

Young Professionals Management Training Programme 2015

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Welcome to YPMTP 2015

- A seven months on-line management course for future leaders in the consulting engineering industry and similar technology based firms.
- Based on FIDIC principles and document standards.
- Case study work is done on a virtual platform. Participants solve problems in discussion with teammates.
- YPMTP 2015 will be the 12th year running.



Based on case studies

- Organization and Human Resources Development
- Marketing and Financial Control
- Business Development Instruments

For each case a mentor is appointed.

Participants meet each other and the mentors at the location of the FIDIC Annual Conference for 5 days of workshops culminating in the preparation of the their presentation at the “Future Leaders’ Forum” at the Conference.



Case 1

Organization and Human Resources Development

Starting a company

- Starting a consulting business
- Competition clauses
- Building your staff



Growing the company

- Sharing ownership considerations
- Risk assessment
- Profit centres versus matrix organization
- Bonus systems



Ownership structures

- From partnership to shareholding
- Getting on the stock exchange
- Share holding as a staff motivation factor



Attracting staff

- Training programmes
- Work/life balance
- Social networks
- Overseas posting



Merger and acquisition

- What is the difference
- Organizational structures
- Staff management
- Financing models

Being on the stock Exchange

Case 2

Marketing / Business Development

Marketing

- Branding
- Specialized divisions versus matrix structure
- Internal competition
- Reaching the clients
- Triple Bottom Line
- The virtual marketing organization
- Local or global

Financial Control

Financial control measure covering:

- Investments
- Credit
- Liquidity
- Markets/currency
- Operational

Quality assurance

Professional indemnity insurance

Case 3

Business Development Instruments

Sustainability as a key issue

- Cost versus long term quality

Business integrity policy

- Cultural and geographical differences

Developing a Code of Conduct

A must

How YPMTP works

It's convenient

- Participants are divided into teams according to time zones.
- Starting with test sessions: to make sure your connections and audio equipment are in order.
- After that we kick-off introducing the virtual Podio platform and the Adobe Connect classroom.
- Monthly classroom sessions.
- The active case work is supported by FIDIC Guide to Practice and dedicated lectures by the Mentors uploaded as recordings.
- Additional lectures focussing on FIDIC's White Book – Client Consultant Model Services Agreement, Sub-consultancy Agreement and Joint-Venture Agreement

It's relevant

- Cases and questions relate to development of a consulting business or a similar technology based company.
- Everybody engages in the discussion on the Podio platform
- Discussions are summarized in classroom by two editors from the team.
- Everything is recorded and uploaded for reviewing and for participants who may have to be absent from class.
- Final sessions held in connection with and at the FIDIC Annual Conference.

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.

Certificates and Exams

Certificates

- A Certificate of Successful Completion requires having responded in writing on Podio to all questions and attending at least half the classroom sessions.
- A Certificate of Participation requires having participated in at least 50 % of all activities.

Exam

- The YPMTP 2015 offers an optional exam based on the course and FIDIC Guide to Practice. The exam will take place in connection with the participation in the training sessions prior to the FIDIC Conference.
- The resulting Certificate will enable students to demonstrate their achievements in relation to obtaining Professional Development Units (PDUs) and maintaining certificates and credentials based on their participation in the YPMTP.

YPMTP 2014 Group Salient Points

A BETTER WORLD THROUGH THE POWER OF UNITY

GLOBAL CONNECTING TECHNOLOGY CAN REMOVE EXISTING LIMITATION

Vision

“We will live in the world which no longer has limitations of location, language or culture, where we can solve the world’s challenges together using our shared values and knowledge.”

Our message is

Let's become visible

Let's obtain and enable the best people

Let's connect and share our knowledge

Let's solve the world biggest problems

The future of our profession is in our hands

Join YPMTP 2015

Registration on www.fidic.org

Register by 30.12.2014 to be in the 2015 programme