



NEWSLETTER

YOUNG PROFESSIONALS FORUM
INTERNATIONAL FEDERATION OF CONSULTING ENGINEERS

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Chair's Message



Selena Wilson
Canada

FIDIC Young Professionals,

It has been a fantastic year for the YPF! Looking back on our 2012/2013 accomplishments, we are very proud of the growth and development Young Professionals have made towards the betterment of our industry.

Our goals following the Seoul Conference were to focus on Communication & Outreach, and through the hard work and dedication of the FIDIC Young Professionals Forum Steering Committee, we achieved success on many fronts. The ASPAC and GAMA Young Professional Forums have successfully been established and steering committee members are busy working towards development of their regional programs and initiatives. More details about the ASPAC and GAMA forums can be found in this Newsletter edition.

We are also very excited to announce the publication of FIDIC's YP Reference Document coinciding with the Barcelona Centenary conference! The document was developed by the YPFSC in collaboration with Member Association YPFs to provide information and inspiration to Member Associations and Young Professionals who wish to start their own YPF. It also provides ideas to existing YPFs by facilitating exchange of information and insight. You can download the YP Reference Document on our webpage, and we hope that you find it a useful tool to strengthen your local Young Professional community.

Another milestone for this year is the launch of our first Webinar Series, starting in October 2013! We will be rolling out five webinar series based on your feedback provided by the YP survey. Topics will include project management, corporate social responsibility, and project controls. Watch our website for more details and registration information!

Finally, I would like to take this opportunity to thank the FIDIC Executive Committee member companies for their generous donations for our YP Closing Dinner Event, held at the Centennial Barcelona Conference September 18, 2013. Their strong belief in building a better society for tomorrow is reflected in their engagement towards YPs and the growth of the consulting industry.

Thank you to:

Chris Newcomb, Canada
McElhanney Consulting Ltd.



Geoff French, UK
URS Corporation



Jae-Wan LEE, Korea
Sekwang Engineering



Kaj Moller, Sweden
Sweco



Bisher Jardaneh, Jordan
Arabtech Jardaneh Group



Alain Bentejac, France
Artelia Group



Exaud Mushi, Tanzania
Norplan Tanzania Ltd.



KIZUNA, Japan
YP Alumni and Young Engineers Forum





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INAUGURATION OF FIDIC – GAMA YOUNG PROFESSIONAL FORUM

In April 2013, on the occasion of the GAMA Conference in Khartoum Sudan, the GAMA Young Professional Forum was inaugurated at the Conrinthia Hotel. About 40 enthusiastic young professionals were in Attendance. It was the 21st year of the Group of African Member Associations (GAMA) of FIDIC since its establishment and it recorded the highest number of Young professionals ever in attendance. Young Professionals from Sudan, Tanzania, South Africa, Ghana, Zimbabwe and Nigeria were present at this conference.

The excitement of the young was exhibited as young professionals began to understand and establish that they are the future and the next set of Industry leaders in the African Region. Africa is strategic for Infrastructural development amongst all other continents and the young of today who were present at the conference were encouraged to see that the future lies with them indeed.

The development of the GAMA YPF was initiated by the FIDIC Young Professionals Forum Steering Committee at the FIDIC Executive Committee meeting held in Tanzania in January, 2013. The management of FIDIC is in support of African Young Professionals developing a forum where the voice of the Young African Professionals will be heard through such organizations as GAMA and FIDIC.

The Inauguration Ceremony which took place on the 7th of April, 2013 was anchored by Sudanese Engineering an Architectural Consulting Association (SEACA) YPF and coordinated by their YPF Coordinator, Wisal M Awad.



Doyin Obikanye
Nigeria



Wisal M Awad – Providing the welcome speech for the GAMA YPF Inauguration.

Adedoyin Obikanye who is a member of the FIDIC YPF Steering committee and a member of Association Consulting Engineers Nigeria (ACEN) gave a presentation on Why GAMA YPF? She explained the need for the Young African Professional to realise that they are the next set of Industry leaders in the built environment and that it is time for the African Youth to take their place in the industry. This she said it is possible with the support of the senior professionals who are willing to make investments in the younger generation. The progress of the continent will be dependent on this to a very large extent in the very near future and the future of infrastructure development is dependent on the empowerment and knowledge base of today's African young Professional.



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left. Adedoyin Obikanye delivering a speech on WHY GAMA YPF

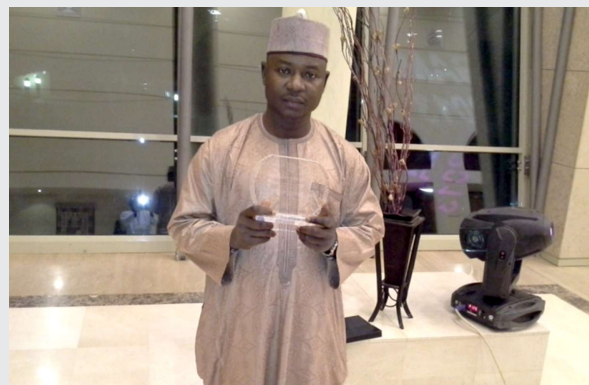
right. Enrico Vink, Managing Director of FIDIC encouraging the FIDIC GAMA YPF development



The Inauguration was attended by some senior professionals and the Managing Director of FIDIC who is also a no 1 promoter of Youth development in FIDIC and the originator of the FIDIC YPF. He also gave a speech to encourage the African Young Professional to take their place in their region and amongst their peers all over the world.

The inauguration event was concluded by the YPs networking with themselves and this led to the opening ceremony for the FIDIC GAMA Conference, 2013.

Other Young Professional events included the delivery of a paper by Ibrahim Buga of Kabir and Associates Limited and also a member of Association of Consulting Engineers Nigeria (ACEN). The Paper delivered by Ibrahim was the “development of the African Young Professional as a bridge to sustainable infrastructure”. Adedoyin Obikanye who is also from Comprehensive Project Management Services Limited in Nigeria presented a paper about current procurement policies and how it affects the Young Professional. The emphasis of the paper was on the need for organizations in Africa to invest in the young. The Young professional is affected by the procurement policy by being staff of a GAMA organization and the inability of the organisation and society to invest in the Young is detrimental to the future of the Industry. Therefore, procurement policies should consider capacity building for the African Young Professional.



Ibrahim Buga; after paper delivery on developing the African Young Professional

Finally, the Young Professionals organized themselves and formed the GAMA Young Professional Steering Committee which is made up 8 Young Professionals from different countries who have shown great interest in the development of the GAMA YPF.



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The Members of the Steering Committee include Adedoyin Obikanye; Chair person from Nigeria, Francis Kofi Yankey; Vice chair from Ghana and other members are Ibrahim Buga from Nigeria, Jane Naki Tetteh also from Ghana, Nasiru Danlami from Nigeria, Jeshika Moonsamy Ramchund from South Africa, Wisal M Awad from Sudan and Olusegun Adetunji also from Nigeria.

The steering Committee has continued to meet monthly online and have developed their business plan. It is the aim of this committee to continue to be a strong unified voice for the young professional in the GAMA Community and meet face to face at FIDIC & GAMA conferences while providing a forum for the young to grow, find expression both locally and internationally, and network with their peers all over the world, with the aim of being responsible to their communities as trusted advisers and industry leaders of the future.



Some African Young Professionals in attendance at 2013 Conference in Sudan

The Conference ended with several social activities and including a cruise on the Nile.

2013 FIDIC - GAMA ANNUAL CONFERENCE

Consulting Engineers: Key Partners in Sustainable Infrastructure Development

7 - 10 April 2013



Group of African
Member Association



International Federation
of Consulting Engineers



Sudanese Engineering and
Architectural Consultancy Association



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Re-Starting ASPAC Young Professional Forum

In September 2012, the Young Professional Forum of Iranian Society of Consulting Engineers (ISCE-YPF), proposed to re-start the Young Professional Forum of ASPAC, which was started once in 2009 while lasted just for a year.

In 2012, during the FIDIC annual conference in Seoul, South Korea, the proposal to restart the ASPAC YPF was delivered and the idea was preliminarily accepted by the ASPAC chairman, Dr. Hoig Kang.

Supported by FIDIC YPFSC and the ISCE YPF, an Iranian member of FIDIC YPFSC participated in the ASPAC annual conference in Bangkok for the purpose of re-launching the forum, which led to approval of restarting ASPAC YPF by the executive committee officially.

Research, Education and Networking were raised as the key activities expected from the forum.

On March 17th, the initial schedule containing proposed actions leading up to Barcelona was submitted to Chairs of ASPAC and FIDIC YPFSC, which was approved by the receivers within almost a week.

Based on the plan, calling for the nominees was made on April 7th, by Chairman of ASPAC. 8 delegates from 7 countries were nominated by their MAs.

Australia, China, Japan, India (2 people), Malaysia, Philippines and Republic of Korea were the countries nominated their young professionals (YPs) to restart ASPAC YPFSC together with the delegate of Iranian YPF.

The following people were mandated by ASPAC chairman as the steering committee of Young Professional Forum (YPFSC) on June 25th:

1. Arash Emambakhsh, Iran
2. Garrett Bray, Australia
3. Zhou Sheng, China
4. Takashi Matsuo, Japan
5. Atasi Das, India
6. Shah Izzni Talif, Malaysia
7. Patrick John R. Ramos, Philippines
8. Sung Joon Park, Republic of Korea

Jomanah Albtouch (Jordan) was also mandated as the advisor.

Two monthly meetings were held in July and August during which, SC made the following actions:

- Preparing a database of the regional trainees of YPMTP
- Inviting the regional YPMTP2013 participants to the forum
- Have a flyer to introduce ASPAC YPF and the YPF activities
- A short introduction in both YP business day and the YP's Meet and Greet
- Inviting regional YPs to the annual conference in 2014.



Arash Emambakhsh
Iran



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Noor Ghanameh
Jordan

Business Excellence

Introduction

In today's highly competitive market; quality has become one of the important factors for achieving competitive advantage. Nowadays, different alternatives for quality management implementation are available, such as ISO Standards, Six Sigma, the European Foundation for Quality Management (EFQM) Model, and the Malcolm Baldrige model.

Defining "Business Excellence"

The starting point in achieving business excellence is to improve quality. Business Excellence, in its simplest definitions, is all about performing better and delivering real bottom line improvements. It can be viewed as the successful combination of using internal and external resources by management team.

Different models for promoting the concept of business excellence and helping organizations excel in today's highly competitive market have been promoted over the last few years. The most commonly known are the EFQM and Malcolm Baldrige models.

EFQM Model

The EFQM Model was developed by the European Foundation for Quality Management that was founded in 1988 by 14 CEO's who joined forces to develop a Management tool that would increase the competitiveness of European Organizations. This tool represents a self-assessment framework for measuring the strengths and areas for improvement of an organization across all of its activities. It focuses on what an organization does, or could do, to provide an excellent service or product to its customers, service users or stakeholders.

The EFQM Excellence Model is the most popular quality tool in Europe, used by more than 30,000 organizations to improve performance. The model is basically built on "Cause and Effect", "Plan-Do-Check-Act" concepts and eight fundamental concepts that explain what are the main characteristics of Excellent Organizations. These concepts are:

- 1) Achieving Balanced Results
- 2) Adding Value for Customers
- 3) Leading with Vision, Inspiration and Integrity
- 4) Managing by Processes
- 5) Succeeding through People
- 6) Nurturing Creativity and Innovation
- 7) Building Partnerships
- 8) Taking Responsibility for a Sustainable Future

Based on these eight concepts, a detailed model consisting of five "Enablers" and four "Results" is developed. The Enabler criteria are concerned with how the organization conducts itself, how it manages its staff and resources, how it plans its strategy and how it reviews and monitors key processes. The Results are what the organization achieves. These encompass the level of satisfaction among the organization's employees and customers, its impact on the wider community and key performance indicators. The cycle is completed by the learning and improvements on the Enablers to achieve improved Results.

In order to assess the company's performance based on the EFQM Model, the RADAR Methodology is used. The RADAR Logic is a dynamic assessment framework and powerful management tool that provides a structured approach to questioning the performance of an organization. The RADAR logic states that an organization needs to:



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- Determine the Results it is aiming to achieve as part of its strategy
- Plan and Develop an integrated set of sound Approaches to deliver the required results both now and in the future
- Deploy the approaches in a systematic way to ensure implementation
- Assess and Re fine the deployed approaches based on monitoring and analysis of the results achieved and ongoing learning activities

EFQM and Business Excellence in Jordan. Jordan has adopted the EFQM Excellence Model in one of its major leaps towards Excellence through the introduction of King Abdullah II Award for Excellence for the private sector in 1999, and for the Governmental Sector in 2002.

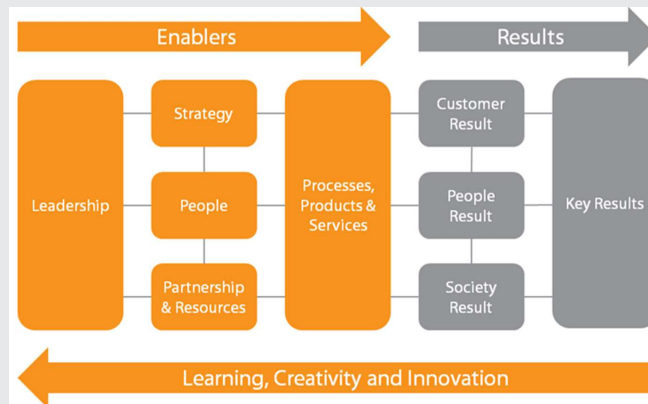


Figure (1): The EFQM Excellence Model

Other Business Excellence Models: The US Malcolm Baldrige Framework

This model was established in 1987 by an act of the One hundredth Congress of the United States of America, with the objective of encouraging American business and other organizations to practice effective quality control in the provision of their goods and services.

This model, very much like the EFQM Model, is built on the “Plan-Do-Check Act” concept and tries to achieve Business Excellence through the determination of what results need to be achieved, what actions and processes are needed to do this and finally using the feedback for learning and improvement.

The current structure of this framework consists of the below criteria:

- 1) Leadership
- 2) Strategic Planning
- 3) Customers and Market focus
- 4) Information and Analysis
- 5) Human Resource Focus
- 6) Process Management
- 7) Business Results

References:

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3. <http://www.proveandimprove.org/tools/efqm.php>
4. http://en.wikipedia.org/wiki/Business_excellence
5. TQM And Business Excellence By Andreea Ionică, Virginia Băleanu, Eduard Edelhauser, Sabina Irimie



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ACEC CANADA 2013 SUMMIT AND NEW YP GOVERNMENT RELATIONS

FEDERAL GOVERNMENT RELATIONS – A NEW YP COMMUNICATION CHANNEL

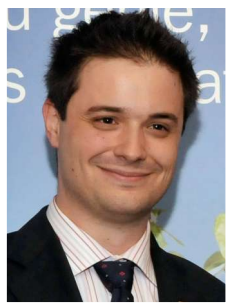
It has been one year since the new Young Professional Network of Canada (YPN) has been created. This new network was launched to regroup all Provincial YP Groups in an innovative communication platform. Apart from strengthening our existing provincial YP groups, the YPN has helped establish 3 new Provincial YP Groups in New Brunswick, Prince Edward Island and Newfoundland. The YPN is now looking toward reaching the remaining member organization YPs groups including Nova Scotia and the 3 northern territories.

At the end of last year, we had an opportunity to liaise with a member of the parliament, Dr Kellie Leitch. Dr Leitch is the Parliamentary Secretary who is responsible for communication between the young Canadians and the Minister of Human Resources and Skills Development and the Minister of Labour. Our first contact with her was to provide the vision of the young professional of consulting engineers on the 2013 Federal Budget.

The budget that was presented showed a commitment to a long-term infrastructure program which gives more stability and could be more predictable from which our industry could have more confidence to invest in high skill, high value jobs. The government commitment to promote careers in engineering, science and other technical areas for young Canadians is a welcomed investment in our future and will help ensure Canada is prosperous and competitive long-term.

Following the deposit of the budget to the chamber of communes, we organized a pilot roundtable between the YP Group of Calgary and Dr Leitch. The objective of these sessions is to give feedback on how the Government of Canada is interacting with young Canadians but also to bring new ideas on how they could help strengthen the skill development across the country. The subjects discussed include job creation, social services, policy changes and future trend in our market place.

Over the next years, the YPN will continue this unique communication initiative with the federal government as it was quickly and mutually understood to be the most efficient way to keep prosperous one of the leading Canadian industry.



Simon Davidson
Canada



ACEC CANADA 2013 SUMMIT, LAKE LOUISE (ALBERTA) – THE YP TOUCH!



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This 2013 ACEC Summit will be long remembered for the ingenuity of both the organizing committee and its delegates when facing dramatic unforeseen challenges.



Calgary was struck by a one in a century flood the night before the conference. More than 180mm of rain poured on the mountains, draining most of the water down in the Bow River which is one of the main rivers crossing the Calgary downtown district. This heavy rain flooded most of the infrastructure causing bridges to collapse and mud slides to block roads and highways. These events left central Alberta in a state of emergency. Unable to connect the Calgary airport to the conference venue, more than 25% of the delegates and

speakers were not able to attend. Everyone was shocked by the circumstances, but the ACEC staff and delegates made the most of every opportunity to make it a successful summit.

This year, the YPN had organized a special one day tour for the YPs living in Calgary. The first day started with a technical tour of the famous Chateau Lake Louise water treatment plant, followed by the YP Forum and the YP roundtable. Due to the weather, our site engineer for the tech tour, some YP representatives for the YP National Forum Forum and our special guest, Dr Kellie Leitch, were not able to make it in time to the conference. Despite all the challenges, we adjusted and made the most of every opportunity.

It was 8am that first day and we had to reorganize most of the YP program for the 20 YPs that were arrived. Fortunately, the young consulting engineer, Jackie Mykytiuk, who designed the plant, was able to give the presentation on the challenges in designing and constructing such a unique project. Meanwhile, we managed to find and called the replacement engineer who showed us around the plant and its reservoir. All was great.



Because of the great communication level over the previous year within the YPN, we managed to overcome the absence of key members of the Network and were able to provide valuable information throughout the YP Forum session.



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As for the YP roundtable, we had to improvise a little. As our guest speaker was not able to attend the conference, we decided to create a whole new theme and make the most of the fact that we had the Vice President of the chamber of commerce of Canada on site, Warren Everson. Earlier that day, he gave the keynote speech on the top 10 barriers to competitiveness and the impact on the consulting engineering industry. In our YP session, we decided to go even further on the topic and discuss the impact on the young professional and how can we as a national group help break those barriers and benefit even more to the Canadian society. That discussion turned out to be very animated and exciting where everyone agreed that YPs could do more over the next year on that matter.

On the next day, we had organized a panel of CEOs called Career advice for tomorrow's leaders from Today's CEOs. Mature Professional delegates were supposed to attend a concurrent session, but again the speaker was not able to attend. We decide to include the Mature Professional delegates into our YP session which brought even more insight and was one of the greatest sessions for YPs. Some of the keys to success discussed were: Build a network by getting involved, build and apply soft skills, identify your mentors.

The final and last session also had to be cancelled but we decided that we would turn the table around and bring a panel of YPs on stage and discuss their experience, insights and vision of the future of our industry. It was then followed by a lively discussion between the young panelists and the audience.

In summary, for those who were fortunate enough to be present in Lake Louise, they will probably all remember this conference for its high quality content and the added value created. If it wasn't for the innovative ideas, the strong organization skills, and the adaptiveness of the organizing committee, the delegates, but also the Young Professionals, this year conference could have well be a disaster.

Those three qualities are also what make consulting engineers one of the most valuable assets of our society. It is only with high quality professionals that we will be able to build a better future for all.

If it wasn't for the innovative ideas, the strong organization skills, and the adaptiveness of the organizing committee, the conference would have been a very different experience. Thank you to the ACEC Canada Staff, the speakers, the Fairmount Staff and to the YPs and MPs who helped out. Their efforts made all difference and showcased the qualities that make engineers stand out as one of the most valuable assets in our society.

With all the opportunities presented at this summit and amazing ideas shared, those who had the opportunity to participate will be able to go on to build a brighter future!

Simon Davidson, P.Eng.
Roche Ltd, Consulting-Group



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**Chairperson
FIDIC YPFSC**



**Selena Wilson
Canada**

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 or if you need help to connect, go to www.fidic.org

For more information or if you need help to connect, contact myself at: FIDIC.YPF@fidic.org

Selena Wilson

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? 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 resources 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 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: FIDIC.YPF@fidic.org