Greetings Young Professionals from around the world

It was my pleasure to meet many YPs from various countries gathered at the FIDIC 2014 International Infrastructure Conference held 28 September to 1 October in Rio de Janeiro, Brazil. I am very pleased to report that the FIDIC YPF activities at the FIDIC 2014 Conference were a HUGE success, full of joy and experience. The YP program included the “YP Meet and Greet”, “YP Open Forum”, “Breakfast with FIDIC EC”, “Technical tours” and “YP Closing Dinner”, which you can find more details about in FIDIC 2014 Conference report in this issue.

It is my honor to announce that YPFSC welcomed five new members: Wafaa Balla Beshir Ahmed from Sudan, Jennifer Ogechi Ogazie from Nigeria, Hicham Slimani from Morocco, Tobolcea Cosmin from Romania, and Cory Wilson from Canada. Thank you all for joining us. I believe with your significant contributions we can continue YPFSC successes as strong as in previous years.

Also, I would like to express special thanks to Selena Wilson, previous YPFSC chair, not only for all her strong leading, commitment and support during her term as chair, but all her contribution over the years. Selena, we wish you success in the pursuit of your personal and career goals.

FIDIC YPFSC have several planned activities for 2015, but the main goals are: entrust YPs in FIDIC and its regional activities, encourage and help MAs who have not YP groups to create their own, and encourage MAs and Companies to support YPs more in FIDIC activities and programs. Please help us to achieve the goals as much as possible.

In 2015, we have two Regional Conferences, GAMA in Accra, Ghana from 12-15 April 2015, and ASPAC in Tehran, Iran from 10-13 May 2015. Their YPFSCs have prepared great programs for their regional YPs. I am pleased to invite you to join us at those conferences.

We are the world, we are the ones who make it better!

Enjoy the Newsletter

YPFSC Chair
Manoochehr Azizi
FIDIC 2014 Annual Conference, Rio de Janeiro, Brazil

As many years, Young Professionals attended FIDIC 2014 Annual Conference, which was held from 28 September to 01 October 2014 in Rio de Janeiro, Brazil; while hundreds of senior leading global planners and partners in this industry had gathered to discuss and exchange their experience on infrastructure to create innovative sustainable solutions.

YPFSC organized an YP Meet and Greet Ceremony to say welcome to YP participants before opening of the Conference. In this gathering which was held at the Royal Tulip Bar before FIDIC 2014 welcome reception, YPs were informed about all YP events during the Conference.

DAY 1
For the first Business day, YPs attended the opening ceremony and three plenary sessions. The plenary 1 offered a State of the World discussion between senior leaders of the International Financial Institutions to learn how they are looking for innovative solutions to global infrastructure issues, in partnership with the private sector and other stakeholders. The Plenary 2 theme was about “Rethinking Infrastructure”.

The development of the infrastructure (Electric Energy, Oil & Gas, Logistic, Water, etc.) represents a great challenge both for the emerging economies and the developed ones. For the Consulting Engineering Industry it is essential that the leading players involved in the development of infrastructure understand and share the major problems and solutions found.

The first business day was ended by the Plenary 3 as “YP Open Forum” which was on “FIDIC Capacity Challenges and the Changing Face of Innovation”. Mandana Cont, Joost Merema, and Jakub Bialachowski were three YPs who had unique presentations in this session.
The first day followed by the Local Color night event, which took place at the iconic Rio Scenarium, one of the most important and famous Samba Clubs in the world. YPs were amazed by the celebrated live music show in downtown Rio and enjoyed the typical Brazilian dishes.

**DAY 2**

YPs started the second business day by a working breakfast meeting with FIDIC Executive Committee. This unique event was a great opportunity for YPs to learn more about FIDIC and its activities. FIDIC president, Mr. Pablo Bueno, explained the 2014 accomplishments and new opportunities to YPs. Moreover, YPFSC chair presented the YPF program for 2014-2015.

The second business day, continued by four plenary with 11 speakers appeared on the stage. In the Plenary 4, Hernando de Soto, who is one of the well-known international economists, expressed innovative idea for development of infrastructure referring to his unique and shrewd thought such as how to draw in people from illegal and un-organized society to formal and organized system since those people played important part of the developing cities’ economic activities.

In the Plenary 5, Javier Baldor demonstrated images of foreseeable or even occurring future where advanced digital technologies fields such as “Internet of Things” and “Big Data” have been introduced into infrastructures using variation of visual aids.

In the Plenary 6, Latin American PPP market, especially focused on Brazil, was explained from demands and its background to future vision. Moreover the latest huge construction projects such as Porto Maravilha Urban Operation and Olympic Park construction project, in which private fund have been invested, were explained to the audience with respect to, but not limited to, aspects of investment, project management, technical features, etc.

In the Plenary7 entitled “Smart and Innovative Solutions”, we did reconfirmation of importance of the digital future as stated in Javier Baldor’s presentation. The benefit and expandability of BIM (Building Information Model) into infrastructure, an ideal urban community supported with diversity of information technologies, and solutions for talent mismatch between employer and employee coming from Big Data are all inseparable from innovative digital “Smart” technologies.

There were many more high profile speakers invited that proved the importance of our industry in building a better quality of life.
DAY 3
For the last business day, YP participants had the Future Leaders Workshop and the conclusion of the Young Professional Management Training Program, a presentation from the 7 countries Young Professional, and a discussion from the delegates. Throughout those sessions, YPs had the opportunity to report on YPs thought, our key findings and how these relate to themes being discussed at the conference.

YPs also attended the plenary 10 session on Integrity, capacity building and sustainability topics. Speakers were FIDIC experts, who outlined the latest developments on promoting these integral components in the procurement cycle, as part of raising the profile of the industry, and impressing upon clients and society that a healthy economy is dependent on a healthy consulting engineering industry, enabling consulting engineers to offer high quality advice as trusted advisor.

In the afternoon, they joined the plenary 11 session on Risk & Quality, contracts, and business practices, which was the FIDIC’s best practices highlighting in the constant striving to produce quality services for the benefit of humanity.

At the late afternoon, YPs’ activities started with a technical tour of both the Olympic Park and Rio Metro projects. YPs had the opportunities to communicate directly with the Chief Engineer and the project management team and get to know further for an consulting firm playing what role and how to improve the project performance in the projects. Following the technical tour, YPs gathered at the Victoria Restaurant for a final dinner, and cocktail gathering, where they had the opportunity to seal their friendship but also to express their intent in taking part of innovating the infrastructure solutions in their respective part of the globe.
Brief Report on the YPMTP 2014

The FIDIC Young Professionals Management Training Programme (YPMTP) is a seven-month on-line management training programme for young professionals and potential managers. The programme seeks to equip young leaders with the necessary management skills to take on the challenges that prevail in the consulting engineering and construction industry. It uses a case-based approach with focus on:

- Organization of a consulting firm – Starting a company
- Human resources management
- Business development – Marketing, Client relationship
- Financial management and control
- Risk Management
- Sustainable management
- Quality Management
- Business integrity management

The programme also offers a basic course on the White Book – Client/ Consultant Model Services Agreement, the Sub-Consultant, the Joint Venture and the Model Representative Agreement.

This year, about 20 countries were represented in two teams; Team Future and Team Horizon.

The formal lectures were based on FIDIC’s Guide to Practice including other guidelines and documents, which were all available to participants on the training platform; Podio – an internet based Live-meeting Conference Platform.

Through study and interactions with team members from all over the world, we have acquired required skills for developing the consulting engineering and construction industry. These include retaining and developing human resources, global marketing and different cultural challenges, different consulting environments, multidisciplinary work.
The final sessions took place in Rio de Janeiro from 24\textsuperscript{th} – 28\textsuperscript{th}, September 2014. It comprised of class room lectures and group discussions. Having undergone this training, we were required to contribute to the FIDIC conference through a presentation at the Future Leaders Workshop.

YPMTP Participants at the Future Leaders Workshop

It was a long deliberation but surprisingly a simple one. We all seemed to face the same issues in our different countries and job environments. Through these discussions, we identified the following issues:

- Perception of our profession –
  How do people see our profession?
  How do we better the perception of our profession?
  How do we obtain and maintain the best future professionals? How can this perception change the world?

- With a better profession, we are positioned for success. We can tackle global issues such as poverty. As professionals in the consulting industry, we are the custodian of infrastructural development.

- Through the power of unity, knowledge and people connection, we can share knowledge, develop smarter and innovative solution. Although, we have limitations in terms of our geographical locations, cultural differences, language barrier, differences in level of wealth and awareness; we believe connecting technology and knowledge, globally, can remove these boundaries.

The Young professional Management Programme has helped improve our communication skills, intercultural understanding, developed new approaches to understanding management challenges, and familiarity with the consulting engineering industry’s international activities and resources.

We had fun after each day’s work and enjoyed the companionship of one another, having dinner together and visiting tourist attractive places. This further helped us bond and build
stronger relationships We had fun after each day’s work and enjoyed the companionship of one another, having dinner together and visiting tourist attractive places. This further helped us bond and build stronger relationships (see photos below).

Here are what some of the Participants have to say:

Charles Abadie (USA)
“I believe the experiences I have gained in attending the training program and the conference will be valuable to my career. I increased my exposure to management topics and leadership principles. I gained experience presenting in front of a large audience. But I think the biggest and most enjoyable benefit is having forged lasting relationships with my colleagues at the conference. I now have good friends all over the world!”

Marius Constantin (GEORGIA)
“…….. the great moments we had together in the last days in Rio.”

Rafael Rodriguez (SPAIN)
“FIDIC YMTP program was very interesting but not only for its content, in my opinion the key part was that it gave me the chance for cooperating and learning from another young engineers of all over the world. It was an unforgettable experience, specially the time spent together in Rio, where we passed from colleagues to friends!”

Zhou Sheng (CHINA)
“Big opportunity, big connection, big change for me, for our YPs, and for the world in the future!!!”
Samuel K. Asare (GHANA)

“My interaction with a cross-section of the world’s Professional Engineers and the POKEN connection experience changed my perception of this noble profession of Engineers for life. YPs 2014 - Connecting People is Good, Connecting Knowledge is Better, Knowledge Management is Best. Let’s Change the World Together!!!”

This training has equipped us with the tools required to transform the engineering consulting business in our various countries and hopefully across the globe.

We are grateful to FIDIC for this YPMTP initiative.
FIDIC Accredited Engineer Certification Program

According to the decision of the FIDIC Executive Committee and following approval by the Chinese government in 2010, a pilot program for FIDIC Accredited Engineer Certification is now being conducted in China in order to promote the FIDIC body of knowledge and principles and to establish an international standard for FIDIC Engineer training and certification. Based on the successful experience of this Pilot Program, FIDIC would promote its widespread application among its member associations.

The FIDIC Accredited Engineer Certification attests to an individual’s understanding of FIDIC professional best practice following successful completion of systematic training and an assessment of understanding of the FIDIC body of knowledge. FIDIC and CNAEC (China National Association of Engineering Consultants) will recognize those who have obtained the FIDIC Accredited Engineer Certificate by suitable listing, and will work to promote their acceptance by the World Bank, the Asian Development Bank and other international organizations as international consulting engineering project managers.

The FIDIC Accredited Engineer Certification Pilot Program is a joint venture of FIDIC and CNAEC. According to the agreement of FIDIC and CNAEC, a FIDIC Accredited Engineer Certification Board has been set up as the managing body of this Pilot Program, with the Chairman being appointed by FIDIC and the Vice-Chairman and the Secretary General appointed by CNAEC. The Secretariat of the Board is set up at CNAEC, responsible for the daily operations of the Board and daily management of the Pilot Program. The Board has convened two meetings until this moment.

The Pilot Program begins in January 2014 and is expected to conclude in June 2016. Its implementation includes three stages: preparation; training management, examination and certification; summarization. The training and examination will cover 4 modules of FIDIC contract agreement which include FIDIC Contracts, Agreements and Procurement as well as Claims, Disputes and Arbitration, and 4 modules of business practices which include Quality Management and Generic Business practice, Integrity Management and Business Development, Risk Management, Environment and Sustainable Development. The first training course is scheduled to take place in mid-November, 2014 in Beijing. Considering the pilot nature of this Program, currently it is open only to members of CNAEC.
Mentoring – coaching – sharing of experience and knowledge from the senior level to the entry level is the backbone in our industry. Today YPs have the opportunity to learn in ways that could not be imagined in the past.

Many companies come to understand that training is a long term investment. Leaders realized that achieving optimal training results sometimes require a shift in methods. The use of e-mentoring or e-coaching, which is defined as mentoring or coaching delivered over an electronic medium(1), is increasing in an environment where many forms of computer assisted learning are becoming widespread. Computer based training, interactive training programs and materials that can be downloaded from the internet and shared through social media, the forms are many where individuals are benefiting from the ease of use as well as convenience of the learning. It is a great way for learners to interact with one another despite large distances. Sometimes there is nothing better than a real-time interactive brainstorming and sharing discussion; other times the requirement to think, plan, write and summarize is what makes learning most effective for an individual. The variety of activities that are now possible online makes it possible to create many types of effective learning environments.

Face to face and e-coaching both have significant pros and cons.

Pros of e-coaching are (2):
- It’s usually easier to set up an e-meeting on short notice, especially if the parties are located at a distance from each other.
- There is a record of the conversation, which can be referenced for further understanding subsequently
- Many people are more comfortable and more open communicating online than face to face
- There is evidence that people are more likely to forget differences in power and differences relating to ethnicity, when using email, compared to face to face conversations.

As the amount of information in the global mind increases, the challenge of accessing meaningful information grows. E-coaching challenge is to recognize the best source of information, and maximize potential benefits and minimize potential costs.
Thus the e-coach of the future needs to become more aware of the developmental needs and learning options available. According to Goldsmith (3), the process of e-coaching will involve helping the decision makers to diagnose their developmental needs, giving and assessing the resources, and providing ongoing support to ensure results.

FIDIC strives to provide young professionals with several e-training programs that cover major topics related to Engineering Consultancy needs in a convenient and professional manner. The online training courses and the Webinar initiative are great examples of spreading knowledge; provide training and continuing education for YPs without leaving the comfort of the home or office.

It's left to your imagination to predict what future technology will bring more to e-coaching, what have been developed might just be the tip of the iceberg! The ability of technology support can only get bigger and better!

YPs are most capable of assessing the e-coaching benefits, and their feedback is considered a success indicator, so how do you rate the e-coaching? And what is your evaluation of previous e-learning experiences?

(1) http://edweb.sdsu.edu/people/arossett/pie/Interventions/ecoaching_htm
(2) http://www.gptrainingconsultants.com/tools-and-resources/download/start/69/
THE MOZAMBIQUE, MAPUTO CONFERENCE
An Account of the Young Professionals’ Participation

It was a fantastic conference for all Young Professionals. The entire conference almost became a Young Professionals conference. It seemed that the conference had been put in place for the young professionals (YPs). The theme of the conference; Local Involvement in Major Projects for Sustainability had all the YPs going very wild with excitement and why not as sustainability of any organization or association is always centered around the next generation.

It was one conference where all speakers had every one entranced in their topics of discussions and there was not a dull moment. This conference is the 1st conference since the inauguration of the Young Professionals Forum in Khartoum, Sudan 2013. There were 6 young professional speakers in the 2-day Conference all talking around the young professional and sustainability of projects and organizations are being centered around them in order that the sustainability of the Industry will be guaranteed in the future. The young professionals present were about 30 most of which were from Mozambique and other Young Professionals from Morocco, South Africa, Ghana and Nigeria participating very strongly either in presentations or in asking questioning and seeking clarifications. There were about 250 delegates in attendance at the conference.

Sunday 23rd March, 2014
The young professionals had their “meet and greet Session” with about 20 Young Professionals in attendance. The Managing Director of FIDIC, Enrico Vink, addressed the young professionals with a need to come up with more areas to impact in the FIDIC – GAMA Community and he particularly referred to involvement with the GAMA working committees.

The outgoing GAMA President; Arthur Taute also geered the young professionals towards being part of the GAMA committees and he succeeded in encouraging a few young professionals to volunteer to be a part of the various committees available in GAMA. In attendance at the meet and greet session was George Sitali from Gambia who is the incoming GAMA President and other members for the GAMA Executive Committee and the President of the Association of Consulting Engineers, Nigeria . Engr. Temilola Kehinde.

Cross section of YPs and the GAMA Executive Committee at the Meet and greet session
The meet and greet session was directed by Jeshika Ramchand Moosamy from South Africa. The young professionals had begun networking with each other from the first day of the conference. Francis, Kofi Yankey; the Vice Chair of the young professionals Forum Steering Committee also gave a short talk on how young professionals can begin a Forum in their various countries. The meet and greet session was followed by the welcome session to open the conference for 2014.

Two days of the Conference
The first day of the conference was interesting as we all had to be there on time. It was very interesting and moving when we took the popular “African anthem” Which is also the anthem in some countries in Africa. This demonstrated African Unity with all 250 delegates on their feet.

On the first day we had 4 Young Professionals speak at the conference. They include; Amine Amar from Morocco. He spoke about developing competencies for Projects in Morocco.

The second young professional speaker was Dr. Michele Kruger from South Africa who had a joint session with the MD of FIDIC. Michele who was also a past chair of the FIDIC Young Professionals Forum titled her paper “Sustainability in the African Context”. Her emphasize was that the FIDIC project sustainability pack could be used to drive future investments, can assist in determining the priorities for a specific investment amongst other things. The 3rd Speaker was Nasiru Danlami a member of the GAMA Young Professionals Forum Steering Committee from Nigeria. He spoke on the African young professional and development of sustainable local expertise. A young professional’s view. His emphasis was on capacity development as the African Continent is blessed with a good population of younger generations.
Another young professional from South Africa named Tafadzwa Mukwenana from CESAYPF, South Africa termed his paper “Prepared to Lead?” and he equated Engineering to a football game. He explained that the team with the best players and better coaches perform better, he referred to the strong need for capacity building even for the best hands. The fifth speaker Ibrahim Buga termed his paper the “competitiveness of the local firms the path way to international participations”. He urged the local firms to step up their game in order to match up with other counterparts in the developed society also emphasizing on the capacity development of the young as a way of ensuring that reality.

Finally, Adedoyin Obikanye; the chair of the GAMA young professionals forum steering committee also presented a paper termed “Analysing the involvement and consideration of young professionals in Major Projects for Sustainability”. She presented an analysis of data collected from 47 young professionals, who work in 25 Consulting Engineering Firms in 8 Countries of the GAMA Community. And the conclusion is that 99.9% of them would rather be involved in major projects as projects amongst other things is the training field for the young professionals.

The conference was concluded with a workshop on the 3rd day, an interesting Gala night and a cruise on the sea.
THE FIDIC-GAMA 2015 annual CONFERENCE - 12 to 15 APRIL 2015

The GAMA Conference is the biggest annual networking event for Consulting Engineers in Africa. It is a forum where Consultants, Government Officials, Private Investors, Construction Equipment and Material Suppliers and other stakeholders in the Engineering Consultancy Industry, from the public and private sectors, share and exchange ideologies and methodologies for the provision of services in engineering field.

The Theme of the FIDIC-GAMA 2015 Conference is "Developing and Sustaining Africa’s Infrastructure; promoting intra-regional partnership". The event will be held in Accra, Ghana and will be hosted by The Ghana Consulting Engineers Association (GCEA).

See more at: http://fidic.org/node/827#sthash.aYW63wL9.dpuf

The FIDIC Young Professionals Forum will be participating in this year’s conference. The theme for the year for the GAMA YPF is the Expansion of the Young Professionals forum in the GAMA region. The Young Professionals will also focus on fostering and cultivating intra – regional partnership amongst themselves in order to develop a plat form that would enhance development of infrastructure across the borders of the Africa. This would be achieved by first ensuring a well groomed Young Professionals Forum in the region that will ensure:

- Capacity buildings and mentoring programs are emphasized in the regions.
- Experiences are shared such that the development of the young professional is a major with more senior professionals and in the member associations.

The topics for discussion and presentation at the Ghana conference are as follows:

- Developing and sustaining Africa’s Infrastructure from the Point of View of the Young Professionals as the future of infrastructural development in Africa
- Analysis of sustainable infrastructural development in Africa and the way forward
FIDIC-ASPAC 2015 Conference

FIDIC-ASPAC 2015 conference is going to be held in Tehran, Iran from 10-13 May.

The 2013 conference, was a break-even point for ASPAC, since the EC approved starting the regional young professional forum supported by FIDIC.

The 2014 conference, highlighted the presence of YPs while one of the main panels of the conference was assigned to YPs and the results were surprising, consequently the 2015 conference is now wholly organized by YPs.

The Conference theme is “Sustainable Approaches in the Emerging Markets.
The panels are as follows:

- Emerging Markets Economic Outlook in ASPAC Region
- Sustainable procurement in Emerging Markets
- Green Integrity or how Sustainability and Integrity form the future of CE industry
- Quality of human resources in Emerging Markets
- ASPAC YPF Session

You are all more than welcome to inform us how you can contribute in this important conference. For more details and registration please check: http://fidiaspac2015tehran.com
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 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 me at fidicypforum@gmail.com

Jomanah Albtoush
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 fidicypforum@gmail.com!

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 jomanah_albtoush@aj-group.com