



## Young Professionals Management Training Programme 2012

The programme's objective is to train young potential managers through the discussion of management issues, to develop new approaches, leadership skills and intercultural understanding and to become acquainted with the FIDIC activities through participation in the FIDIC Annual Conference.

### **Programme contents**

The programme consists of an extensive Internet-based component over a seven-month period prior to final sessions at the FIDIC 2012 Seoul Conference. In connection with the conference, there will be five days training sessions prior to the commencement of the conference. At the conference the YPMTP participants will be responsible for a Future Leaders Workshop presenting their opinions and ideas for the coming leadership challenges in the consulting industry.

The programme is tailor-made to the consulting industry, and an experienced senior consulting engineer acts as facilitator and is attached to the programme to secure timely progress and a high quality for inputs and outputs. FIDIC has established a Mentor Board for supervising and reviewing the programme.

The programme includes real-life cases and focuses on:

- Organization of a consulting firm
- Human resources management
- Business development
- Financial management
- Client relationship
- Risk management
- Sustainable development
- Quality management
- Business integrity management

The programme includes a basic course on White Book – Client/Consultant Model Services Agreement.

The formal lectures are based on FIDIC's Guide to Practice and other guidelines and documents, which will be available to participants.

Participants will be developing their skills in relation to different consulting environments, multidisciplinary work, retaining and developing human resources, global marketing and different cultural challenges.

All of which are requirements for developing our consulting industry. The final sessions in connection with the FIDIC Conference and the Conference itself will consolidate the international network developed through the programme.

The overall aim is to develop leadership, communication skills, intercultural understanding, new approaches to understanding management challenges, and familiarity with the consulting engineering industry's international activities and resources. Participants are coming from many different countries in a normal year more than 20 countries are represented.

Key words for the process are: taking leadership, strategy, global perspective, change management, international networking.

## **Programme Planning 2012**

### **Dates for Live Internet Meetings**

13.02 and 14.02 Testing IT platform and communication

20.02 Kick-off

05.03 Case 1 start, Lecture Case 1 follow-up

02.04 Case 1 midway

23.04 Case 1 finish and Case 2 start, Lecture Case 2 follow-up

21.05 Case 2 midway

18.06 Case 2 finish and Case 3 start, Lecture Case 3 follow-up

16.07 Case 3 midway, Lecture White Book follow-up

13.08 Case 3 finish, Summary Reports and preparation for Future Leaders Forum

05.9 to 09.09 Sessions in Seoul

09.09 to 12.09 FIDIC Conference in Seoul

The YPMTP is based on lectures and case work. Lectures and discussions take place on an internet based Live-meeting Conference Platform combined with a telephone conferencing facility during the eight on-line sessions. Between sessions case work consists of written discussions of management issues on the eFIDIC training platform. For each case an editor from the individual team will summarize findings, and prior to the conference each team will present a consolidated summary. The on-line session take 1½ to 2 hours and are held on dates as above and at times according to time zones. Participation requires a good command of written and spoken English. Total time input prior to conference averages 100 hours.