



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 my great honor to welcome you all and to wish you a great 2018 full of success and achievements.

I am really proud to report the remarkable Young Professionals (YPs) achievements in the FIDIC International Infrastructure Conference in Jakarta, Indonesia that was held from 1st to 3rd of October 2017. The YPFSC members have the pleasure to meet and listen to the YPs from all over the world and to arrange and participate in a lot of distinguished YPF activities, mainly the 1st International YPs Symposium, YPF open forum, Technical presentation, 2nd YPs award, etc. you can find more details inside the newsletter.

Also in this issue you can read six articles (feedback) about the magnificent experience of attending the FIDIC Young Professionals Management Training Programme (YPMTM) from different corners of the world (<http://ypmtm.org>). In addition to another articles related to the Importance of Aggregation for YPs, The Competitive Advantage and Mentoring, Taking Time Out with Family & Friends, etc.

Finally I would like to congratulate and welcome 2018 YPFSC members from 21 countries: Cosmin Tobolcea (Romania), Jennifer Ogazie (Nigeria), Cory Wilson (Canada), Wafaa Balla (Sudan), Adam Bialachowski (Poland), Takashi Matsuo (Japan), Rafat Al Bouri (Saudi Arabia), Michael Walker (Canada), Jeshika Ramchund (South Africa), Lyubomir Petrov (Bulgaria), Nguyen Nam Trung (Vietnam), Oluwaseyi Adedeji Adesina (Nigeria), Hugh Tait (Australia), Joseph Declan Nolan (Ireland), Kaveh Heshmati (Iran), Awab Abdelrazag Elameer (Sudan), Yukiko Itami (Japan), Eleonora Smargiassi (Italy), Charles frank (Tanzania), Seyram Aguadze (Ghana), Rodrigo Juarez (Mexico), André Assumpção (Brazil), Jenson Varghese (New Zealand) and Jomanah AlBtoush (Jordan) (http://fidic.org/YPF_SC).

Enjoy the Newsletter!

Jomanah AlBtoush
FIDIC YPFSC Chairperson



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Kaveh

Heshmati

Iran

YPF IN FIDIC CONFERENCE 2017

FIDIC International Infrastructure Conference was held in Jakarta from 1st to 3rd of October 2017. This report represents the main activities during the conference with the great focus on Young Professionals' activities and achievements.

The Young Professionals Forum (YPF) is the group of Young Professionals (YPs) of the International Federation of Consulting Engineers (FIDIC). It was formed in 2004 with the intention of providing YPs with the opportunity to participate actively in FIDIC with their peers and to develop the next generation of consulting engineering industry leaders.

As a leadership committee, the YPF Steering Committee (YPFSC) was formed to develop communication and networking opportunities for all YPs involved in the FIDIC community. It is run by a dedicated committee of YPs volunteers.

FIDIC Young Professional Forum Steering Committee (YPFSC) chaired by Ms. Jomanah Albtouch from Jordan, includes 31 members from different countries around the world. This group started the preparation for Jakarta conference's tasks immediately after Marrakesh conference since October 2016 and made great efforts with the help of its 22 sub committees. It is noteworthy to mention that steering committee's representatives play an active role in all FIDIC committees.



They accomplished remarkable achievements in Jakarta conference that highlight the spirit and diversity of YPs, all details will be discussed in the following.



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FIDIC Best Business Practice Forum: Sunday, 1st of October

The conference started with the best business practice forum at 8:30 A.M in the morning. This day mainly allocated to young professionals of FIDIC.

•Plenary 1- Young Professionals Open Forum

The YPF started the conference by holding their morning panel. The 1st presentation was given by Ms.Jomanah Albtoush from Jordan with the subject of "YPFSC progress in 2017". Then, Mr. Takashi Matsuo from Japan, Chair of Young Professional Forum Steering Committee of Asian and Pacific region (ASPAC), had a presentation titled "Voice of YPs in ASPAC Region for Resilient Future".



The 3rd presentation was given by Mr. Ahmed Stifi from Germany with the subject of "The Journey to Green Field, the Role of Consulting Engineers in the Decommissioning of Nuclear Facilities". The 4th presentation was delivered by Ms. Silvia Folgori from Italy titled "Resilient Infrastructures in Italy ,The Challenge in Retrofitting in Historical Contexts".



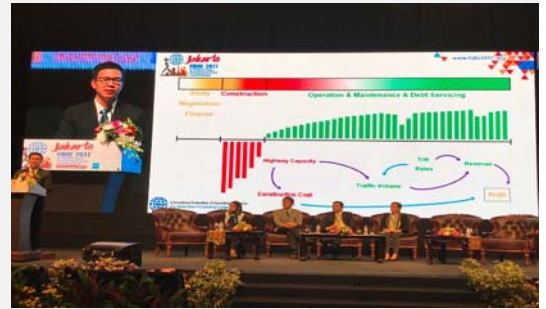


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The 5th presentation was given by Mr. Tanaphat Jeerangsuwan from Thailand. The title of the presentation was "A System Dynamics Map for PPP, Concession Evaluation for Highway Facilities".



- Plenary 2- Sustainability, Capacity Building, Integrity Management
- Plenary 3- Risk & Quality, Contracts, Business Practice.

•YP Technical Presentation- MRT Jakarta

MRT Jakarta Technical Presentation was one of the activities coordinated by YPFSC during 2017 Conference. MRT project, the Jakarta Mass Rapid Transit system, is currently under construction in two north-south and east-west lines. About 15 local and foreign contractors have worked on this project. Jakarta, the capital city of Indonesia, includes over 9 million inhabitants and heavy traffic is one of the most problems in this city as the average velocity of vehicles is 6 (km/h).



•FIDIC YP Booth

YPs' presence was strong in FIDIC booth during 2 days in Jakarta Conference. They advertised YPFSC plans for 2018 including Young Professional Management Training Program 2018 (YPMTP), the activities & policies related to FIDIC Conference 2018 in Berlin and YPFSC booklet.





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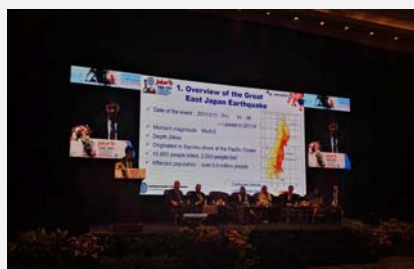
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•First International FIDIC Young Professional Symposium

The first young professional symposium was held on 1st of October in 2 separate sessions. This was one of the achievements of YPFSC during 2017 and it had great outcomes due to the high quality of presentations and the variety of perspectives presented in Jakarta Conference. The main topics of presentations were in line with the conference theme “Resilience Infrastructure”.

•Symposium Session 1

This session was started by the presentation which was given by Mr. Cosmin Tobolcea of Romania and Mr. Adam Bialachowski of Poland. The title of their presentation was “Future of How Engineers Work, Key to Resilient Infrastructure & Improving Life



The 2nd presentation was given by Mr. Eiji Sawamoto of Japan. The title of which was “Proposal for Resilient Infrastructure Maintenance from Japanese YPs through the Experience of “The Great East Japan Earthquake”

The 3rd presentation was delivered by Ms. Jomanah Albtoush from Jordan & Ms. Wafa Balla Beshir Ahmed from Sudan. The title of their presentation was “Humanitarian Engineering to Rescue”.



The 4th presentation was given by Mr. Pham Ngoc Hung from Vietnam with the title of “Evaluation the Effect of Changes in Natural River Flow for Downstream Areas after Construction of Hydropower Plants in the Central Highland-Vietnam”.



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The last presentation was delivered by Ms. Keamogetswe Mmekwa from South Africa the title of which was "How Design Led Thinking by YPs can Contribute to Resilient Infrastructure in Africa".

Symposium Session 2

The session 2 started after 30 minutes with the presentation entitled "FIDIC and YPs" by Mr. Arash Emambakhsh from Iran.



This session was followed by the Future Leaders Forum where the number of selected participants in Young Professional Management Training Program 2017 (YPMTP) gave their presentations about this program and their point of view, findings and experiences corresponding to consulting engineering profession and FIDIC organization. At the end of the session, the FIDIC president Mr. Jae-Wan Lee dedicated the certificates to YPMTTP participants.

Also at the end of YPMTTP graduation ceremony, Mr. Jae-Wan Lee FIDIC President provided Ms. Jomanah AlBtoush generous financial support to support YPFSC activities.





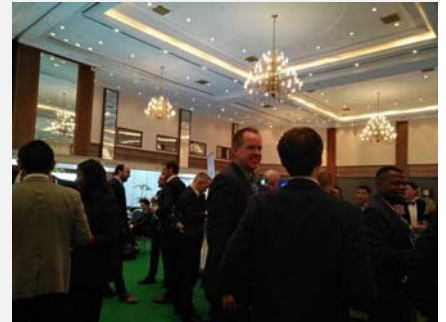
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•FIDIC YP Meet & Greet and Welcome Reception Dinner

The last programs of the 1st day of October were allocated to YP meet & greet and Welcome Reception dinner which were held in Jakarta Convention Center. In meet & greet, Young Professionals talked to each other and shared their ideas in one hour. In Welcome Reception dinner, all Jakarta Conference's participants gathered together and tried to communicate and network.



Day 1: Monday, 2nd of October

The first day started with the Conference opening ceremony by Mr. Jae-Wan Lee (FIDIC president), Mr. Nugroho Pudji Rahardjo (The president of the National Association of Indonesian Consultants known as INKINDO) and Mr. Basoeki Hadimoeljono (Minister of Public Works and Housing in Republic of Indonesia). The following panels were held in sequence:

- Plenary 1- Resilient Infrastructure- What Constitutes Resilience?
- Plenary 2- Infrastructure Needs, Benefits and Investment
- Plenary 3- Modeling and Digital Technology in Planning for Resilience
- Plenary 4- Strategies, Planning, Sustainability and Resilience

•YPFSC Annual Meeting

The meeting was held at 14:00 P.M to 15:30 P.M. In addition to the scheduling of the YPFSC 2018 agenda, the meeting was to coordinate among the members of the YPFSC for a meeting with FIDIC EC members in order to determine the next year's path of this group in line with the FIDIC policies.



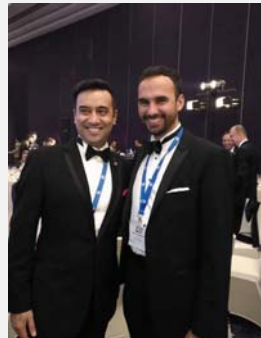


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•FIDIC Gala Dinner & Awards Ceremony



Gala Dinner was held at Raffles Hotel including different speeches and activities, mostly related to FIDIC awards for projects and professionals. The YPs Award 2017 ceremony which was held for the second year was given to Mr. Prashant Kapila from India for his overall professional success and achievements. Besides, special recognition was allocated to Mr. Ben Freedman from United Kingdom.

Day 2: Tuesday, 3rd of October

•YPFSC and FIDC EC members' meeting and breakfast

The second day started M by an invitation for breakfast from FIDIC Executive Committees (EC) members to YPFSC. At the meeting YPFSC achievements in 2017 and FIDIC policies in relation to the YPF were discussed.



After that the conference continued through the following panels:

- Plenary 5- Disaster Risk Mitigation Strategies
- Plenary 6- Resilience and Disaster Risk Mitigation in Projects
- Plenary 7- Designing Resilient Infrastructure
- Plenary 8- Effective Consulting Services to Support resilient

In the evening, the conference was closed by Conference Closing session, General Assembly Meeting (GAM 2017) and the Local Color Night Dinner at "Fairmont Hotel".

Hope that you have enjoyed this report that summarizes YPs achievements and progress in 2017, YPFSC is looking forward to further progress and achievements in 2018 and to welcome you all in person in FIDIC Berlin Conference in September 2018.



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**Eleonora
Smargiassi**
Italy

YOUNG PROFESSIONALS: THE IMPORTANCE OF AGGREGATION

In Italy, as in other countries in the Europe and in the rest of the world, more and more job policies tend to require the presence of young professionals within engineering companies to be able to participate in public competitions. The purpose of these policies is to ensure the inclusion of young and newly graduated people in the working groups to insert in the labour market: but is it a good policy? Often it is only a pro forma, the newly graduated is included in the working group but in fact the role played is often marginal.

So what can we do to make our work and preparation concrete and recognized? The answer is not so obvious.

The strength that distinguishes young people and differentiates them from the previous generation is their ability to interact, using new technologies and sharing. Our strength must be the ability to know how to use such peculiarities in our favor.

Aggregation, sharing experiences and ideas, and getting to know new perspectives, is therefore crucial: it must not be done in a sterile way and without goals, but aiming to continue to grow from a professional and educational point of view. Our little Italian experience could be a concrete example of how important it is to develop a group of young professionals ready to get involved. Driven by the experiences and enthusiasm already experienced in other countries, we have decided to embark on this new experience, trying to create a group of young professionals each with their own cultural background and experience.

In our meetings we organized conferences with representatives in various subjects, such as BIM technician, World Bank experts, geologists, etc. We have tried to trace a cognitive path starting from the needs of the group and thus create a series of meetings and summits that can stimulate new interests or deepen themes that are considered topical or able to help in our work.

Thanks to this experience we have been able to deepen an important issue, such as the approach to environmental disasters that are affecting Italy, in order to trace a possible prevention guide. Thanks to meetings, reflections and debates we have been working together, we have been able to develop a consistent investigation process that has enabled us to formulate a hypothesis of intervention strategies to prevent damage to things and people due to seismic events.



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In addition, we have tried to identify the lesson learned from the old generations experience, mainly in relation to their focus on post-event rebuilding and ignore the importance and crucial of working on the prevention stage. We have therefore suggested that a missing element is the raising of the awareness of private individuals, public bodies, banks, able to make it understood the technical and economic improvements that adequate prevention would bring.

To get this, specialized figures should be formed, and they would be professionals able to bring benefits to both engineering companies and to the well-being of society. The Young Professionals are able to dress up this role, thanks to their training and ability to interact on multiple levels.

Labor policies should invest in this, giving credit to the knowledge of young people and to their ideas.





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OUR EXPERIENCE FROM YPMTP 2017

Below you can read articles by 6 participants, who attended YPMTP 2017:

1. When I heard about the FIDIC YPMTP, a course with the opportunity of meeting people, of all around the world, that works in the same market I do, my first thought was "I have to do this course". I was really excited with the opportunity of exchange ideas and knowledge, to see how other cultures deal with the challenges I deal daily in Brazil.

I couldn't be more accomplished after the course. All my expectations, not only have been fulfilled, but overcome. During the online course, the debates were great. The experience of summarize ideas from almost 10 countries, was a big challenge. But the real deal was reserved for the week we spent together in Jakarta.



Not even in my best thoughts could I imagine what would happen in those days. It was great to realize that, despite the differences of each culture and market, our challenges are quite the same in every place. We had the opportunity to get to know different ways professionals deal with them. Furthermore, we were able to discuss and built new solutions joining our knowledge.

We spent five intense days studying, including Saturday and Sunday, sometimes more than 8 hours a day, but it was not massive, on the contrary, the time passed quickly, in fact, it seems that lacked time. This intense work was rewarded, when we could present our ideas summarized after much discussion of more than 30 YPs.

I confess that reaching a consensus with more than 30 participants was quite a challenge. But, bigger then the challenge, it was the feeling of accomplishment after we managed to compose our ideas and present them to the peers of our community.

One thing is certain. I came back to Brazil a better professional. With a different perspective of our business, a great network, some new friends and a lot of new ideas to share in my company and national association. Really hope to maintain this exchange and be able to become more involved in FIDIC YP.



**André Jabir
Assumpção
Brazil**



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Fabian

Erd

Germany

2. Working in the Consulting Engineering Industry does not only mean to think in projects and their deadlines, clients, costs, but also to take into consideration the global market, the different involved cultural backgrounds as well as the individual human beings. After having been working together with young professionals from one half of the globe for a bit more than half a year, I was curious to get to know both them and the other half of the FIDIC YPMT 2017 during the conference in Jakarta.

I did not quite know what to expect from the last lectures in the framework of the YPMT – would it just be the last lessons to finish the course or more of a cultural programme? No and no, it was definitely far more than that. A group of 34 young professionals from all over the world discussed their professional points of view in very controversial and interesting conversations, exchanged their experiences in their respective fields of work and presented how different the same profession can be in other countries. Looking back, I would not only call it fruitful group work: I personally learned a lot about our industry, about commitment, about how professional and intelligent young co-workers can be and about how many opportunities professional work in a well-functioning international network can be. This is what our industry needs and what should be pursued, especially by us young professionals as the future leaders in the consulting engineering industry. Learning from each other, working closely together and hence shaping the future of everyone.

Finally, we should not forget the human aspect: I enjoyed working together with so many different individuals from various countries with entirely different cultural backgrounds, religions and point of views. I found out new things about the industry, about the people, about myself and my personal relationship to my profession. This 2 weeks in Jakarta were a great summary of the entire YPMT 2017 and will definitely remain one of the richest professional experiences in my life.





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**Lyubomir
Petrov
Bulgaria**

3. When I first heard about FIDIC Young professionals training management programme from my fellow colleagues who already took it I had no idea what it is and what are the benefits from it. Everyone said that it was very good learning experience and I was thinking 'Ok this might be interesting' but I was not entirely sure if the money are worth it and if I should take it.

Now after several months of online training and meeting face to face with young professional from all over the world discussing our various points of view I could definitely say 'Yes it's worth it'. The whole program was a great learning experience indeed. I had the opportunity to explore our profession in different levels and different parts of the world by meeting and talking to a great group of fellow young professionals with different cultural background. During the 5 days that we met in Jakarta I learned a lot about our industry and how different but in the same very similar in a way can our work be in different parts of the world. I can honestly say that I have better understanding of the global market after the training.

The mentors were great and the cases that we worked on were selected very well so that we could share our knowledge and opinions on very important aspects of our professional development. Finally we had the opportunity to deliver our message and to share our findings during the Future Leaders Workshop which was also a great experience.

In conclusion I can say that the program not only gave me valuable knowledge but it also gave me many new friends or why not even future partners. I definitely think that YPMTP is one of my highlights of 2017 and I would recommend it to everyone who wants a great career in our industry.





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**Jose Rodrigo
Juarez Cornelio**

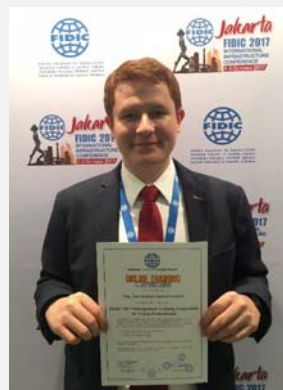
Mexico

4. We all know that the Consulting Engineering Industry is full of professionals with great knowledge and different abilities that, when working together, can fulfill impressive projects. One of the most important characteristics about this industry, are the individuals that represent each of the companies in our industry, that FIDIC has had the capacity to organize and act all together as a strong community.

When I had the opportunity to participate in the YPMTF, I didn't doubt it. It was an opportunity that I really wanted to experience. I didn't know how the YPMTF will be, how many people and from where I was going to meet, but the only thing I was sure about was that it was going to be a great experience, a magnificent opportunity for networking, but moreover, an opportunity for creating friendships.

It all started with online group discussions, everyone agreeing with what the other person said, but what we were all expecting was to meet the people behind the comments, the ideas in each individual. The real experience began when we all got to Jakarta, when the group discussions began. It didn't matter if we spent the whole day inside the meeting room, everyone had an idea and a thought that we wanted to share. Everyone wanted to say something, everyone had an experience that in some way, we could all relate to, regardless of our nationality. We had sessions of pure learning that all ended up being presented in the Future Leaders Workshop, which basically was the reflection of all the work we did together during the whole program.

For me, the YPMTF has been a great experience that I would gladly repeat over and over. The friends made, the mentors, the knowledge sharing and the community that we formed is something that is very difficult to find in other experience that has both, personal and that for all of us, the 2017 YPMTF, there is learn, but we proved whatever is yet to face it as future





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**Jenson
Varghese**

New Zealand

5. Last year I was fortunate to have the opportunity to complete the FIDIC Young Professionals Management Training Programme (YPMTP). This is an online course over 5 months with the final 4 days being completed in the city which hosts the FIDIC International Infrastructure Conference. The conference last year was held in Jakarta. The in-person meeting with the other course participants was the highlight of the course for me and probably one of the highlights of my career.

The map below shows the countries represented at the course.



The range of cultures and calibre of attendees was truly humbling – 17 countries and 6 continents were represented. Most of these attendees were selected by their respective companies and national organisations. As part of this course, we worked closely together with leaders and managers from different countries and cultures. Overall, this was very special, and dare I say it, life-changing experience.

To employers thinking about supporting staff on this course, the YPMTP will teach attendees about some of the challenges and important decisions that go into managing a consultancy. I think this understanding is valuable for any consultant, whether they work in management or in a technical role. To those thinking about joining the YPMTP, it is an opportunity to learn the fundamentals of managing a consulting business and an opportunity to develop an unparalleled global network of consultants and friends.



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Agwadze

Seyram

Ghana

6. I was pleasantly surprised when I practically stumbled on the FIDIC Young Professionals Training Management Programme (YPTMP) early this year. Although I must say I did not know what to expect when the programme started, my eight months long training had been one of the most defining moments in my professional development.

My participation in the YPTMP, 2017 gave me the chance to meet students from various countries and technical backgrounds. And the virtual class discussions on Podio after lectures were very interesting and engaging. I must admit that I learned as much from the contributions of my class mates as I learned from our Mentors and study materials.

The final sessions of the programme which was the FIDIC annual conference held in Jakarta was totally mind-blowing; a well deserving end to a great journey. I was able to finally meet with course mates and put faces to their contributions in the virtual class. It was a rich mix of cultural diversity, technical backgrounds and ideas that had roots in one place; "Consulting Engineering and our future".

The series of lectures, breakout sessions and group discussions on real life managerial issues in the consulting industry were too much of an opportunity that a young professional could ever ask for. I now have an entirely different perspective about engineering; it is about people. It is about working with other human beings to provide solutions to social issues.



A big lesson for me from the YP training was the idea of sustainable thinking. With increasing population and its attendant heavy strain on the already diminishing global resources, the role of engineers will be pivotal to containing these stresses and delivering better quality of life. Engineers will have to have engage with society with high principles of integrity to deliver quality and smart designs while contributing to building resilient communities.

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The programme although very endearing, the classes are structured such that working professionals can easily combine it with work life. Now will I recommend the YP programme to anyone? Of course, Yes! and I think it a must for any young professional who wants to be adequately moulded to make an impact in the consulting industry.



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Hugh

Tait

Australia

Taking Time Out with Family & Friends

As young professionals, we are all too easily caught up in our ambitious drive to further our career and can forget to take quality time out with family and friends.

We spend our childhood at school and then head to university to get the degree we need to enter our preferred engineering career. That's 18 years at pre-school and school, before another 4-5 at university, finally entering the fulltime workforce at about 22 years of age. We then work fulltime until we hit retirement age of 65.5 (which is increasing to 67 in 2023), although there are many engineers I know of who go on well over 70. So, that gives us about 45 years of work and if we then live to the average life expectancy of 80 years, about 13 years of retirement to enjoy, not much time really!



With two young children 6 months and 3 years, my wife and I decided whilst she was on maternity leave, to take 3 months off and spend time with our family and friends in Europe, via the Maldives. Not everyone gets this opportunity and I am at this point very grateful to have worked with one company long enough to make the most of my long service leave accrued after 10 years continuous service. I have also known many friends that have taken this opportunity to take a change in their careers, move companies and take the extra dollars instead of the time out. Neither is wrong as it depends on the circumstances of the individual, but I am truly grateful for this time and connecting with my close and extended family and friends.

We both have family and friends in Europe, but why the Maldives? One of my best friends was diagnosed with Motor Neurone Disease at age 34



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and given a life expectancy of 2 to 5 years. He and his partner also have a young daughter and it was at this point that I started thinking what was important to me in life. With one month's preparation 35 family and friends descended on the Maldives to spend time with our friend and his family. The aim of this trip was simple have fun together and take him snorkelling with a Whale Shark, both of which we succeeded in.

Travelling with 2 young children has been excellent and certainly easier than expected. It has also slowed us down, which has been exactly the purpose of the trip. As we enter the full European winter, as a born and bred Australian, I am thankful we are not expecting the 'big freeze' of last years -30oC, and hoping for my first white Christmas. The cultural experiences of the different countries we have visited over this festive period are something I will never forget and I look forward to enjoying many more with my extended family in the coming weeks.

Getting this balance right from day to day, week to week, is extremely difficult and I am certainly no expert in work-life balance. The only advice I have ever given anyone when asked about how to balance this is to leave the word work out and simply try to get your life balance right. Work is part of life not a separated part that makes it stand out in importance more than anything else.

Being half way through the trip, I am now at a point where I feel I have fully relaxed and am free of the everyday pressures that I don't feel you always get away from on a 2-4-week holiday. I need to reflect more on this time once we have completed our trip, but at the moment regardless of how ambitious I have been and continue to be in my career, I want to be able to do this again somehow before retirement, maybe twice. The time with my children alone is priceless. Going back to work after this break, I know I will be as motivated as ever, but refreshed and positive about life.

I would like to encourage all young professionals to take time to regularly reflect on their life balance and make sure they enjoy the time they spend with their family and friends to the fullest. Work is an important part of life, but it's just a part not all and different for all of us!



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The Competitive Advantage Created by Mentoring

"Mentoring is a brain to pick, an ear to listen, and a push in the right direction"
John C. Crosby

The process of selecting the right mentors within an organization is very important. Possession of technical knowledge of a particular discipline is not synonymous to good mentoring. Engagement of young staff, use of appropriate teaching methods and readiness to adequately guide young staff are qualities of a good mentor. There are four (4) main types of Mentors:

- Information Sources – technical resource
- Intellectual Guides – constructive feedback provider
- Career Guides – career developer
- Friends – social



**Oluwaseyi
Adedeji Adesina**
Nigeria

All mentorship categories have important roles they play in the growth of a young professional, while building different relationships. Firms need to identify what mentorship categories senior staff fall into and appropriately pair younger staff with them. Some young staff may prefer particular people as mentors (which do not fall within their appropriate categories), in this instance, the firm might need to include a second mentor to this individual for balance.

Firms need to provide guidance and direction to ensure consistent outcomes along with the required flexibility for various departments and personalities. It is to be noted that the ROI of mentorship pairings are only visible long term.

Input from the young professional is highly required for successful mentoring programs. The firm is to seek new-intakes who are hungry for knowledge and have come to terms with the advantage of this type of programs. The new intakes are tasked with the responsibility of mentoring younger professionals later on (i.e. pay-it-forward) to assist the long term ROI.

Every side of the firm benefits from the mentorship pairing with young professionals acquiring new skill sets, visibility, high value and in turn higher returns for services.

The need for young professionals to have mentors cannot be over-emphasized with firms which embrace these programs earning huge competitive advantage



NEWSLETTER

YOUNG PROFESSIONALS FORUM
INTERNATIONAL FEDERATION OF CONSULTING ENGINEERS

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Communications

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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 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 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