

Young Professionals Management Training Programme

FIDIC 2007

Young people need to take
responsibility for the
world of tomorrow



Asia
Africa
Australia
Europe
North America





Sustainability
People

Markets
Corruption



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**sustainable
development**

- Ensure the welfare of people and planet
- Protect prosperity
- Inter-generational equity

- Incorporates social, economic and environmental concerns

Concerns of sustainable development

- Social
 - Education
 - Hunger
 - Potable water



Concerns of sustainable development

- Social
 - Health
 - Sanitation
 - Cultural heritage



Concerns of sustainable development

- Environmental
 - Climate change
 - Pollution management



Concerns of sustainable development

Environmental

- Land management
- Biodiversity



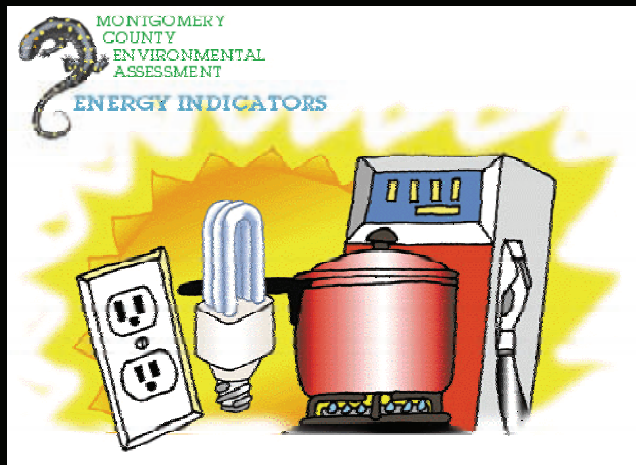
Concerns of sustainable development

- Economic
 - Poverty
 - Equity
 - Employment

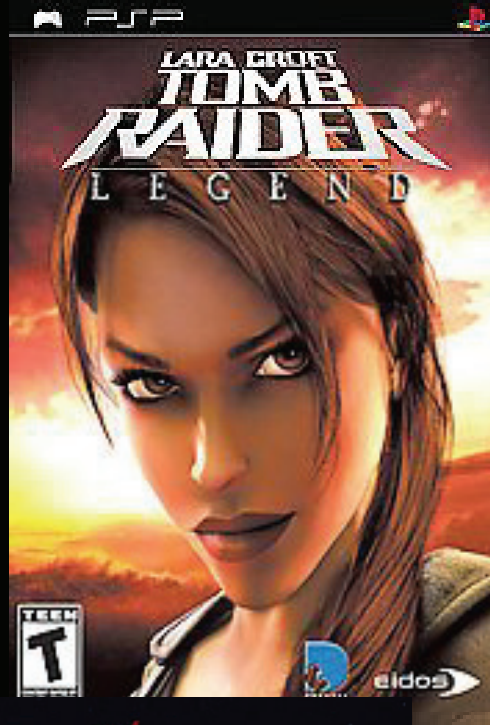


Concerns of sustainable development

- Economic
 - Natural resource management
 - Change consumption patterns







Engineers are:

- In charge of development projects
- Equipped with the skills
 - identify
 - solve



WE HAVE TO
TAKE ACTION

Solutions at Industry level

- Education/CPD
- Public awareness
- Code of ethics
- Environment for innovation



Solutions at Industry level

- Incentive/ penalty schemes, Legislation (eg. tax cuts/ fines/ financial incentives)
- Encourage companies to adopt the sustainability standards (eg. PSM)



Solutions at Company level

- Education
- Lead by example (ISO 14001, green building)
- Sustainability by design
- Suggest / Include in contracts
- Develop innovative solutions
- Support staff involved in voluntary programs

Solutions at Individual level

- Self-education / CPD
- Consider in projects
- Take responsibility
- Volunteer activities







Sustainability

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Looking to the future



Availability of Professional Consulting
Engineers

Shortage of Engineering Professionals

Challenges & Solutions

- Global Level
- Industry Level
- Company / Individual Levels



Global Consequences

**SOCIAL
IMPACT**



```
graph TD; A[Infrastructure Safety/Quality] --> B((SOCIAL IMPACT)); C[Slower Delivery & Investment] --> B;
```

Infrastructure
Safety/Quality

Slower Delivery
& Investment

Industry

Challenges

- Labour shortages and surpluses
- Growth

Solutions & Actions

- Improve mobility of labour (present)
- Marketing of industry ie Image (future)



Industry - Improve Image

IMAGE



Earning Potential

- Eliminate discounting & undercutting

Partnerships

- Promote in schools
- Universities
- Vacation training including sector rotation
- Practical modules

Media

- TV
eg Discovery channel
- Internet

Labour Mobility & Utilisation

UTILISATION

```
graph BT; R[Registration] --> U((UTILISATION)); Q[Qualifications] --> U; EP[Exchange Programmes] --> U;
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Registration

- Existing accord expansion

Qualifications

- Promote consistency

Exchange Programmes

Company



- Challenges: Employers can't attract and retain staff to deliver
- Solutions : What do we as young employees find important?

Attracting & Retaining

**Clear
Career Path**

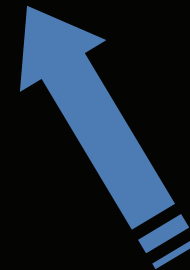
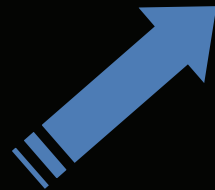


**HAPPY
EMPLOYEE**

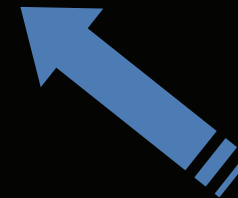
**Branding/
Reputation**



Benefits
• Salary
• Bonuses
• Possible
ownership



Travel



Work/life balance
• Flexible hrs
• Outcome based vs
prescriptive
• Efficiency

CPD
• Mentoring
• Training



Partnerships

- Young
- Experienced
- Firms
- Industry bodies
- Institutions



Sustainability
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The Future is Today

Get Ready!



- Global opportunities
- Market trends
- Actions by your industry
- Actions by your company
- Actions by us

Be prepared!
What can we do now?

Global opportunities

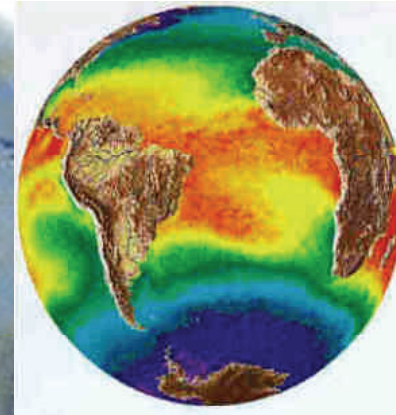
The world around us is rapidly changing!



**Population
Growth &
Urbanisation**



**Emerging
Economies**



Climate Change



I&CT is only taking off

- Distances get shorter
- Boundaries disappear

Market Trends

What do we already see in the market?

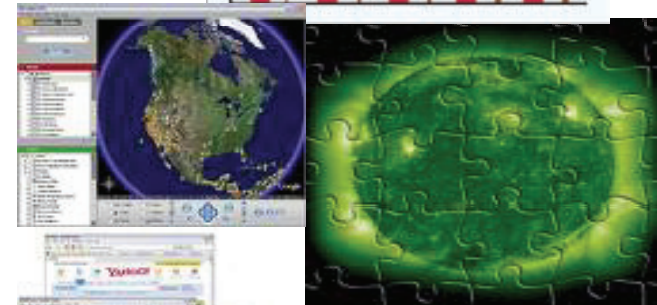
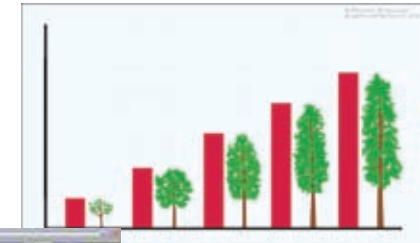
New/different clients

- Public clients => Private Clients
- Knowledgeable Clients
- Fast deliveries
- Integrated Solutions

Higher priority for sustainable development

Global Business, different cultures

- Competition from elsewhere
- Increasing uncertainties, higher risks



Actions by your industry

Where can and should we start as an industry?



Communicate the added-value of the industry to society!

Trend-Watching
Predict your future!



Pro-active attitude from the industry

- One Voice
- More lobby efforts (IFI's, EU, UN, JBIC, NAFTA...)



Actions by your company

We need to start today!

Flexible approach

In relation to projects, clients and own organization



Solution-based philosophy

Market services in a wider context



Balance quality and price

No standard recipe, tailor made solutions



Research your competition

Enhanced partnerships

Actions by us

What can we do, where do we start?

Employees are an essential part of the company's marketing

- Face of the company
- Eyes and ears of the company



Actions by us

What we will do!

Listen to clients

Understand clients needs and ideas

Help clients develop their ideas

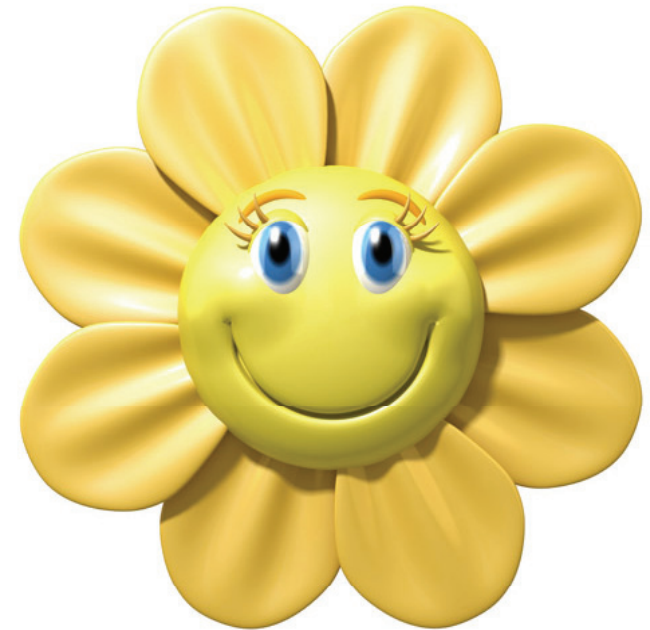
Present solutions to problems

Look around in the world!

Think outside our projects' scope!

Identify New developments

Be informed, talk, listen and network!





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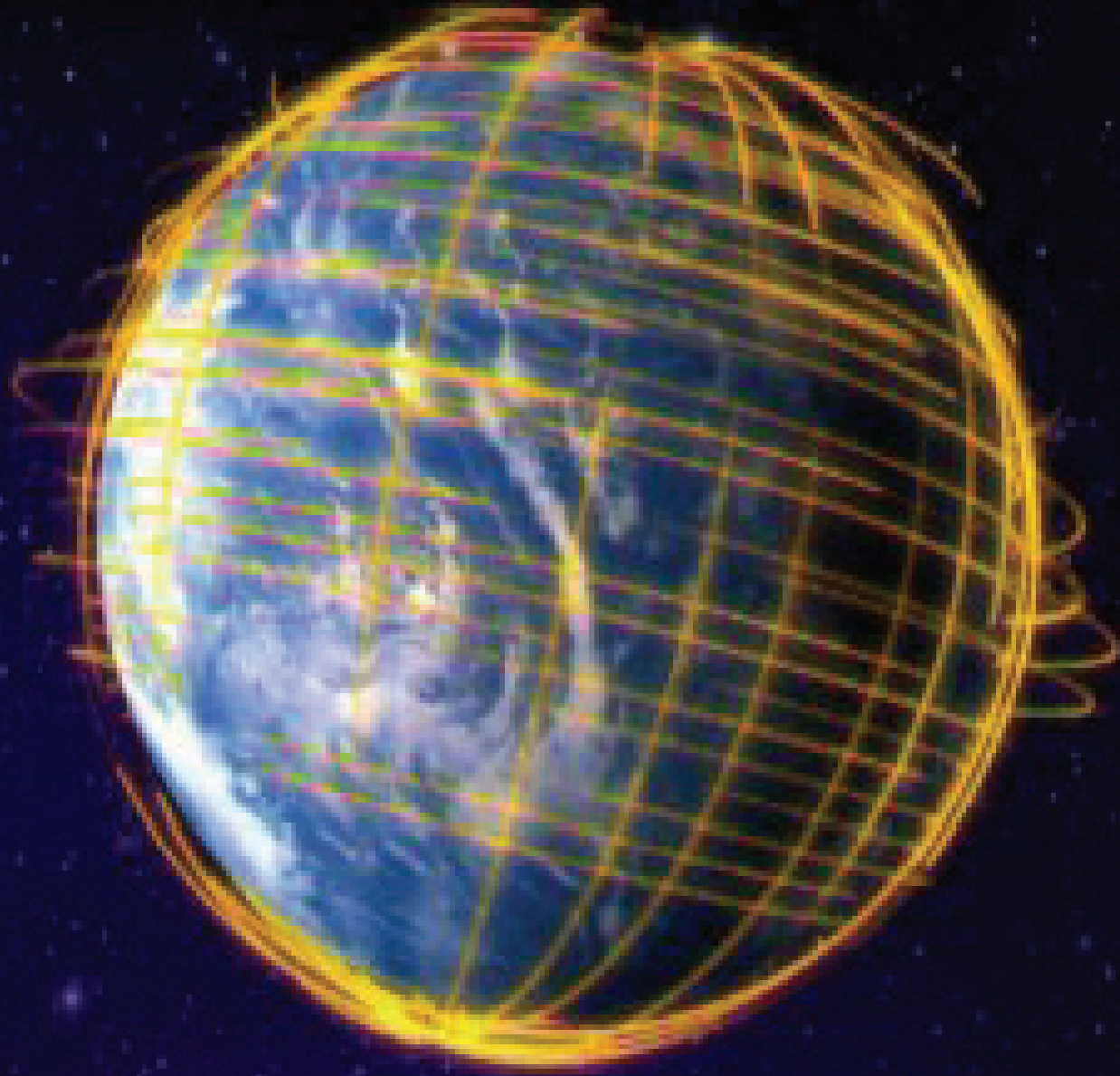
Markets
Corruption

YOUNG PROFESSIONALS SAY “**NO**” TO CORRUPTION

1. Extent of Problem
2. Consequences
3. Suggested Actions



Extent of Problem



CONSEQUENCES



- **Unhealthy Bidding Environment**
- **Higher costs / Lower quality**
- **Poor Image of the Industry**
- **Negative Impact on Society**

How can the **INDUSTRY** contribute?

- Business Integrity Management System
- Transparency
- Deal with corrupt companies severely
- Promote Code of Ethics
- Platform for reporting corruption
- Increased Awareness
- Co-operation



The Role of Individual Companies

- **Internal Business Integrity System**
- **Awareness of Staff**
- **Beware of expatriate staff pressures**
- **Education and Training**
- **Platform for reporting corruption**
- **Staff Financial Security**



The Role of Professionals

Be proud of **NOT** being corrupt!



We as young engineers **will**...

- Be proud of our integrity
- Promote our profession
- Tear down intercultural barriers
- Continuously work for a better planet

Young engineers **will** take
responsibility for the world of
tomorrow





2007 FIDIC YPMTP TEAM

Amir Rowshan Hessami, Iran
Anicet Vincent, Tanzania
Bruce Symmans, New Zealand
Hee su Cho, Korea
Chul Jung, Korea
Dean Eislers, Australia
Ebbe Lind Kristensen, Denmark
Espen Bioishol, Norway
Tze Foong Kong, Singapore
Gary Hooper, South Africa
George Peters, The Netherlands
George Kavalieratos, Greece
Gregory Scott Brook, South Africa
Henry Aine Ishungisa, Uganda
Jacinta Holmick, Australia
Javad Haddad, Iran
Jennifer Douglas, Ireland
Junhee Lee, Korea

Jung Chui, Korea
Juris Laicans, Latvia
Keeju Lee, Korea
Kim TaeGyung, Korea
Marketta Wainio, Finland
Mauro Iacumin, Italy
Michele Kruger, South Africa
Miquel Pires, Denmark
Miriam Ruiz Garcia, Spain
Nader Shokouff Moghmian, Iran
Park Moobvung, Korea
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Shayan Moin, Iran
Whitney Casey, Australia
Phumudzo Baloyi, South Africa