that you can use to get the conversation rolling.

2. DON'T SKIP THE PLEASANTRIES

For some persons it is often tempting to avoid small talk. It may sometimes feel frivolous and inconsequential.

However, here's the thing: small talk can actually be quite memorable, particularly if you know how to do it well. So don't be afraid to strike up pleasant conversations with people you don't already know.

Continued on page 20

How to Make Your Mark In An Organization: Continued from page 19

Maybe you're waiting in line for lunch or snacks with a director from a different department. Introduce yourself and then get a conversation started about anything (office appropriate, of course), it could even be about the day's menu offerings.

These small interactions are a great way to expand your web of connections within your company and lay the groundwork for a continued relationship. Who knows, the next time you see that person, you might just move past small talk.

3. RAISE YOUR HAND FOR OPPORTUNITIES OUTSIDE OF YOUR TEAM

When you're part of an especially large organization, the bubble of your own department or team feels comforting. It's daunting to venture out and surround yourself with strangers.

If it is that you're eager to make your mark, you are definitely going to need to get over that and get used to saying "yes" to all sorts of different opportunities.

Is another department spearheading a staff wellness activity or event? Step in and offer your help. Is there a happy hour or training program that you'd normally skip or a project that could benefit from a few extra hands? Perfect opportunity to network and make yourself memorable.

4. SPEAK UP IN MEETINGS

Do most of your meetings have a lot of different people packed into a crowded conference room? Do you still speak up and actively contribute—or are you too intimidated, so you choose to sit in silence and fly under the radar?

Of course, there's no reason to chime in unnecessarily for the sake of being noticed. But if you do have something valuable to contribute, gather your courage and make it known.

It's better to voice your thoughts and your opinions in the moment, rather than following up afterwards with an email. That way you're giving people an opportunity to associate your face with your name.

5. BE TRANSPARENT ABOUT YOUR CAREER GOALS

This tip is important whether you work at a company of

two or 20,000, but especially when you work for a big organization, you need to be upfront and vocal about your professional goals.

Your manager can't read your mind, and you can't expect them to advocate for you and your ambitions if you don't make those known.

Whether you hope to eventually move into a management position yourself, want to learn more about a different department, or would like to pursue some additional training or education, have those honest conversations with your boss.

Not only does this investment in your own career and development help you stand out to your immediate supervisor, but being transparent about your goals also opens the door to other opportunities to make an impact at your company.

6. SOLICIT ADVICE FROM OTHERS

Do you really want to know how to make your mark in your organization? Why not ask somebody who's already successfully done it?

Within your organization, there's bound to be someone who's been there for years and successfully climbed the ladder. Reach out to see if you can have an opportunity for a conversation and find out more about their journey, as well as pick their brain for advice on how you can follow a similar path.

Even if you don't walk away with a detailed action plan, you still have the benefit of forming connections and relationships with people outside your department.

When you're one of hundreds or even thousands of employees at your company, it's easy to feel like a small fish in an enormous pond. Does anybody even notice all of the hard work you're doing? Wait...does anybody even know your name?

Put the above six tips to work, and you'll slowly but surely develop some beneficial relationships, along with some well-deserved name recognition.

