



YPMTP 2018

During your time in engineering school, you are taught “engineering” which is the creative application of science, mathematical methods, and empirical evidence to the innovation, design, construction, operation and maintenance of structures, machines, materials, devices, systems, processes, and organizations. At no point are you actually taught about interaction with other people, management of financial resources, how consultancy firms make money, how to attract and maintain clients or the types of contracts applicable to a consultancy business; these are some of the important topics that are covered in the Young Professionals Management Training Programme (YPMTP) among others and this is the knowledge required to effectively put the engineering

studied at to work.

The YPMTP is a management training programme for engineers and technical staff based on the FIDIC Guide to Practice. The course covers the following core subjects over a period of 7 months:

ORGANIZATION AND HUMAN RESOURCES: This topic covers issues that relate with starting a company and how to grow it looking at the different ownership structures and what decisions to make when the company has reached a particular size.

MARKETING AND BUSINESS DEVELOPMENT: One of the main challenges faced by Engineers is how to market their services and manage finances (it is good to note that the reason why managing directors spend sleepless nights is because they are thinking of the company’s cash flow and taxes). This topic equips you with the required knowledge on marketing and financial management but also discusses quality and risk management for consultancy firms.

BUSINESS CONSOLIDATION: The world is currently resonating around issues to do with sustainability of projects; this topic discusses how sustainability can be incorporated in infrastructure projects both in the developing and the developed world. To summarise the cases, the topic discusses Business Integrity Management (read ethical standards and codes of conduct) and there is no topic with more diverse views than this one basing on responses during the YPMTP 2018.

The mentors, who teach the various topics covered in the YPTMTP, are career engineers with immense experience in the consulting industry which makes them the best mentors for the programme since they can easily relate with the questions that participants have about business in the engineering consulting world.



Figure 1: FIDIC YPMTP 2018 Class in Berlin

The course is largely conducted online over a period of Seven months and culminates in a one week face to face session leading into the annual FIDIC Infrastructure Conference. The YPMTP participants

attend the conference (registration is covered in the YPMTF fees) which is also an important part of the training programme since the group gets to present what they believe to be an important issue at the Future Leaders Workshop. Having had divergent views and approaches during the online sessions, the week-long face to face session is an opportunity to meet all the course participants and helps one appreciate the cultural diversity that one may face in the workplace. The face to face session and the FIDIC conference also provide an opportunity to network and create working relationships with potential partners in the infrastructure industry.



Figure 2: YPMTF 2018 class preparing for the Future Leaders Workshop



Figure 3: Networking and Technical site visit

As Porter Gale put it, *'your network is your net worth'*; the YPMTTP 2018 programme provided me with a platform to network with likeminded people around the globe with unbound benefits. The conference also helps one appreciate that as much as we have diverse cultural backgrounds, we share the same challenges albeit in varying magnitude, and that if shared, these challenges can be addressed hence the recommendation of knowledge sharing platform put forward by the YPMTTP 2018 during the feature leaders workshop. Basing on my experience with YPMTTP 2018, I recommend the course to all young professionals in the consulting engineering industry and also call upon employers to invest in their employees to take course.



Figure 4: YPMTTP 2018 Networking activities

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