



NEWSLETTER

YOUNG PROFESSIONALS FORUM
INTERNATIONAL FEDERATION OF CONSULTING ENGINEERS

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Chairperson's Message



**Jomanah
AlBtoush
Jordan**

GREETINGS YOUNG PROFESSIONALS (YPs) AROUND THE WORLD

It's always our great pleasure to have the space to contact you through FIDIC Young Professionals Forum (YPF) newsletter.



In this 26th issue we are sharing with you a lot of diverse articles that show the YPs vision, point of views and challenges. You can read in this issue a summary about FIDIC conference activities and program, an interview with YPFSC vice chair Cosmin Tobolcea, a summary report about FIDIC-GAMA conference, project management office requirements and applications, leadership types and challenges, UN sustainable development goals & its relation with YPs and how to manage the stress at work.

It is my honor to report that GAMA YPFSC had a great job on holding a YPs Congress as part of FIDIC-GAMA Conference in Cape Town in May 2017, in addition to other activities that acknowledge the YPs role and achievements. Well done friends!

YPFSC is working on different online surveys related to different critical topics, therefore we are very interested to hear your point of view... please help us through filling and sharing the below links:

- Feedback survey about FIDIC Young Professionals Management Training Programme (YPMT) course that targets former and current participants:
https://www.surveymonkey.com/r/FIDIC_YPMT
- Survey to understand the role of Engineering in Humanitarian Works:
https://www.surveymonkey.com/r/Humanitarian_Eng
- Survey about Building Information Modeling (BIM) that targets the professionals who are familiar or not with BIM:
https://www.surveymonkey.com/r/BIM_USE

Time is fast approaching and YPFSC members are working hardly to arrange a unique and valuable YPs program as part of FIDIC annual infrastructure conference in Jakarta in October 2017. We have a lot of events for this year as below:



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- YP Open forum as part of FIDIC Best Business Practice Forum: YPs will have the space to discuss different topics including their progress, ideas, concerns, and challenges in relation with resilient infrastructure.
- 1st FIDIC Young Professional Symposium: This is the highlight of this year, for the first time the YPFSC is arranging the YPs Symposium of two sessions with great and tangible support of FIDIC Executive Committee, In the first session different papers will be presented by YPF members that cover YPs diverse ideas, expectations, understanding of resilient infrastructure and second session will be for YPMTP participants to present their report and outcomes.
- Meet & Greet, which is a networking event for YPs from all over the world.
- Technical Tour.
- Announcing 2nd YPs Award that acknowledge the YPs efforts and achievement in consulting engineering sector, and
- Executive Committee (EC) meeting and breakfast with YPs & YPFSC.

For more information about the conference please check: <http://fidic2017.org/en>. We are looking forward to meet you all there....to attend our activities ...to build communication's channels and networks ...and to spread YPs voice worldwide.

Enjoy the Newsletter!

Let the Young lead

Jomanah AlBtoush, FIDIC YPFSC Chair





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FIDIC 2017 International Infrastructure Conference is less than two months away!



As you know, the Conference will take place on October 1- 3, 2017 at the Balai Sidang Jakarta Convention Center in Indonesia and will be co-organised by INKINDO (National Association of Indonesian Engineering Consultants), ASPAC (FIDIC Member Associations in the Asia-Pacific Region) and FIDIC.

The Conference offers **three exciting days** of diverse **Plenary Sessions**, interactive **Business Best Practice Forum** discussions, leadership development opportunities during the **Young Professional Symposium**, an **exhibition** featuring market leaders & national member associations and more!

Participants will hear from multilateral development banks on needs in developing countries, government, academics and advisers on project planning, selection and execution. They will hear about infrastructure experiences from earthquakes in Japan, sea level rise and flooding in the USA and Indonesia and about urban planning strategies to adapt our infrastructure to be more resilient. They will discuss how resilience and sustainability can be mutually supportive. Lastly, they will hear about design to avoid and mitigate damage.

A closer look at some of this year's upcoming conference Speakers reveals leading Aurecon expert Professor Kourosh Kayvani making a strong case for change if consulting services are to remain relevant in the digital age and effectively support resilient infrastructure; President elect of the World Federation of Engineering Organisations (WFEO), Dr Marlene Kanga will present several globally critical infrastructure challenges which impact severely on people's quality of life and share ideas about possible sustainable solutions; Mr Karim El-Jisr, Executive Director of the Diamond Innovation Center in Dubai will offer concrete examples of sustainable



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design which delivers an infrastructure that addresses many aspects of resilience (including co-dependent and integrated systems) and by doing so, may escape, to some extent, from “big” system risks. This and much more!

The highlight of the conference is the 12 YPs speakers from all over the world in addition to YPMTP participants, who will discuss the resilient infrastructure from YPs point of view, YPs progress and challenges and YPMTP outcomes. All will be presented on 1st of October through the YP open forum (8:30-10:00 am) and 1st YPs Symposium (14:00-17:30 pm).

Resilient Infrastructure

- ▲ 8 business sessions especially prepared by CEOs for decision makers.
- ▲ Stay ahead with technology and innovation.
- ▲ Get inspired with new business strategies and inspire your clients.
- ▲ A Forum to discuss FIDIC tools on best practices for the infrastructure industry.

We are looking forward to seeing you in Jakarta, in October. Register Now at www.fidic2017.org and secure your place at the FIDIC 2017 International Infrastructure Conference”



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FIDIC – GAMA Conference – Cape Town 2017 Reflection

The 24th Annual FIDIC-GAMA Conference was indeed a power packed event that spanned over four days, with it beginning with the Young Professionals (YP) congress on the 7th of May and ending with the workshop on the 10th of May.

Each day offered an array of inspiring talks, engaging conversations and ending off with the evening events (which received an A++ from everyone present and offered a number of cultural and talent display by the Chris Hani Arts and Culture High School). The overall event was



fantastically organized and visually pleasing with a welcoming ambience. The exhibition stands represented their respective companies well with each stand offering an array of information, products and service offerings.

Kicking off with the YP congress Yolán Pillay opened the day with the welcome note and introduction. Francis Kofi Yankey, the outgoing chairperson of GAMA YPFSC shared with the group a snapshot of 'where we are now' in context of **"looking back on the GAMA Young Professionals Forum (YPF)"** and the areas where improvements were needed. There were also motivational talks by Danai Magugumela and Malani Padayachee-Saman on **'Leadership beyond Engineering'**. This was particularly touching to me because although the engineering discipline is mostly male dominated, here were woman making positive waves within the industry with clear understanding on how to run successive engineering businesses. The entire FIDIC – GAMA leadership was present to grace



Abimbola Iukunle

South Africa



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the day with their plans and vision for the engineering sector within 'Afrika' as a whole. The day ended with Lynne Pretorius wrapping up the day and giving the forum insight on the way forward of the engineering industry.

Day two was graced with several key note speakers from Councilor Patricia de Lille who gave a better understanding on what the plans are for Cape Town as a city to Chris Baloyi who was on the panel discussion on **"Infrastructure funding and investments"** to Richard Kiplagat who presented on **"Managing above-ground risk for infrastructure projects"**. This day dealt with the daily struggles of project funding, engineering contracts and partnership and the relationship between infrastructure and the socio-economics impacts inherent in projects.



On Day three, Jeshika Ramchund opened the day with her mind probing topic **"Consulting Engineering in the face of disruptive technology"**. This talk left me with the message that says, adapt or get left behind! Which is the case for our ever-evolving engineering industry. The day spanned with discussion raging from the engineering service and how this is sustained to skills development within our sector and how this is crucial sustaining the engineering industry as a whole within Africa.

The last day of the conference was geared at collaborative thinking within the delegates with workshops on Water and Energy which was facilitated by Tumisang Maphumulo and ending off with how we connect African communities with infrastructures that promotes sustainable development and growth within the continent.

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This conference has been a platform for me to meet and share ideas of making Africa a formidable continent with my fellow engineering counterparts within Africa. It has been an overall pleasing conference and I am already making plans to be in Mali for the 2018 FIDIC – GAMA Conference.



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Lyubomir Petrov

Bulgaria

FIDIC YPFSC – EFCA YPSC MUTUAL ACTIVITIES

Following the goals underlined in the Memorandum of Understanding for collaboration between FIDIC Young Professionals Forum Steering Committee (YPFSC) and EFCA Young Professionals Steering Committee (YPSC) signed on 27th of September, 2016 during the International infrastructure conference in Marrakech there was a “kick off” meeting for discussing future activities and organization for strengthening the connection and providing better networking and business platform for YPs within FIDIC and EFCA. The meeting took place on 9th of March, 2017 during FIDIC-ACES-EFCA Regional infrastructure conference in Belgrade, Serbia.



Taking into account the current organization in FIDIC YPFSC and EFCA YPSC the delegates agreed on several proposals for improving the cooperation between YPSC groups bringing additional benefits for the YPs communities.

To learn more about this mutual beneficial agreement, please read the interview below held between Ondrej Budik (O.B.), EFCA YP, and Cosmin Tobolcea (C.T.), FIDIC YPFSC Vice Chair.

O.B.: Since when do we have the memorandum of understanding and what is the benefit of the memorandum?

C.T.: The memorandum was signed at the FIDIC conference 2016 in Marrakesh between the representatives of the YPF SC steering committees of EFCA and FIDIC. Where the YPs have been apart before 2016, it is quite a base to improve our relationship.

O.B.: Is there a great difference between the YP organizations? What is the main focus of each YP organization?

C.T.: The objectives are the same, as EFCA is the European association of consulting engineers and FIDIC the International



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Federation of Consulting Engineers. But from what I saw in the last year, I think that the organizational structure of FIDIC YPFSC is slightly more developed and we hope to apply this development also at the EFCA YPSC level. We plan to establish different subcommittees to work on different subjects in order to improve the image of our profession.

O.B.: Do the FIDIC YPFSC consider to have a coordinator much like the EFCA coordinator who is directly involved in the work of the young professionals?

C.T.: Since 1 January 2017 Mr. Lyubomir Petrov entered into the FIDIC YPFSC as a representative from EFCA. Therefore, the connection is now very direct. Through our monthly Skype conversations he is quite informed on the developments and that underlines the very transparent communication between the YP groups. As our FIDIC YPFSC Chair, Jomanah Al Btoush, is very involved in the development of the communication between FIDIC YPs and EFCA YPs and also, a very important fact, we feel that we have the full support from the managing teams of FIDIC and EFCA, Mr. Enrico Vink - FIDIC Managing Director and Mr. Jan Van der Putten - EFCA Secretary General, were always very supportive to our ideas, I consider that we have all the ingredients in order to establish a great networking at the European and International levels through collaboration between these two very important YPs groups.

O.B.: The memorandum shows that there is common ground for cooperation. In which areas and on which topics will the YP organizations work together?

C.T.: The memorandum mentions several areas. We want to promote the role of YPs as future leaders. Furthermore, the knowledge exchange between the YPs shall provide a better business and network platform. Also, we want to develop a library which will help YPs to better understand FIDIC international standard forms of contracts for works and for clients, consultants etc, e.g. the new yellow FIDIC book 2017.



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O.B.: The memorandum foresees a collaboration of people with many different cultural backgrounds. If we say EFCA represents Europe, from which countries or regions are the YPs at FIDIC?

C.T.: This year we have the largest number of YPs in the steering committee (31 members from 21 countries worldwide). We come from all continents and thus have different cultural backgrounds. That makes our meetings very interesting and the exchange of experience very beneficial, even if it is just on FIDIC contracts. We discuss how to apply these contracts in different countries and continents. We cover all the cultural aspects.

O.B.: Do you think that the FIDIC YPF and EFCA YP compete in Europe?

C.T.: No, not at all. The groups have shaken their hands and they are working together for the development of our profession.

O.B.: Given the great distances, how closely will the YPs work together and what kind of collaboration is foreseen?

C.T.: The FIDIC YPs have newly established a budget committee which shall acquire the financial means to meet more often. Everybody is aware of the importance of face to face meetings. At the moment, we only meet at international conferences once per year. Our aim is to double the effort and try to meet twice per year.

O.B.: How will the FIDIC and EFCA YP work together in the future?

C.T.: I think that even this discussion is a point for future development. We have to discuss where to draw lines and see how exactly cooperation is possible. I believe that we have a much clearer understanding of our objectives by mid-2017 when we meet at the EFCA conference in Copenhagen. In general, I would like to see a greater exchange between the YP groups.

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O.B.: What are the next steps? How will we accomplish a closer cooperation?

C.T.: We thought of establishing similar committees that already exist at FIDIC YPFSC level below the steering committee. New subcommittees for EFCA could be a subcommittee on media, on budget or on the EFCA and FIDIC coordination. We will see. But most importantly, we have to establish a clear roadmap in order to know what we want to do in the near future.



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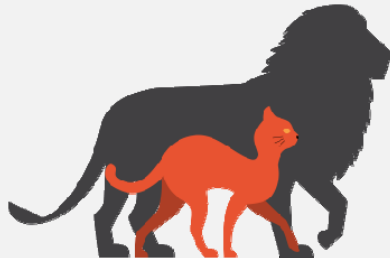
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**Arash
Emambakhsh**
Iran

LEADERSHIP

In the past, business owners often relied on an autocratic management style, one built on command and control. Today's workforce is more knowledgeable, has more options, and is more skilled and, as a result, expects a different, more sophisticated style of leadership.



To be successful, an entrepreneur must assume a wide range of roles, tasks, and responsibilities, but none is more important than the role of leader. **Leadership** is the process of influencing and inspiring others to work to achieve a common goal and then giving them the power and the freedom to achieve it. It is possible to learn to be effective leaders, but the task requires dedication, discipline, and hard work.

Companies must attract the best and brightest people and create an environment in which they can use their intelligence and judgment to make decisions. The rapid pace of change shaping the economy also is placing new demands on leaders. Technology is changing the ways in which people work, the ways in which the various parts of an organization operate and interconnect, and the ways in which competitors strive for market dominance. To remain competitive, companies must operate at a new, faster speed of business, and that requires a new style of leadership. Leaders of small companies must gather information and make decisions with lightning-fast speed, and they must give workers the resources and the freedom to solve problems and exploit opportunities as they arise. Effective leaders delegate authority and responsibility and empower employees to act in the best interest of the business. In this way, leaders demonstrate trust in employees and respect for their ability to make decisions.



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Until recently, experts compared a leader's job to that of a symphony orchestra conductor. Like the symphony leader, an entrepreneur made sure that everyone in the company was playing the same score, coordinated individual efforts to produce a harmonious sound, and directed the orchestra members as they played. The conductor retained virtually all of the power and made all of the decisions about how the orchestra would play the music without any input from the musicians themselves. Today's successful entrepreneur, however, is more like the leader of a jazz band, which is known for its improvisation, innovation, creativity, and freewheeling style. The success of a small jazz band rests on the ability to be agile and flexible, skills that are equally central to today's business world. Business leaders, like the leaders of jazz bands, should exhibit the following characteristics:



•**Innovative.** Leaders must step out of their own comfort zones to embrace new ideas; they avoid the comfort of complacency.

•**Passionate.** One of entrepreneurs' greatest strengths is their passion for their businesses.

•Members of their team feed off of that passion and draw inspiration from it.

•**Willing to take risks.** Playing it safe "is not an option in jazz or for any company that wants to be solvent ten years from now," says Gold.

•**Adaptable.** Although leaders must stand on a bedrock of resolute values, like jazz band leaders, they must adapt their leadership styles to fit the situation and the people involved.

•Management and leadership are not the same, yet both are essential to a company's success.

"Leadership without management is unbridled; management without leadership is uninspired".





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Leadership gets a small business going; management keeps it going. In other words, leaders are the architects of small businesses; managers are the builders. Some entrepreneurs are good managers yet are poor leaders; others are powerful leaders but are weak managers. The best bet for the latter is to hire people with solid management skills to help them to execute the vision they have for their companies. Stephen Covey, author of Principle-Centered Leadership, explains the **difference between management and leadership** in this way:

- **Leadership** deals with **people**; management deals with things. You manage things; you lead people. Leadership deals with vision; management deals with logistics toward that vision.
- **Leadership** deals with **doing the right things**; management focuses on doing things right.
- **Leadership** deals with examining the **paradigms** on which you are operating; management operates within those paradigms. Leadership comes first, then management, but both are necessary.
- **Leadership and management are intertwined**; one without the other means that a small business is going nowhere. Leadership is especially important for companies in the growth phase, when entrepreneurs are hiring employees (often for the first time) and must keep the company and everyone in it focused on its mission as growth tests every seam in the organizational structure.

Effective leaders exhibit certain behaviors:

- They define and then constantly reinforce the vision they have for the company.
- They create a set of values and beliefs for employees and passionately pursue them.
- They establish a culture of ethics.



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- They develop a strategic plan that gives the company a competitive advantage.
- They respect and support their employees.
- They set the example for their employees.
- They are authentic.
- They create a climate of trust in the organization.
- They build credibility with their employees.
- They focus employees' efforts on challenging goals and keep them driving toward those goals.
- They provide the resources employees need to achieve their goals.
- They communicate with their employees.
- They value the diversity of their workers.
- They celebrate their workers' successes.
- They are willing to take risks.
- They encourage creativity among their workers.
- They maintain a sense of humor.
- They create an environment in which people have the motivation, the training, and the freedom to achieve the goals they have set.
- They create a work climate that encourages maximum performance.
- They become a catalyst for change.
- They develop leadership talent.
- They keep their eyes on the horizon.



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Wael Darkazanli

Saudi Arabia

PMO – Requirements and Applications

1. Introduction

Project management has become a necessity for the control of progress for projects regardless of its sizes and complexity. Although PM is very essential and critical for large scale such as high rise buildings, infrastructure projects, new modern cities and islands. Those projects cannot be achieved within the designed time and budget without creating a real plan how to guide these projects. On the other hand, many project management methodologies were prepared and designed to fit the new requirements of the stakeholders and project managers. Those methodologies are different in the content, size and easy to be applied, also they are different due to different types of projects. In order to get the benefit of the available methodologies, and to apply them within a healthy atmosphere to enable the project managers to manage their projects in the proper way, the necessity of the Project Management Office has come up to create another rule of the project management.

2. Why the company should consider adopting Project Management Office (PMO)?

The implementing of PMO will support the company including its top management and stakeholders to control their operations and define the responsibilities within the company 'The responsibilities of a PMO can range from providing project management support functions to actually being responsible for the direct management of a project' (The Project Management Institute, Inc., 2008: 11).

Santosus (2003) refers the reasons of establishing a PMO to two reasons which are 'improving project success rates and implementing standard practices'. These two reasons can be the milestone to decide whether to establish PMO or not. This decision is built in accordance with many criteria before it takes place. When the company is committed to execute different projects through using a separate staff for each one, this will create a need to organize and manage these staffs. On the other hand, each project is unique; therefore it needs different applications, systems, and requirements to be done through the project life.

Therefor establishing a PMO will help the company to unify the process of managing all projects through unified and standardized methodologies for Projects Managers and Projects Staff as well. These methodologies shall support the Companies main goals such as working on Time, within Budget, with the Required Quality and to the Customer`s Satisfaction.



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3. What steps should be followed in building a successful Project Management Office (PMO)?

- In order to establish a PMO, the first step is getting the approval and commitment from the stakeholders, because their commitment will guarantee the required flow of any next step. It is very important to convince the stakeholders about the importance of PMO since it will create some additional payments within the next short period, which is something not preferable to any owner to pay for something not required, whereas it will save a lot when managing all the available projects in a proper way.
- It is a major step to assign professional PMO management which will be the direct responsible and director for all the next processes and to plan the relation between the projects. Also it will be the key player for the available resources to be shifted between the projects without any negative results and the direct responsible who will forward the correct and required status to stakeholders.
- 'Launch slowly and with careful project planning' (Stanleigh, 2010). It is very important, when deciding to establish a PMO, to make a proper plan how to introduce the new feature to the available staff and projects. Since it will be the direct responsible for all the resources and projects, there must be a clear clarification for everyone about the importance of implementing PMO and its managerial scope of work.
- 'Keep concepts and processes simple and proceed slowly with their implementation' (Stanleigh, 2010). When implementing a PMO, new processes will raise to replace the current system. These new processes have to be prepared and checked before submitting to the actual implementation. The new assigned PMO managers are responsible to decide, check, revise and apply the required new system. Therefore the new applied system has to be introduced in a proper and easy way to enable all the available resources to understand and apply it.
- 'Focus on training, mentoring and leading by example' (Stanleigh, 2010). As a new system to be applied, the available resources should be familiar with it. To guarantee the successful implementation of the new system, a sufficient training should be available for everyone involved with it. Proper training and applying similar examples will ease the duty of PMO to apply the new system, to find out the entire requirement and to select the distinct available resources to be the guider of the first step of the implementation of the new system.
- 'Establish project success measures to provide senior management with relevant information for decision-making affecting project completion' (Stanleigh, 2010).



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- As a result of the first and major step, the top management and stakeholders should be updated about all the new applied steps and the expected results. Also, the expected or occasional difficulties should be raised to the top management in order to make the proper coordination in order to make the proper required decision.
- 'Consider the Culture' (Sipe, 2008). As a new atmosphere of work, new projects and companies have multi-national team which may have labors and management staff from East to West, which means having many cultures in the same team. This variation of culture requires a particular attention by the top management which is represented by PMO staff. PMO management should build the required collaboration between the team members without making any gap between them.
- 'Take the Long View' (Sipe, 2008). Since the implementation of PMO will create new system and processes, this means a long process of changing and stepping forward. This change will not give the required results within a short period, because it needs its normal time to be implemented, understood, accepted by all parties and then to come back with the required results. This point of view is very important to be clear for the stakeholders to avoid any conflict in expectations. Any investor looks to get successful results within the shortest possible period, which cannot be applicable here. Thereof, proper planning and clear definition for each step is essential to keep the process ongoing without creating any possible undesired or unexpected withdraw by the stakeholders.
- 'Grouping similar projects and managing them in a similar manner' (Visitask, 2010). The scope of PMO is prepared as a uniformed system and process to be applicable on all projects, therefore keeping all parties within one cycle of process in order to save efforts, time and cost and to ease the internal shifting between projects as per the requirements of each.

4. Conclusion

Visitask (2010) summarizes the successful of PMO through 'the right processes, the right tools and the right people' which are the main keys for implementing any new system. In order to convince the stakeholders to implement PMO, a proper investigation to the company requirement is essential regarding the available system and what will be the new system, the available skilled members and what will be the requirements to hire new skilled staff, and to select the correct tools which are available, low cost and easy to be implemented.



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**Jomanah
AlBtoush**

Jordan

The UN Sustainable Development Goals (SDGs) in relation with Young Professionals (YPs) & the Engineering Industry

1. Introduction

The heads of state & government, representatives, celebrities, CEOs and others have met at the UN Headquarters in September 2015 and have decided on new global Sustainable Development Goals (SDGs).



The new 17 SDGs aim to end poverty, protect the planet, and ensure prosperity for all as part of 2030 Agenda. The 17 SDGs are based on the three pillars of sustainable development that are economic development, social equity and environmental protection.

FIDIC YPFSC has prepared & launched an Online Survey in 2016 to study the SDGs in the Engineering Industry with special focus on the young professionals (YPs). The results were presented in FIDIC International Infrastructure Conference in Marrakesh on 25 September 2016 after one year of launching the SDGs.

2. The Goals: The goals of this study and survey were:

To assess the extent of understanding of the SDGs in the Engineering Industry (Consultancy/YPs), and

To recognize the role of the Engineering Industry in achieving the SDGs.

3. Methodology: An Online Survey was conducted for 3 months using social media and e-mails channels.

4. Results: 335 responses were collected from all over the world, the below sections summarized the results based on two main parts:



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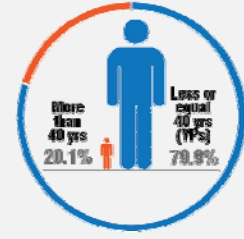
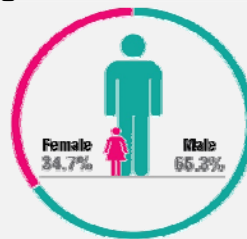
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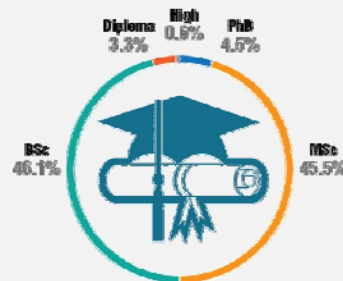
- **67 Countries** participated in the survey.
- Responses distribution per continents:



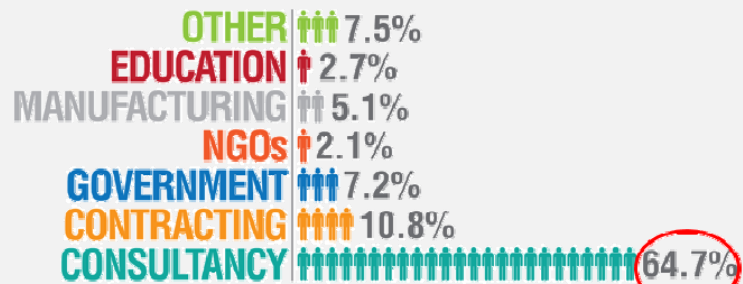
- Gender & Age:



- Highest Educational Attainment:



- Engineering Sectors:





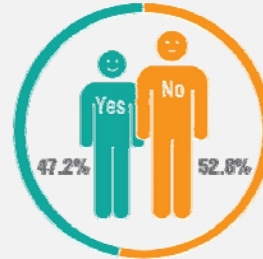
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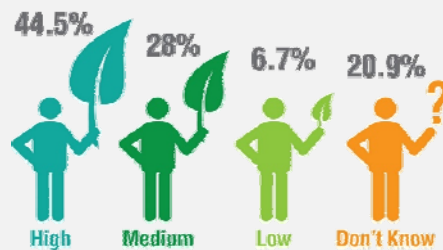
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4.2 Responses to the Survey Questions/ Statements:

- **Aware of the SDGs**



- **Assess the Role** of the Engineering Industry in promoting, supporting & implementing the SDGs



- **Top 5 SDGs** that the Engineering Industry has a role in the promoting, supporting & implementing
 - Sustainable management of water and sanitation,
 - Sustainable and modern energy,
 - Resilient infrastructure & foster innovation,
 - Inclusive, safe, resilient & sustainable cities, and
 - Action to combat climate change.
- **Examples for the Engineering Industry** in promoting, supporting & implementing the above 5 SDGs:

- CSR
- Public Awareness & Engagement
- Stakeholders partnership
- Support Women & YPs
- Integrity & Code of Conduct

- Smart solutions
- Energy & water eff. projects
- Recycling
- Green buildings
- RE projects
- Technology
- Innovation
- Alternative & cheap materials
- Sustainable infrastructure
- Protect natural resources
- Use local resources
- Application of International Standards, codes, guidelines & policies

- Environmental & socioeconomic studies
- Researches
- Training Programme & Capacity building
- Sharing knowledge
- Project Life Cycle



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3 SDGs that could be considered as an opportunity for the Engineering Industry

- oEnd poverty,
- oEnd Hunger, and
- oHealthy Lives.

• How to **enhance the Engineering Industry** role in the above **3 SDGs**?

- oApply the Entrepreneurship & Innovation concepts,
- oLink SDGs with all project phases,
- oUpdate the standards, codes, guidelines & policies,
- oConsider new approaches in education,
- oIssue and award Certifications & awards for projects that consider the SDGs,
- oSupport the Empowerment Women & YPs

• What is required to **expedite the implementation** of the SDGs



• What is the **expected role of the Young Professionals (YPs)**

- oUnderstand & consider the SDGs in an integrated manner,
- oEffective role as part of the supporting groups & task forces,
- oPromote and share knowledge and best practice;
- oSupport Integrity,
- oSupport equity and empowerment ,
- oSupport Innovation,
- oEffective applications & enhancement of standards, codes, guidelines & policies

Finally we wish that this study will help in highlighting the pivotal role of the Engineering Industry in prompting, supporting and implementing the SDGs worldwide in an integrated manner.

"All the SDGs come down to education" Malala Yousafzai



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Mazin Mohamed

Sudan

Managing stress at work

Workplace stress is a major risk factor for anxiety and depression. Most jobs have some degree of stress, and this is often beyond our control – we can't always set our own work loads and deadlines, or change the workplace culture.



However, there are some strategies everyone can adopt to manage and reduce their own stress levels, as well as finding a positive work-life balance.

Part of taking care of your mental health is also about looking at your overall wellbeing. A balanced diet, exercising regularly, getting enough sleep and avoiding extra alcohol and other drugs all contribute to mental wellness.

What do we mean by 'work stress'?

Everyone knows what stress feels like and we've probably all experienced it at some stage – at home, school or work, or while getting outside our comfort zone. But when we talk about work or job-related stress, we're referring to situations where there's a mismatch between the requirements of your job, and your capabilities or available resources. As a result, you're put under an unsustainable level of pressure.

A range of factors can contribute to job stress, including:

- Working long hours or overtime, working through breaks or taking work home
- Time pressure, working too hard or too fast, or unrealistic targets
- Work that's monotonous and dull, or which doesn't use your range of skills or previous training



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- Roles where you have low levels of control or inadequate support from supervisors and/or co-workers
- Job insecurity
- A lack of role clarity or poor communication
- Conflict with colleagues or managers
- Bullying
- Discrimination – whether based on gender, ethnicity, race or sexuality.

Signs of work stress

Stress is a normal response to the demands of work. It can be beneficial in short bursts, helping you stay alert and perform at your best. However, prolonged or excessive job stress can be damaging to your mental health. Stress can be a trigger for someone with depression and/or anxiety, and may cause an existing condition to worsen. And it's not just your health that can suffer – as well as affecting your relationships and life outside work, stress can increase your risk of injury, fatigue and burnout.

Physical signs of stress include:

- Chest pain or a pounding heart
- Fatigue
- Nausea, diarrhea or constipation
- Getting colds more often
- Muscle tension, pains and headaches
- Episodes of fast, shallow breathing and excessive sweating
- Loss or change of appetite
- Sleeping problems

Non-physical signs include:

- Feeling overwhelmed or frustrated
- Feeling guilty or unhappy



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- Being irritable
- Losing confidence and
- Thinking negatively
- Having racing thoughts
- Memory problems
- Excessive worrying.

Finding a balance that works for you

- With busy schedules, it's easy to become overwhelmed with work and not find time for anything else. The trick is achieving a balance that promotes your overall health and the success of your career or business – often easier said than done.
- There are some tips to help you manage your stress levels and look after yourself.
- If you're feeling stressed or anxious, try and postpone major life changes such as moving house or changing jobs.
- Finding someone to talk to can help – a close friend, a family member, counselor or psychologist. Learn to relax. Make sure you set aside time for the things you enjoy, such as exercising, meditating, reading, gardening or listening to music.
- Take your annual leave each year and make sure you have a proper break from work.
- Try scheduling meetings during core work hours, not your personal time.
- Avoid checking your email or answering work calls out of hours.



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Communications

Chairperson

FIDIC YPF-SC



Wafaa Balla

Sudan

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, surveys, training opportunities, etc.

International YPF Groups: find out what the YPs in your country are doing and how to connect with them! Please check on the YPF homepage listed below, YPF social media pages and related email.

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 please visit the FIDIC website at www.fidic.org or the FIDIC YPF page <http://fidic.org/ypf> For more information or personal assistance on how to connect please contact us at ypf@fidic.org, Wafaa Balla, 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 local group and join the international Forum? This is best achieved through the FIDIC Member Association (MA) in the country you are based. However, if no such association exists, or your MA can't support the creation of a national YPF, you can contact us to assist you.

FIDIC can also provide support and resources to assist you in creating an YPF group in your country. 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 ypf@fidic.org

CALL FOR ARTICLES AND NEWS FOR PUBLISHING IN YPF NEWSLETTER

If you would like to publish any articles or post any news and activities of your YP group in the YPF Newsletter, please contact us by email at ypf@fidic.org