

NEWSLETTER

YOUNG PROFESSIONALS FORUM
INTERNATIONAL FEDERATION OF CONSULTING ENGINEERS

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Chairperson's message



Selena Wilson

Greetings Young Professionals around the world!

I'm very pleased to present this year's summary newsletter, showcasing FIDIC's YPFSC articles that have been published on our LinkedIn 'Young Professionals within FIDIC' web page. This year, YPFSC has continued to expand our social media and digital presence, and we have taken a new approach to our YPF Newsletters by posting updates real time via LinkedIn and summarizing all of our highlighted contributions into a newsletter capturing our YPFSC 2013-2014 season!

The YPFSC worked hard to organize this year's Young Professional Program for the 2014 FIDIC Annual Conference, held in Rio de Janeiro from 28 September to 01 October. We had a complete technical and social program prepared for YPs to enjoy this year:

- YP Meet and Greet prior to the Conference Welcome Reception
- Plenary Session 3 – *Capacity Challenges and the Changing Face of Innovation*. This session has been prepared by the YPFSC and will include presentations from three young professionals presenting on how to meet capacity challenges through a diverse professional consulting community.
- Breakfast with the EC
- Technical Tour
- YP Closing Cocktail Social

I would like to thank all YPs who attend this special conference. It's a very unique experience to learn from industry leaders and the future leaders of our industry!

Selena Wilson
FIDIC YPFSC Chair



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FIDIC YP's 2013 BARCELONA CONFERENCE - FIDIC 100th YEAR ANNIVERSARY

Every year, hundreds of young professionals are meeting at this unique conference, somewhere in the world, to discuss and exchange on the best practices, challenges and opportunities in the global consulting engineering industry. Whether you are coming for the first time or you are dedicated member, everyone taking part at the conference finds new means to benefit their business and are modeling and shaping their perspective of our business.



This year was a particularly exceptional year. FIDIC was celebrating its 100 years of contribution to our industry and they put together a special program to highlight the importance of sustainable infrastructure for the years to come. The Keynote speakers came from different industries, giving the delegates a unique and very different way to look at our industry. Sire Bob Geldof provoked and inspired the audience by giving his personal experience and giving parallels to the business world. M. David Coulthard and M. Mark Gallagher expressed the importance of team work and high performance in their work. With his impressive career path, Dr. Randal Pinkett demonstrated the importance of doing work that benefits communities. M. Lofti El-Ghandouri inspired the audience to think outside the box and to be creative if we want to transform the world, one project at the time. There was many more high profile speakers invited that proved the importance of our industry in building a better quality of life for all.



Simon Dividson
Canada

2013 YOUNG PROFESSIONAL PROGRAM

On Sunday, the YP Program started with a "YP Meet and Greet" event where all young professional delegates gathered for the first time. This was a great opportunity for those



participating in the YPMTF to meet with all the other YP delegates and also the YPF Steering Committee (YPFSC). Ms. Selena Wilson, Chair of FIDIC YPFSC gave an introduction speech and YPs mingled before leaving to the Welcome Reception held at the National Museum of Catalan Art where all the YPs would discuss and exchange with the other thousand delegates.



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For the first business day, YPs attended the Opening Ceremony, the plenary session and seminars followed by finishing the day with the Local Color Night, outside at the Poble Espanyol where they could take in Spanish culture.

On Tuesday morning, YP Steering Committees members had the opportunity to have a working breakfast with FIDIC's Executive Committee. They discussed the 2013 accomplishments and new opportunities and presented the 2014 YPFSC program. Very positive feedbacks and comments were given ensuring that this year's program will be of high quality and focus toward strengthening our industry.

Following the breakfast meeting, YPs attended a seminar with Dr. Randal Pinket, M. Badr Al-Olama and M. Eric Montminy. Dr. Pinket shared his experience in developing his business where his company is using technological solution to help the communities. M. Al-Olama highlighted the importance of technology, sustainability and training for his company. Finally, M. Montminy discussed the strategy he used in his company to achieve high innovative and quality solutions by introducing the audacity concept throughout its management team.

The full business day ended at the Gala Dinner at Palau Sant Jordi. This special evening gave a unique opportunity for YPs to discuss and exchange on the content that was presented during the past two days. New business relations were created but more importantly new friendships were forged. During the Gala, the Centenary Awards were celebrated by recognizing the contribution of individuals toward building a better quality of life. Awards of Excellence and Merit were given for major building projects, major civil projects and individual/firm nomination.



For the last business day, the YPs had a full day program. Sessions covered the conclusion of the Young Professional Management Training Program, a presentation from the EFCA, ASPAC, and GAMA Young Professional, and a discussion from the Young Professional Forum Steering Committee. Throughout those sessions, YPs had the opportunity to reflect and exchange on the actual trends in our industry but more significantly to express openly to all the delegates and today's leaders their point of view of the consulting engineering future.

After the day's events, the evening started with a technical tour of both the Barcelona desalination plant and the airport. But tours showcase the integration of high technology developed by consulting firms to benefit and sustain the Barcelona population. Following the technical tour, YPs gathered at the Mirabé Restaurant for a final dinner, sponsored by the FIDIC Executive Committee Firms, where they had the opportunity to seal their friendship but also to express their intent in taking part of benefiting the quality of life in their respective part of the globe.

WHAT'S NEXT IN 2014?

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A YPs account of the Young Professionals Management Training Program 2013

I would not have imagined that reading an announcement calling for a professional training scholarship would put me in one of the most rewarding and interactive training courses a young engineer could ever need to enrich their experience and managerial skills.

The FIDIC YPMTF is outstanding training due to its powerful method in combining both theoretical and practical tools. Starting with a seven month period of online lectures bonded with exploring and researching, ending with face to face training and offering a wonderful chance for the participants to attend one of the largest global conferences in the consulting industry. During the course, we were generously given access to a valuable library of selected FIDIC books which played a cardinal role in equipping us with the required knowledge for enriching a young professional's career path. The lectures, which were connected to real life case studies, the highly experienced mentors and the global team of participants led to active dialogue and inspiring discussions. I was also offered the chance to be one of the editors and to present and conclude my team's effort in one of the online lectures.

At Barcelona, extra success was added to the whole experience, and I would say that the face to face training turned the course into a dynamic learning process and crowned all the effort that was put into the course. We had the chance to debate and discuss, to work in groups and share knowledge, each from their own professional experience and reflecting their native country's differences and challenges. We were 86 participants from 33 countries and we held the responsibility of presenting the Future Leaders Workshop which at first seemed to be "mission impossible"! So, when the mentors left us, we felt the magnitude of the strenuous task that was to be accomplished, but my fellow peers rose to the challenge and showed excellent organization during the preparation for the presentation and when delivering the final work, which to me was a very rich and beneficial part of the entire experience.

We as YPMTF 2013 trainees were very lucky. The year 2013 corresponded with the FIDIC Centenary conference and the FIDIC Centenary Awards Celebration, so we had the chance to celebrate the FIDIC 100th anniversary and attend the highly organized social events and the Gala dinner, which was the largest event I have ever attended! I was also really impressed by the well structured program for the three day conference and the grand services for over 1200 delegates from around the world.

I cannot conclude without mentioning the charming host city Barcelona, which I fell in love with its culture and architecture, its lovely people and cuisine. I would like to express my deepest gratitude to Arabtech Jardaneh Young Leader Scholarship (AJYLS) for granting me this spectacular opportunity and making it possible for me. Finally, I thank my fellow colleagues for all the shared memories and my mentors for their guidance and support during this thrilling journey.



Ramz Merie
Jordan

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**Arash
Emambakhah
IRAN**



**Garret Bray
Australia**

ASPAC YPF – Hitting the Ground Running!

ASPAC YPF, the Regional Forum for FIDIC Young Professionals in Asia Pacific, was formed in June 2013 with two main goals; improving the regional activities and improving the attendance of young professionals at FIDIC events.

In this report we would like to share with you the spirit, experiences and main activities of the ASPAC YPF.

Forming ASPAC YPFSC

The ASPAC YPF steering committee was formed in 2013 with representatives from 8 countries; Australia, China, Japan, India, Iran, Malaysia, Philippines and Republic of Korea.

The goals of the committee were as follows:

- Provide a voice for YPs within the Region,
- Provide channels for networking, awareness and interaction,
- Publicise best practices & standards,
- Share success stories about Young Professionals,
- Provide a supportive space for Young Professionals for discussion and communication,
- Pursue capacity building initiatives
- Enhance culture of dialogue,
- Provide connection with FIDIC, and
- Enhance the Profession and industry

FIDIC-ASPAC 2014 Bali Annual Conference

In March, ASPAC's YPF was pleased to be able to achieve a number of goals at the FIDIC-ASPAC Conference on Business Sustainability including:

- Presenting a full seminar through a Young Professional panel covering the following subjects according to the theme of the conference:

- Social responsibility;
- YPEP Exchange Experiences: (the Young Professional Exchange Program between Japan and Australia)
- The Consulting Engineering Industry in the 3rd Millennium
- Women and Their Role in Engineering

- Reporting to the ASPAC Executive Committee
- Attendance of YP delegate to the panel of closing plenary session



Going Forward

Over the coming months, ASPAC YPFSC looks to press on with the following activities:

- Promoting young professionals activities through the newsletters, website and social media;
- Encouraging young professionals to attend and present at conferences;
- Developing a 'Young Professional of the Year' for the region

If you are interested in formulating the YPs image and activities, please contact ASPAC YPFSC Chair Arash Emambakhsh at: emambakhsh@kahanroba.com

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Young Professionals as a major factor in Talent Management Equation



The term “talent management -TM” refers to managing the entire employee lifecycle, from attracting and hiring to promoting and finding a successor upon retirement. Clear understanding of the organization’s current and future business strategies. Identification of the key gaps between the talent in place and the talent required to, drive business success. A sound talent management plan designed to close the talent gaps. * TM is identified as the science of using strategic Human Resources HR to improve business value and to make it possible for companies and organizations to reach their goals. Everything done to recruit, retain, develop, reward and make people perform forms a part of talent management as well as strategic workforce planning. A TM strategy needs to link to business strategy to make sense.** The TM field increased in popularity after McKinsey’s 1997 research and the 2001 book on “The War for Talent”.

Companies vs. Young professionals

Although TM is a general term that should focus on all employees, without considering their age, grade, gender, education, etc. I believe special attention should be given to Young Professionals (YPs), as the real driving force of any business present and future, who need support, coaching, mentorship, gratitude and motivation to improve their skills, competencies, potentials and talents appropriately, consequently the company’s and industries’ future will be in the safe hands, the hands of their knowledgeable and qualified employees, who already have the right and reliable skills to lead and manage.

Companies should take this valuable and precious resource into account during developing companies’ strategies, plans, activities, KPIs, etc. as a response to its needs and requirements. It’s important to move from the square of reacting, responding and mitigating in the context of dealing with YPs capabilities and potentials to the area of shaping, influencing, developing, enhancing and building the right YPs capabilities and potentials.

Companies with better understanding of employee’s needs and requirements, provide prospect for developments on both personal and technical scales, in addition to good and balanced business’s environment and culture, which will help in attracting and retaining competent employees, in addition to its direct impact on companies’ performance in terms of effectiveness, efficiency, turnover and stability.

Therefore, we can sum-up talent management as a goal-oriented and integrated process of continues and flexible Planning, Recruiting, Developing, Managing and Compensating.***



Jomanah Al Btoush
Jordan

* Murthy,(2010), NEXT Generation Talent Management-Perceptions, SSRN.

** http://en.wikipedia.org/wiki/Talent_management

*** Dessler, Gary, (2013), Human Resources Management, Pearson, USA, 13th edition.

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So when companies ensures covering YPs activities in all of the above, it's on the beginning of the right track, which will require certainly a lot of continues, planned and honest efforts, and accordingly will lead to the preferred results and outcomes that meet companies capacity building targets and goals. (Refer to Figure 1)



Figure1: TM Process*

Finally, I would like to end this article by below quotes:

*"What could be more vital to a company's long-term health than the choice and cultivation of its future leaders? Why, then, do traditional succession plans so often fail? Because great leadership at the top of your organization actually begins at the middle where your high potential managers acquire the broad range of skills they need to succeed in more senior roles." ***

* <http://www.bersin.com/Blog/post/Talent-Management--What-is-it--Why-Now.aspx>

** Conger and Fulmer, (2012), Developing Your Leadership Pipeline, Harvard Business Review, PP 1-10

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Wael Darkazanli
Saudi Arabia

Globalization: Fact or Need?

Globalization has become something normal and sometimes is a must for many companies. Globalization has created a multi-cultural atmosphere and a new type of communication which requires a lot of efforts and understanding to the type and mentality of those who work together with different background and belief. Any company looking to be international should deal with this type of atmosphere through its branches in more than one country, and sometimes in more than one area with different type of life and culture. Also, any big company with hundreds or thousands of labors and managerial staff should have many nationalities within its body to be able to compete with other competitors through hiring the required staff from many countries. In GCC (Gulf Cooperation Council) area, this type of work atmosphere is common especially in the construction field where there are labors and staff from all over the world such as USA and Europe, Africa, Australia, Middle East and Far East. As an example, in a project in Jeddah, Saudi Arabia which is a tower of 36 story levels only, the executive staff was from different countries. They were from Saudi Arabia, Syria, Lebanon, Egypt, India, Pakistan, Philippine, Bangladesh and Germany. Suppliers for different materials and equipment were from USA, Germany, France, Spain and China.

Another example for globalization is international conferences. FIDIC organizes many conferences and training courses where delegates and attendees gather from all over the world. One of the available training courses within FIDIC is Young Professionals Management Training Programme which has become an annual event. The one which was in Davos in October 2011 was represented by 52 young professionals from 27 countries depending on their work location (New Zealand, Angola, Egypt, Qatar, Ghana, Australia, Saudi Arabia, Nigeria, Iran, Italy, China, Canada, Brazil, South Korea, Jordan, Singapore, Sudan, Denmark, UAE, Germany, Azerbaijan, Romania, Libya, Turkey, Ukraine, Pakistan and South Africa) and all of them met in Switzerland!!, which is country number 28 within the list, (International Federation of Consulting Engineers, 2013).

This type of work or gathering cannot be compared to the normal one where staff is from the same country or talking the same language. This created new requirement to find a proper way on how to manage those people within the same office to be able to push them together, regardless of their belief or cultures, to go to the same target and to achieve the same goal. Therefore, many theories and methodologies have been prepared and applied on such types of companies and international committees in order to guide projects and people towards the required loyalty of all staff and to help those members to deal with each other as one group even though they have different backgrounds of thoughts or believes.

In addition, this mix cannot be avoided in new international firms or conferences due to the need of information exchange between different parts of the world where different facts and circumstances control local laws and legislations.

FIDIC represents one of those international committees which recognized the need to have international branches or representative committees within local areas, and established sub-committees to be able to be available for all those who are interested in being under the umbrella of FIDIC, which are EFCA (European Federation of Engineering Consultancy Associations), FEPAC (Panamerican Federation of Consultants), ASPAC (FIDIC Asia-Pacific Member Associations) and GAMA (FIDIC Group of African Member Associations), (International Federation of Consulting Engineers, 2013).



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Also, FIDIC has a sub-committee which is interested in Young Professionals: Young Professionals Forum Steering Committee YPFSC which is trying to spread the culture of Young Professionals who are the real engine for any nation. YPFSC is represented by 17 members located in 13 locations around the world as per their work locations (Canada, Iran, Spain, Finland, China, Japan, UK, Germany, Saudi Arabia, Jordan, Nigeria, Poland and Ghana), (International Federation of Consulting Engineers, 2013).

Going back to the title "Globalization: Fact or Need?" and through the above discussion and examples, it can be said that Globalization has become a mix of both Fact and Need, and none can be ignored within our new world.

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2. International Federation of Consulting Engineers, 2013. *Past YPMTP Programme Alumni: 2011 Programme*. [Online] Available at: [accessed 3 March 2014].
3. International Federation of Consulting Engineers, 2013. *YPFSC - Young Professionals Forum Steering*. [Online] Available at: [accessed 3 March 2014].



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**Communications
Chairperson
FIDIC YPF Steering
Committee**



**Selena Wilson
Canada**

HOW TO BECOME PART OF THE FIDIC YPF GROUP

Become part of this young dynamic group of people and receive updates, newsletters and information on upcoming events such as FIDIC conferences and training opportunities.

International YPF Groups: find out what the YPs in your country are doing and how to connect with them! Please register on the YPF homepage listed below.

Once we have your details, we will send you our newsletter and other info as it comes up. Please remember to keep your details updated!

For general information or if you need help to connect, go to www.fidic.org

For more information or if you need help to connect, contact myself at:
fidicyforum@gmail.com

Selena Wilson
Communications Chairperson
FIDIC YPF Steering Committee

Starting your own YPF in your country

If you liked what you saw in the FIDIC YPF and YPFs across the world, why not start your own? This is best achieved through your country's Member Association (MA) of FIDIC. However, if no such association exists, or your MA does not want to have their own YPF, you can contact us to find out how to start your own YPF. Through FIDIC we may have resources to make it easier or help partner it with you. All you need is your enthusiasm for Engineering! From there you decide what it is that you want your YPF to represent. What is your focus? Is it just socializing with your peers? Or is it all of the above? As the FIDIC YPF, we will do all we can to support your new endeavor!

Contact us at fidicyforum@gmail.com!