

# International Federation of Consulting Engineers **FIDIC**



## Young Professionals Management Training Programme 2016



# *YPMTP 2016*

*Presented by:*

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# YPMTP 2016

## Introduction

- Management training for engineers and technical staff
- Based on FIDIC Guide to Practice
- Real life case studies on a virtual platform over 7 months
- Lectures and mentoring by key FIDIC specialists
- Presentation of results and discussions in internet based classroom
- Lecturing and discussions during 5 days in connection with the 2016 FIDIC Conference in Marrakech



# YPMTP 2016

- The YPMTP is tailored to consulting engineers or persons with similar technical background wishing to improve their general management skills. Your experience will be tested and honed in dialogue with other Young Professionals, you will learn from team members with a different background and experience and from the YPMTP Mentors.
- Up to 20 nationalities are represented every year resulting in international networking opportunities for all.
- Has been attended by some 500 students since 2004



# YPMTP 2016

- Organization and Human Resources
  - Starting a company and building up your staff
  - Growing the company, risk assessment, organization
  - Ownership structures, from partnership to shareholding
  - Attracting staff, training, work/life balance
  - Merger and acquisition



## **YPMTP 2016**

- **Marketing and business development**
  - Marketing, branding, reaching the clients, triple bottom line, local or global
  - Financial management
  - Quality management
  - Risk management
  - Professional indemnity insurance



# ***YPMTP 2016***

- Consolidation
  - Client relationship and communication
  - Sustainable development
  - Business integrity management



## How YPMTP works:

- Participants are divided into teams according to time zones
- Case and questions are presented in Adobe Connect classroom
- Discussions and replies are presented on a Podio platform
- Input is commented upon by mentors and supplemented by lectures
- Monthly classroom sessions where discussions are summarized by two editors from the team
- Everything is recorded and may be retrieved for later study – you will never miss a session





## It's International

- You develop an international network – most years more than 20 countries are represented.
- You develop leadership and communication skills, intercultural understanding and a perspective on the future requirements in the consulting industry.
- A good command of English is required
- Total estimated input 100 hours plus 8 days at the FIDIC Annual Conference location.



# **FIDIC Young Professionals Management Training Programme 2016**

**- A message from a  
Mentor – Ben Novak**

*Check out this overview of FIDIC's successful YP Management Training Program. Enrollment has grown year over year as both firms and individual aspiring consulting professionals realize that this is a one off opportunity.*



## ***...and for YPMTP 2016***

### **A FIDIC programme for management training of YPs.**

- Developing the consulting industry requires management skills at all levels
- Being successful in a rapidly changing world requires understanding of global, multicultural issues
- Identifying and training young professionals is a must for the success of a consulting firm
- YPs, who have no previous experience of FIDIC and the way it functions, join the YP Forum with all its benefits.
- Meeting fellow YPs at the Conference and working together has excellent international networking potential



## ***YPMTP 2016***

The YPMTP is based on lectures and case-work.

Between sessions case-work consists of written, online discussions and problem solving based on cases and related questions.

Passing the optional exam at the FIDIC conference results in a YPMTP Certificate enabling to claim educational points in relation to any required professional accreditation.

“Any say this is a Masters’ Level Program”



# ***YPMTP 2016***

The final sessions take place during 5 days in connection with and prior to the FIDIC Conference. The learning is reviewed through lectures and discussions. The Conference itself takes place in the following 3 days.

The participants will contribute to the Conference through a Future Leaders Workshop to which all Conference participants are invited. The team will present its own perception of the future requirements to the consulting industry.



# ***YPMTP 2016***

Final YPMTP sessions days prior to the FIDIC Conference are:

- Three days of interactive seminars and summing up of key subjects
- Three days of getting together and developing an international network comprising many countries
- Two days of preparing your participation in the FIDIC Conference and the preparation of the Future Leaders Forum presentation to the whole Conference.



# YPMTP 2016 *face to face*

Organization

Human resources

Marketing

Financial management

Risk management

Quality management

Sustainability

Business Integrity

White Book usage



# ***YPMTP 2016***

Is based on **FIDIC's Guide to Practice**

Essential handbook for  
engineers (and other design  
consultants) in private practice;

for us that is

# **Consulting Engineers**





# What engineers do not learn in university

Universities have a very crowded curriculum

Business matters in consulting are hardly touched

Young engineers are well trained technically

But how do they relate to a people business with serious financial components

**The world out there is unforgiving**



## ***YPMTP 2016***

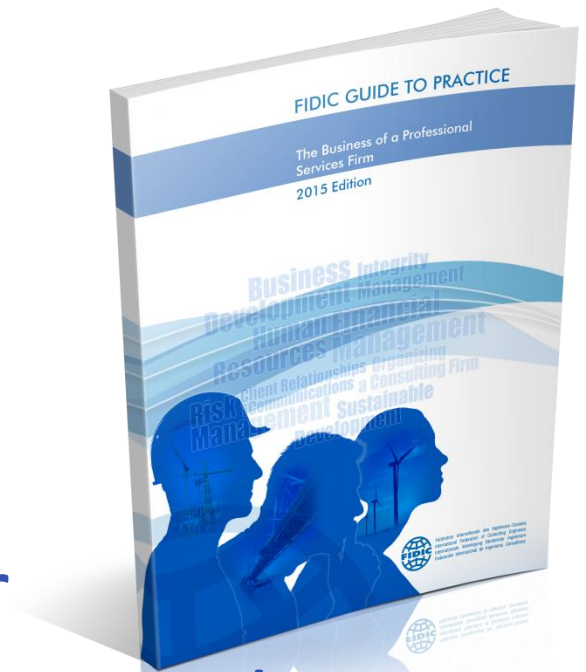
**The textbook value of the  
Guide to Practice**

Keep it handy,

Or active on your computer

Get a quick indication on many subjects

YPs get a copy with the course



# YPMTP 2016

Developing:

Leadership

Communication skills

Intercultural understanding

Management concepts

International network



# YPMTP

## What past participants say:

“Participating in the FIDIC YPMTP has been a **tremendous experience** for me.” *Soren Berg Lorenzen, Ramboll, Denmark*

“Participating in YPMTP 2010 was a “**revelation**” for me not only in terms of **gaining important knowledge** of legal and business aspects of consultancy but also in terms of sharing knowledge and experience with **colleagues from different parts of the world.**” *Srdjan Topalovic, freelance consultant, Serbia*

“Regarding management subjects, I feel that I **have learned a lot from the training program** as such and the **other team members in particular.**”



A recent Participant sums it up very well:

*”I honestly cannot mention all the lessons learnt from the YPMTP, ... I was able to develop the **key management skills** I so much desire.*

*I learnt **team work** from our various group discussions, from our editing of summaries of case studies, and also during the brain storming session for our presentation at the Future Leaders’ Forum.*

*My **communication skills** have become better... »*







*Happy  
FIDIC  
YPs*



# YPMTP 2016

Consulting companies and Young Professionals, this is your unique opportunity to be part of a once in a lifetime training and networking experience. Ask your management for approval to attend

Check the link: [www.fidic.org/ypmtp](http://www.fidic.org/ypmtp) register soon...

**Registration must be before kick-off  
07.03. – first session is 22.03**



Input from FIDIC YPFSC and student of the 2011 class, Jomanah AlBtoush.

1-Highlights & Reflections; and

2-Survey Results of the YPMTP program.







2015 YPMTP



## YPMTP Highlights

- The idea was conceptualized in 2003, the program was launched in 2004 and since 2006 Future Leader presentation became part of the FIDIC annual conference agenda;
- About 510 Young Professionals (YPs) have attended this program since 2004 and from 80 countries;
- Available and unique training for YPs world wide;
- Useful program for the workers in the engineering industry with special focus on the engineering consultancy sector;

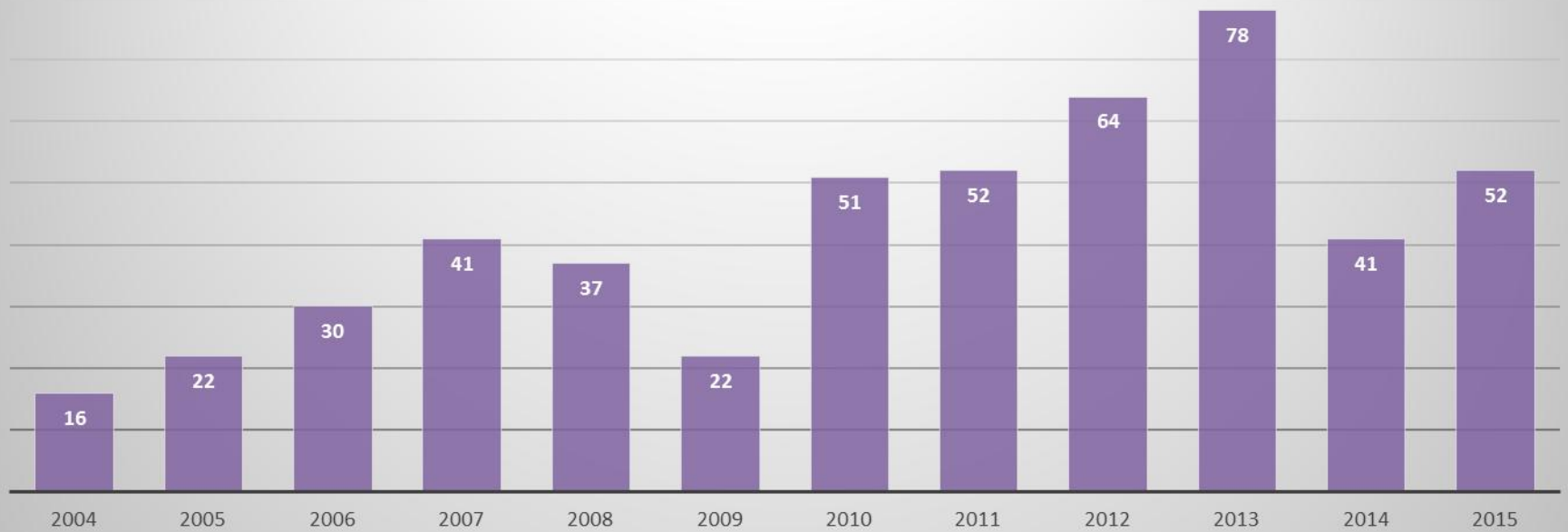


# YPMTP Highlights

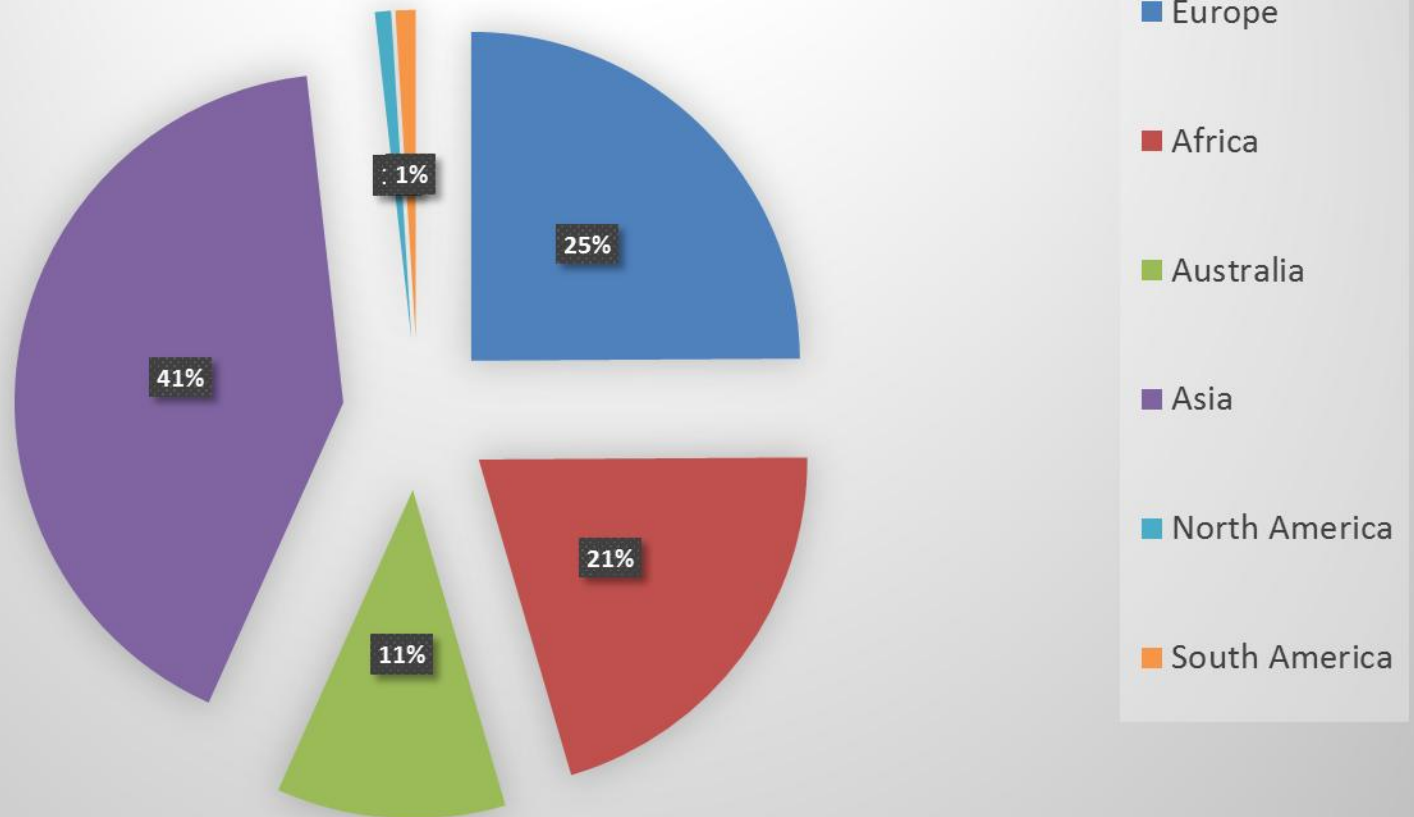
- Target YPs from diverse background (Engineers, Architects, Scientists, Managers, Lawyers, Planners, etc );
- Provide a solid introduction to the FIDIC space (Vision, Best Practice, Guidelines, etc.); covering different topics (quality, marketing, financial , HR, risk, integrity, sustainability, etc.); and
- Use modern style of education, where YP is an active element of the process.



### No. of Participants per Year



### % of YPMTP Participants per Continent







## Part of Face to Face Meetings & the Preparation to Future Leaders Presentation



## YPMTP Reflections

- broader knowledge of how the consulting firms operate based on the different backgrounds & environments;
- Provide understanding about best practices and emerging topics in the industry;
- Help in developing new approaches, leadership skills & intercultural understanding;
- Empower and engage YPs from all over the world to be part of the equation;
- Hear the voice of industry's future leaders;



## YPMTP Reflections

- Encourage the culture of dialogue, where different and diverse points of view and experiences are presented and analysed;
- International exposure through exchanging and integrating different ideas and experiences from different countries;
- Build a professionals network,
- Encourage YPs to be active in formulating the industry future;
- Program covers attending the annual conference activities (technical & social activities for Professionals & YPs).







## Technical Tour 2015

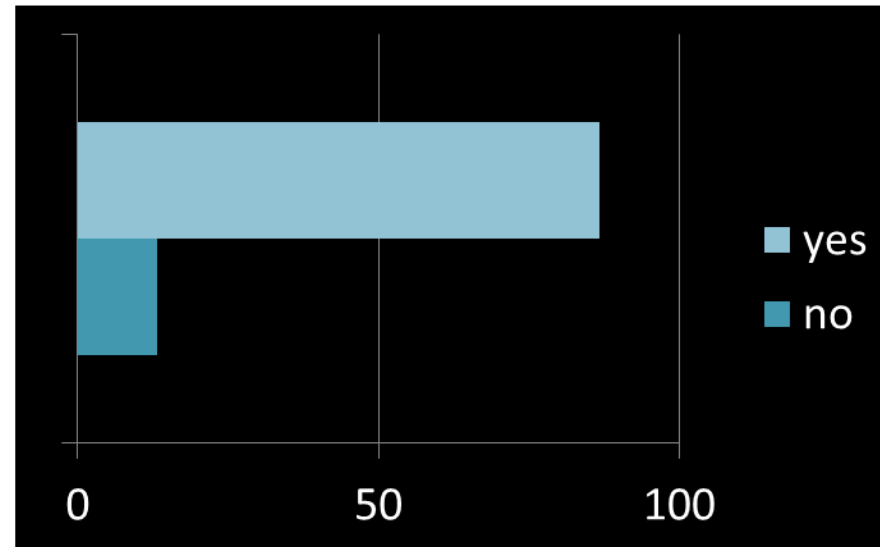


# YPMTP Survey

- A quick survey was launched in 2015
- Targeted the former YPMTP participants

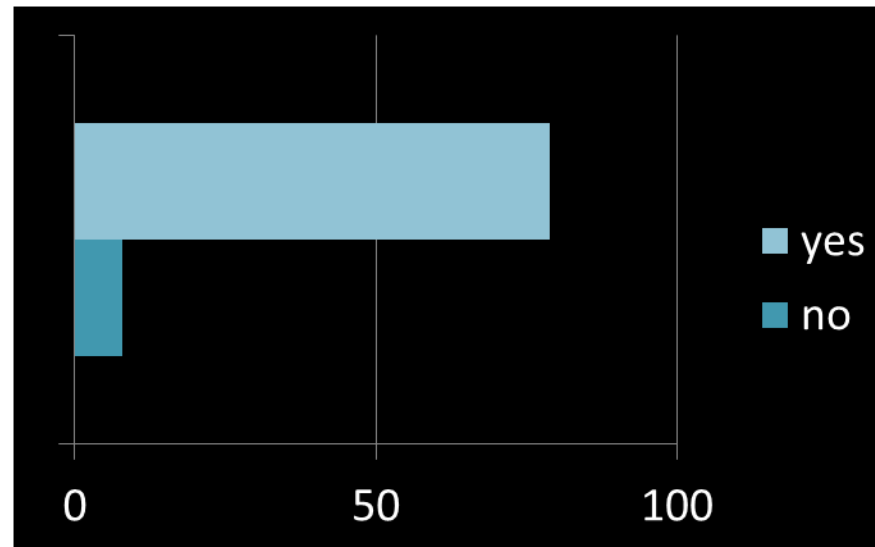


## Q1: Does the Course Help You to Acquire New Applicable Skills and Knowledge at Your Job?



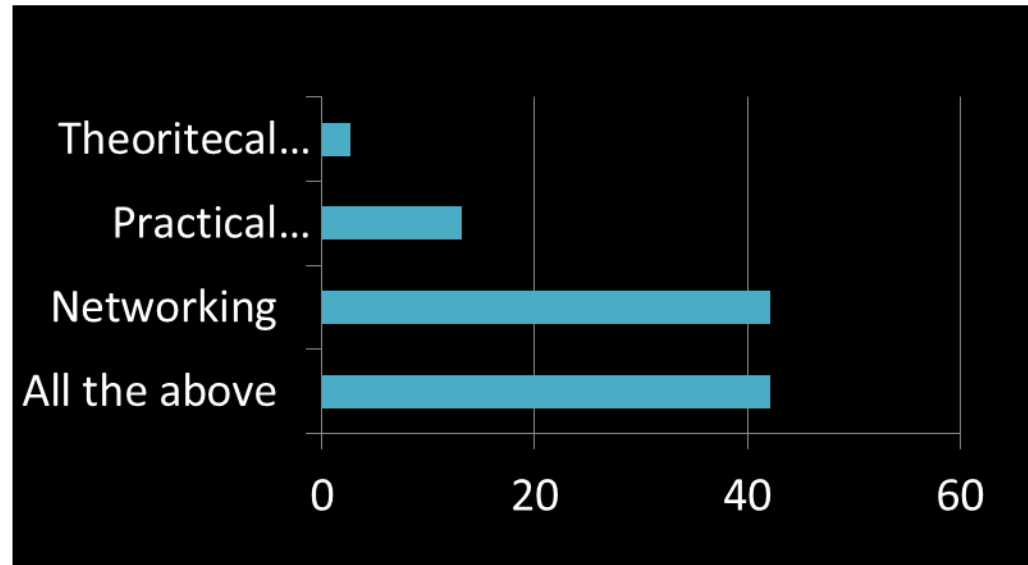
Answer choices	Responses
yes	86.84%
no	13.16%

## Q2: Do You Expect to Become More Accountable in Making Decisions After Taking the Course?



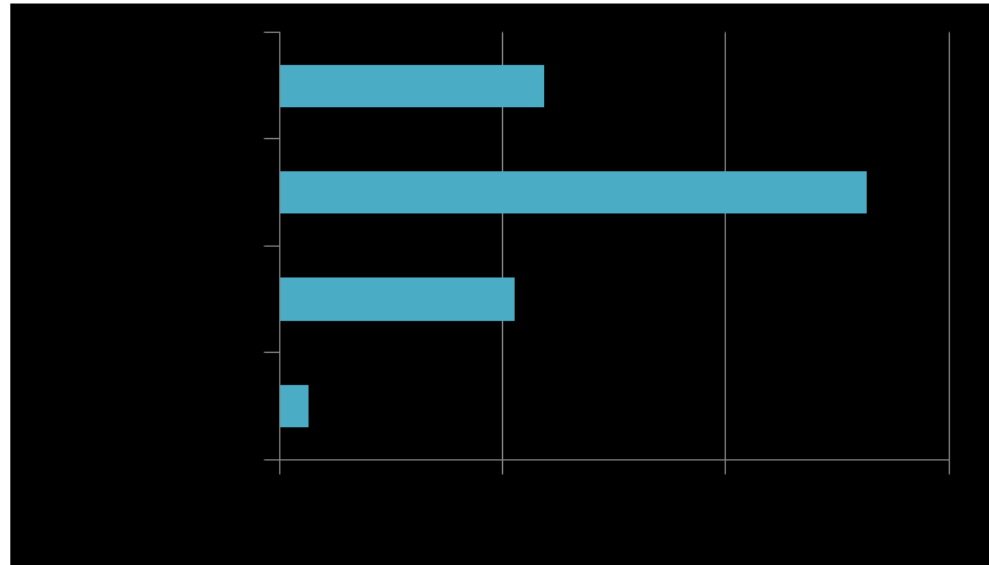
Answer choices	Responses
yes	78.95%
no	21.05%

## Q3: Which Aspect of the Program was the Most Useful to You?



Answer choices	Responses
Theoretical knowledge	2.63%
Practical knowledge	13.16%
Networking	42.11%
All the above	42.11%

## Q4: How Would You Rate the Quality of the Training You Received?



Answer choices	Responses
Excellent	23.68%
Very good	52.63%
Fair	21.05%
Poor	2.63%



## Part of the YPs Activities:

- FIDIC EC meeting,
- FLs presentation
- Social Activities





**2007, 2008 ,  
2011 & 2015  
YPMTP  
Classes**





*Thank you*

