



NEWSLETTER

YOUNG PROFESSIONALS FORUM

INTERNATIONAL FEDERATION OF CONSULTING ENGINEERS

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Chairperson's message



Richard Stump
(YP from USA)

It is safe to say that the International Federation of Consulting Engineers represents different things to different people. Within its circle of influence, FIDIC is seen as the gold standard for the international engineering community. FIDIC publishes contracts that are used around the world as the basis for consulting and construction services, as well as own-operate-transfer type contracts that have become increasingly popular in recent years.

For the engineers and professionals who work in the global, built environment, FIDIC represents an organization dedicated to improving our ability to provide services to clients in a competitive, fair manner that appropriately balances risk and reward.

Companies who work for international funding agencies such as the World Bank, FIDIC contracts provide them with the knowledge that the contracts, regardless of country, have a common basis for interpretation and execution.

Owners and project developers interested in developing their projects in an international setting, FIDIC can be a "trusted agent"—a source for information, contracts, education and training that has been proven since 1913

Of course, talking about FIDIC to people outside of the engineering, planning and associated professions is often an exercise in education. I can't expect others outside of our profession to know much about FIDIC. However, it is disappointing when I meet engineers around the world who say they've never heard of FIDIC or do not know much about it – especially when those individuals live in countries with active Member Associations or Young Professional Member Associations.

We had an extremely successful and well attended FIDIC Conference in Quebec. I'd like to remind all of us in the Young Professional FIDIC community about the importance of not only getting involved, but spreading the word about FIDIC to others. Raising the profile of FIDIC amongst Young Professionals is important – not only will it bring new voices and ideas to our global community, but continued involvement from YPs be important to the long-term lifeblood of our profession.

The events geared specifically to Young Professionals went extremely well. We had two evening YP Networking Events on Sunday, the YP Open Forum on Monday afternoon, and the Technical Tour and dinner on Tuesday.

The YP Open Forum included presentations from China, Norway, British Columbia (Canada), Japan, and a special presentation from Bart van Bueren of DeltaSync, Netherlands. The technical tour of the River Reclamation project was very well attended – over 65 participants this year—and it showcased an excellent project that resulted in the improvement of the ecology, flood control, and storm water management for the two rivers in Quebec City.

The activities of the conference are available on the YPF homepage on the FIDIC website...www.fidic.org. Photos and other information from the conference events will be posted very soon. Upcoming FIDIC conferences in London (2009) and New Delhi (2010) represent the next opportunities to gather in person and share your thoughts, experiences and ideas.

On behalf of the YPF Steering Committee, thank you again to those of you who participated in the Quebec conference. We look forward to seeing the largest YP contingent to date in London!

Richard Stump
Chairperson
Young Professional Forum Steering Committee



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Jeff Morrison
President ACEC



Association of Canadian Engineering Companies
Association des firmes d'ingénierie du Canada

Member Organizations
Organisations membres

Consulting
Engineers of
Alberta

Consulting
Engineers of
British Columbia

Consulting
Engineers of
Manitoba

Consulting
Engineers of
New Brunswick

Consulting
Engineers of
Newfoundland
and Labrador

Consulting
Engineers of
the Northwest
Territories

Consulting
Engineers of
Nova Scotia

Consulting
Engineers of
Ontario

Association des
ingénieurs-conseils
du Québec

Consulting
Engineers of
Saskatchewan

Consulting
Engineers of
Yukon

August 2008

The Association of Canadian Engineering Companies is very pleased to welcome the Young Professional delegates to the 2008 FIDIC Conference in beautiful Quebec City. The Young Professional Forum's Steering Committee has assembled a top notch programme to compliment the main FIDIC conference agenda. We hope that you will leave Quebec City with new contacts, new ideas, and new motivation.

As countries struggle with the challenges of overpopulation, climate change, high energy costs, and access to clean water, the demands being placed on the newest generation of engineers will be more profound than at any other time in the profession's history. As Young Professionals, society will look to you for solutions. Your innovation, your skills, and your understanding of society's needs will be highly prized assets in every corner of the globe.

The Young Professionals Programme has been designed to allow you the opportunity to learn from your peers from around the world, and to see for yourselves some of the innovations that are taking place in the Quebec City region - the tour of the St. Charles River reclamation project will be an excellent case study. I hope that you will also take advantage of the opportunity to meet all of the delegates attending the FIDIC conference - they are a source of inspiration and knowledge that I hope you will fully exploit.

Once again, on behalf of ACEC, as well as our co-host, l'Association des ingénieurs-conseils du Québec (the Association of Consulting Engineers of Quebec), welcome to Quebec City, and I wish you all a memorable FIDIC Conference, and an equally memorable and successful opportunity to collaborate with your fellow Young Professionals.

Jeff Morrison
President
Association of Canadian Engineering Companies

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Affiliée à la
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Member



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Mike Homenuke

It is with great excitement that Canada is hosting the 2008 FIDIC Québec Conference. In past years, Canadian presence at FIDIC conferences has not been strong, so we are eager about the chance to network with not only international YPs, but also our YP groups from Member Associations across the country. This conference will be the first time Canadian YP Member Associations get to meet in person, which will be great for all of us. There are currently four active YP groups from Canadian Member Associations including British Columbia (CEBC), Alberta (CEA), Saskatchewan (CES) and Manitoba (CEM). These associations are under the umbrella of the Association of Canadian Engineering Companies (ACEC), the local conference host along with the Association of Consulting Engineers Québec.

The last few years have been an exciting time for Canadian engineers, especially in the western provinces, where the upcoming 2010 Winter Olympics in Vancouver and a boom in the energy sector is driving up the demand for talented Young Professionals.

At the same time a large portion of our senior managers and executives are beginning to retire – we are seeing unprecedented opportunities to advance through our firms at a rapid pace, and we need the mentorship of our leaders and peers to guide us along the way.

Conferences such as FIDIC are amongst the best places to meet new people and learn about the business of consulting engineering. Our YPs are looking forward to developing new social and business networks, gaining insight in leadership and management skills, and learning about the challenges that we face not only as engineers, but in the business of engineering. This year's conference theme is "A Strong Industry Serving Society", and from what I've been told, today's YPs will indeed provide a strong industry for years to come.

The Young Professionals activities at the conference will include networking opportunities, technical tours, a Future Leaders workshop and a meeting of the Young Professionals Forum, where we will have an opportunity to share and discuss our experiences as YPs in the global consulting engineering industry. The main conference will include topics on 'Influencing Society', 'Delivering Quality' and 'Building Strong Organizations'.

On behalf of CEBC and ACEC, welcome to all international YPs participating in the 2008 FIDIC Conference in historic Québec City.

Mike Homenuke, P.Eng.
Chair, Consulting Engineers of BC Young Professionals' Group

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The FIDIC YPF website - YP Forum



Networking for the consulting engineering industry's young professionals

Exchange opinions - Share information

Promoting the participation of young professionals in the consulting engineering industry's activities through opportunities to exchange opinions, concerns and visions.

<http://ypf.fidic.ch>

The FIDIC YPF website has been updated with all the information you need to know from YP Training to everything the Steering Committee is involved in! The YP Forum is easily accessed via the website. Here all aspects that might have reference to you as a Young Professional can be viewed:

Online Discussion Forum

This is a platform where issues touching YPs can be discussed and debated on an open platform. If you have something you want to discuss with all the YPs in the world, just register and join the discussion forum.

Newsletter

You can download the latest and previous FIDIC YPF Newsletters filled with news from around the world and from the Steering Committee.

National Member Association YP Forums

You can be connected to your local Member Association and see what is happening in other countries.

Training

Find out more about the Young Professionals Management Training Program – a great program hosted by FIDIC for the future leaders of the world!

FIDIC Conference activities

Find out what wonderful Conference activities has been planned for the YPs at the FIDIC Conference in Quebec, as well as what will be happening at the Conference that you should know about!

Business Plan

Take a look at our FIDIC YPF Business Plan and what we are trying to achieve as the FIDIC YPF Steering Committee.

Steering Committee

Find out who the Steering Committee is and what you have to do to become part of the great committee. Happy surfing! If there is anything else you would like to see on the FIDIC YPF Website, please contact me at Michele.Kruger@bigenafrica.com.

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Learning from Generations - Knowledge Management

This is an abstract of a Young Professional (YP) discussion about knowledge management. It was held on May 29th 2008 during the EFCA conference in Prague. The basis of the discussion was a research on Dutch generations.

Each generation has its own characteristics, which managers can use in the governance of their companies. This could be an important basis for successful projects, unity in culture / consistency, attracting and keeping new employees, satisfied employees, innovation and future knowledge management (KM). The characteristics and strengths of the different Dutch generations are summarised in table 1.



Discussion

The discussion about generational learning triggered a lot of new ideas and showed the differences between countries. The hierarchy in some countries makes it difficult for YPs to come in contact with their CEO. Conversely, a French participant, who lived in the Netherlands, noticed that the door of a Dutch director is always open. Dutch civil society has always been well organised, resulting in many YP networks in many sectors. Other countries may have lower levels of professional organizations for YPs.

Regarding the difference between generations, the young professionals of the pragmatic generation are clearly more focused on specific goals. They want leadership. Most Dutch directors however, are of the protest generation. They see a clear vision as an end product. The younger generation perceives this as a beginning for an interactive process to improve the vision and implement it.

This difference is also shown within EFCA. The discussions in working groups and the congresses are mainly instrumental and seem to encourage one-way communication. However, there are (and will be) no European standards for mentality!

When marketing, the consulting engineers are often shy about demonstrating their added value. Sometimes just the attitude of employees is the bottleneck of innovation, YPs are often more interested in an open interactive discussion about the social aspects of entrepreneurship.

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Future Knowledge Management

According to the YPs, knowledge management will change quickly in the near future. As a result of 'sustainability' and the lack of sufficient public funding to finance big projects, Public-private partnerships (PPPs) and tools like value and systems engineering will enter the market. Next, the real innovative ideas will come from outside of a company or will be a smart combination of old traditional fields of knowledge. Therefore more interaction with end-users, external partners and politicians is needed. And in this interaction KM can be used for forecasting and introduce the fundamental points of discussion. The two developments also imply the sharing information instead of keeping it to yourself. It also implies more freedom of working relationships, such as virtual teams. And for companies and employees this implies a monitoring of output instead of attendance, other timetables than from 9 to 5, and increased mingling of work and private life.

Table 1: Characteristics and Strengths of the Dutch Generations

Generation		Characteristics	Strength
Protest Generation Born Between 1940 and 1955 Work from 1965		Structure Idealism Status Organizing support	Wisdom Overview Specific knowledge
Lost Generation Born Between 1955 and 1970 Work from 1980		Building bridges Health and Balance Personal development Quality	Persistence Process Building bridges
Pragmatic Generation Born Between 1970 and 1985 Work from 1995		Learning by doing Realistic Interactive generation of knowledge Less hierarchy	Internal trendsetters New knowledge New ways of working New structures
Screenagers Born Between 1985 and 2000 Work from 2010		Sharing information No hierarchy Open vision / no barriers Everything at the same time	Open vision / no barriers Information on demand

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CESA



Dr. Michele Kruger

**CESA YPF
Chairperson
Gauteng North**

The CESA YPF – A Year in Review

It's been a fantastic year for the CESA YPF! We've gone from having four active provinces (Western Cape, Kwa-Zulu Natal, Gauteng North and –South) with very limited funding to seven active provinces (additionally East London, Port Elizabeth and Mpumalanga) with sponsorship from SSI, Bigen Africa, Jeffares & Green, Arcus Gibb, Iliso Consulting, BKS, Kwezi V3, WSP, Leads2Business, PDNA, PRDW, Vela VKE, Goba and ARUP! Thanks so much to all our sponsors, your generosity has been overwhelming!

This year has seen some fantastic developments from the YPF. Top of the list is the format in which our meetings are now held. We are hosted by Consulting Companies and in return that company gets the opportunity to tell the YPs about their exciting projects. Another development is the Monthly YPF Competition with new topics every month, whereby the winner wins a course of his or her choice from the CESA School in Johannesburg or Cape Town. Winning entries have been published in the national YPF PACE newsletter.

Two of our new branches, East London and Port Elizabeth were visited by Michele Kruger and Kieren Brown respectively to help start and guide the new committees being formed. The Chairperson elected for East London is Likhaya Nkonki from Carifro Consulting Engineers and the Interim Chairperson for Port Elizabeth is Gary Hughes from Stemele Bosch Africa.

For the CESA construction week, Likhaya took a few kids to East London IDZ and Daimler Chrysler SA to give them an idea and feel for Engineering. The Mpumalanga Chairperson is Justin Coetzee from WSP. They participated in Job-Shadow Day – 1st August 2008. They took a group of students from Cyril Clarke Secondary School on a tour of the Mbombela 2010 stadium construction site. This school was relocated from the stadium's current location to a temporary structure. Grade 10 Maths and Science learners were taken to see what it means to be a consulting engineer.

Mpumalanga also had its first YPF meeting in August where they appointed their committee members. To assist YPs in the area, they held a workshop on the ECSA registration process. They also visited secondary schools in the Mpumalanga area, to address learners on the possibilities a career in engineering provides, promoting engineering as the career of choice for learners.

The Western Cape branch has always been very active, and as per usual had a very busy year! Under the Chairperson Justin Cross from PRDW, activities enjoyed by the YPs in this province include a site visit to Green Point Stadium where 30 YP's attended a presentation at the old stadium regarding the history of Green Point and the stadium. The YPs were then taken on a site visit of the new stadium and had a chance to ask some questions.

This branch also had ECSA Professional Registration Workshop presented by Rod Harker from ECSA. The presentation focused on the registration requirements of engineers, technicians and technologists and was attended by over 100 YP's.

Additionally they had a Mentoring Workshop where presentations were made by Jeffares & Green, Ninham Shand, PDNA, KV3 and PRDW. The presentations focused on the mentorship programmes that these companies run. Emphasis was placed on the role of the YP in the mentorship programme. The workshop was well attended with even a few directors from some of the local firms attending.

On the side they had a Survey on Mentoring which was sent out to YP's regarding mentorship. The results of the survey are in the process of being compiled. The Kwa-Zulu Natal YPF elected a new committee and a new Chairperson: Shian Saroop from SSI. He is also the editor of our national YPF Newsletter called PACE.



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The Kwa-Zulu Natal YPF also hosted ECSA who gave a presentation on Professional Registration. This meeting was attended by 60 YP and was sponsored by Kaytech. They enjoyed another talk by Kaytech on “Designing using geosynthetics” and what they offer the Engineering industry.

The Kwa-Zulu Natal YPF elected a new committee and a new Chairperson: Shian Saroop from SSI. He is also the editor of our national YPF Newsletter called PACE. The Kwa-Zulu Natal YPF also hosted ECSA who gave a presentation on Professional Registration. This meeting was attended by 60 YP and was sponsored by Kaytech. They enjoyed another talk by Kaytech on “Designing using geosynthetics” and what they offer the Engineering industry. They had a stand at the Young Geotechnical engineers Conference at CAMALOT and enjoyed publicity in the ILANGA paper and SAICE newsletter. They also put together a Mentor’s guideline document and Mentorship social event with Johan Pienaar from ECSA.

The Gauteng province has two Chairpersons to be able to cover the very high number of Consulting Companies situated in this province: Kieren Brown from MPA Consulting covers Gauteng South, and Dr. Michele Kruger from Bigen Africa covers Gauteng North. This province enjoyed well-attended branch meetings hosted at CESA, BKS, PDNA, SSI & Bigen Africa. Topics included a talk on Professional Registration by ECSA, CEO’s talking about company projects and a talk by a professional image consultant.

The last meeting held at Bigen Africa also included the launching of the new name: Consulting Engineering South Africa (CESA). Graham Pirie, the CEO of CESA personally addresses the YPs on what the new name means and represents. The YPs were also informed on the proposed changes within ECSA and what it means to their Professional Registration. Johan van Schalkwyk from Life Long Learning Solution addressed the YPs about his visual material that includes a one-on-one interview with Johan Pienaar from ECSA and what is required for Registration.

Gauteng YPF also distributed their own newsletter every 3 months, launched the YPF Monthly Competition, attended the National Youth Summit, assisted with creation of the “Mentor of the Year” Award, adjudicated the “Young Engineer of the Year” Award together with Justin Cross from the Western Cape, adjudicated all the entries from the CESA Construction Week and adjudicated the Pneu-Drive Challenge hosted by SEW Eurodrive in which all the top universities of South Africa competed.

They visited TRAC at their premises in Observatory in order to create a partnership in reaching school kids, hosted YPs at the Gauteng CESA Golf Day Dinner and did a presentation at the FIDIC Conference in Singapore about the South African YPF. Dr. Michele Kruger was also chosen to FIDIC YPF Steering Committee to represent South Africa as well as the African continent.

Together with SSI, the Gauteng YPF raised money for Nkosi’s Haven at the CESA Relay in Pretoria. The founding Director from Nkosi’s Haven, Gail Johnson attended the relay to personally receive the monies. They also had a Survey on Mentoring as initiated by the Western Cape YPF. As adjudicators of the “Mentor of the Year” Award, they were able to collate the best tips by those nominated for this category. This, together with the results from the Survey will be distributed all affiliated with CESA.

All the national Chairpersons attended the prestigious CESA Awards in Johannesburg which showcases the best Companies and Projects in the industry, as well as the Young Engineer and Mentor of the Year.

As you can see it’s been a great year for the YPF and the busiest time is yet to come! The second half of the year is the time we try and reach schools and universities to promote Engineering, and we have to wonderful Year-End functions planned! To everyone involved with the YPF, or who has assisted us and touched us with their enthusiasm and love of Engineering – THANK YOU!

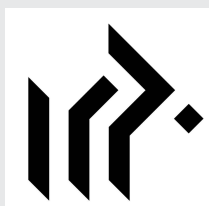
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ISCE YPF

ISCE YPF starts fourth year

Iranian Society Of Consulting Engineers YPF held a live music concert for YP members on 23 April 2008.



ISCE YPF started its fourth year of activities by holding its 4th general assembly meeting on 06 August 2008.



A series of training program were organized for the YP members by the ISCE YP education committee. The programs subjects were:

- 1- Negotiation Skills.
- 2- Presentation Skills.
- 3- Principals of Strategic Management.
- 4- Principals of Marketing for Engineering Companies.

A series of site visits were also organized by the events committee, including visits to the Millennium Tower and Melat cinema complex.



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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 this way, we will send you our newsletter and other info as it comes up. Please remember to keep your details updated!

For general information about us and FIDIC, go to:
<http://www1.fidic.org/resources/young/default.asp>

For more information or if you need help to connect, contact me at:
fidicypforum@gmail.com

Michele Kruger
Communications Chairperson
FIDIC YPF Steering Committee

Starting your own YPF in your country

If you liked what you saw of the FIDIC YPF and YPFs across the world, why not start your own. This is best achieved through your country's Member Association (MA) of FIDIC. However, if no such association exists, or your MA does not want to have their own YPF, you can contact us to find out how to start your own YPF. Through FIDIC we may have some contact to make it easier or help partner it with you. 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 training Young Professionals? Is it getting the youth interested in Engineering? 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