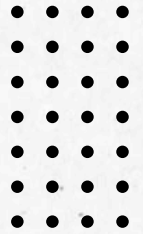




DECEMBER 2024
ISSUE NO. 2

FUTURE LEADERS NEWSLETTER



NEW LEADERSHIP

**MEET THE NEWLY APPOINTED
FUTURE LEADERS COMMITTEE
CHAIRPERSON**

NEW FLC MEMBERS

**INTRODUCING THE
NEW MEMBERS OF
FIDIC AFRICA FLC**

SPOTLIGHT

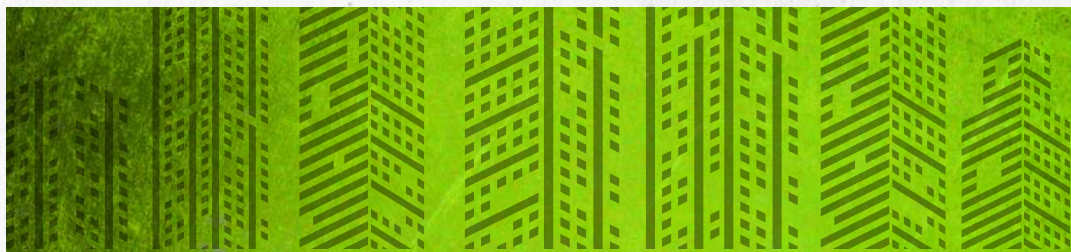
**EXCITING FL ACTIVITES
FROM ACROSS THE
CONTINENT IN 2024**



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MEET OUR NEW CHAIRPERSON

Leading Boldly, Achieving Greatly!

Civil Engineer and immediate past Chairperson of the Association of Consulting Engineers of Zambia Future Leaders (FL) Group Pauline Phiri, shares her motivation for stepping into leadership and her vision for her term as FIDIC Africa Future FL Chairperson.



Pauline Phiri

MEng. Construction Management,
BEng Civil and Environmental Engineering



Can you share a bit about your background and consulting engineering experience?

As a Civil Engineer, my professional journey has been shaped by curiosity, exploration and a desire to impact the world around me positively. Having joined the consulting engineering industry since graduation from university, my experience has been predominantly in government and donor funded road development and water reticulation projects, with a touch of environmental aspects in engineering. Specific areas I have been involved in are civil engineering design and supervision, construction management, project cost management, measurement engineering, contract administration and conducting feasibility studies. I gained invaluable insights and immense growth through projects under WCE Zambia Limited and Seureca Veolia Zambia. As I have navigated this dynamic industry, I have found myself being inspired by its challenges and opportunities. The continuous advancements in our field have not only deepened my technical knowledge but also fuelled my creativity, adaptability and resilience. Technical expertise may form the core of our profession, but consultancy has taught me that financial and business acumen are equally important. Additionally, I have invested in strengthening my soft skills in communication, emotional intelligence and leadership, which have given me the confidence to work with individuals across different age groups and career levels. With this background and my continuous learning, I have developed the passion for design thinking, experiential learning, smart technology solutions and project finance.



What is the inspiration behind you taking on this leadership role?

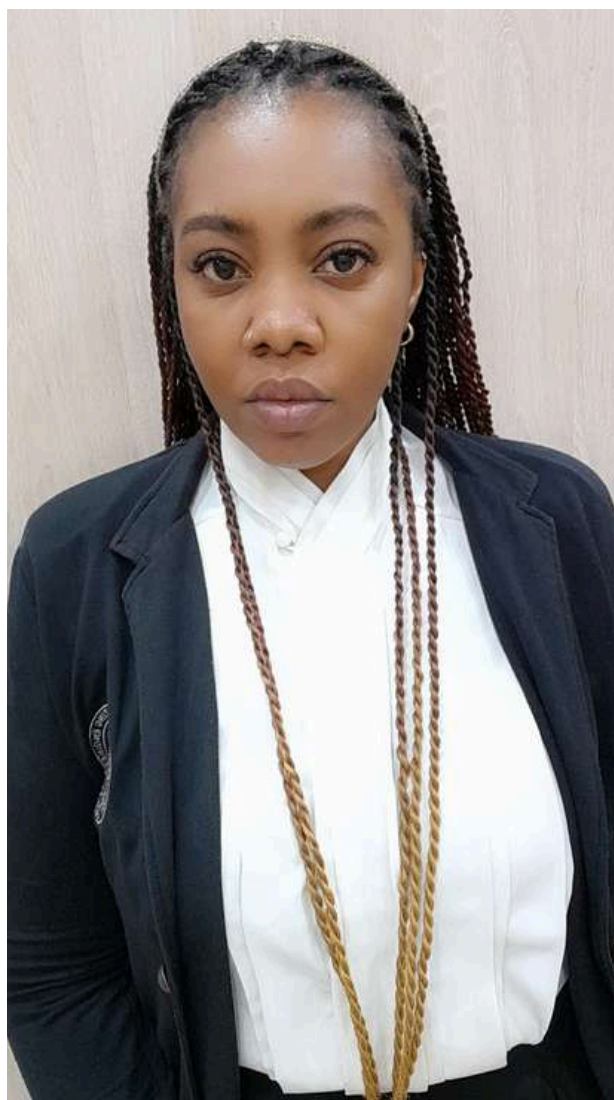
My propensity for leadership was ignited upon the realisation of how effectively-led project teams significantly contributed to project success. Setting a clear vision, combined with collaborative team efforts to achieve common goals, not only meets the collective goal, but also helps team members to reach their full potential.

Over the years, I have had the privilege of leading teams in various settings, from construction projects to young professional groups in my field. One of my most prominent roles was that of Chairperson of the Association of Consulting Engineers of Zambia Future Leaders group (ACEZ FLG). During this time, the ACEZ FLG had a number of firsts; our first Newsletter which won ACEZ's first FIDIC Member Excellence Award and, we held our first FL Symposium. Witnessing the growth of our group and the amazing work we accomplished made me want to contribute even more.

The FIDIC Africa FL community is rich with young intellectual minds who continue to offer engineering solutions that tackle real-life problems that are timely, sustainable and make a difference in our communities. As a radical thinker, I would like to feed into this collective consciousness by sharing my knowledge and experience as well as promote the active participation of FLs in the FIDIC Africa space. I believe that with the right guidance and support, young consulting engineers can achieve remarkable things, and that's what truly motivated me to step up and take up this leadership role.



What is your vision and plan for the role?



As I step into this role of a leader on a continental level, my goal for this term is to ensure that our group becomes a hub of professional development through continuous learning, knowledge sharing and advancement of career goals. It is an exciting time to be young and African in the engineering profession because the industry is becoming more inclusive and open to diverse perspectives, recognizing that innovation thrives on varied experiences and ideas. Here are a few key aspects that I am committed to promoting:



Leveraging on technology for FL community growth

Technology is transforming how we learn, communicate and innovate. Harnessing digital tools to expand the FL community will be a focal point. With the team, I intend to create digital spaces that promote active participation and collaboration among the various FL groups for higher engagement. We should meet more often!



Building FL capacity

Personal career progression is of the essence. I envision FLs participating in specially curated workshops and webinars for sharing insights, exploring new industry trends and collaborating to promote career growth in the consulting engineering profession. This will enable FLs to have access to resources that keep them competitive in the job market.



Mentorship

Mentorship has been invaluable in my own career. As we promote career progression within our FL group and the FIDIC Africa groups as a whole, I am enthusiastic about working with the team to engage seasoned professionals within our sphere to offer FLs guidance, insight, and advice on how to navigate the consulting engineering landscape.



Collaboration & Networking

Creating a strong professional network is essential for career success. As a FIDIC community, our annual regional and global conferences provide a platform to connect not only within our group, but also with industry leaders and peers in the broader engineering space. Backed by my team, I would like to advocate for more participation of FIDIC Africa FLs at these events by lobbying for support from the respective Member Associations (MAs).



Showcasing FL skills

In the consulting engineering business, our work and referrals promote our brand. Through our publications, social media pages and networking sessions, we intend to showcase the skills,, talents and achievements of FLs. Through our periodicals, we will continue to encourage FLs to share the impactful work that the FL groups and individuals have done throughout the year.



Forging Ahead

The engineering profession is constantly evolving, and we must evolve with it. My hope is that during my time as Chairperson, we not only become better professionals but also better teammates and problem solvers. I encourage each of you to actively participate, share your ideas, and contribute to the growth of this group.

Let's engineer the future—together!



FIDIC AFRICA FUTURE LEADERS COMMITTEE

MEET

THE NEW COMMITTEE MEMBERS



The FIDIC Africa Future Leaders Committee is growing, with young professionals being more eager to take on leadership roles that will steer the continent in a positive direction. As part of the steering committee, they will be instrumental in shaping the future of our FL group, by driving meaningful initiatives that make a huge impact in our industry. Let us take a moment to get acquainted with our new members and learn about the valuable experiences and perspectives that they bring to the team.



Eng. Dennis Busolo

GROWTH AND MEMBERSHIP

Dennis Busolo is a Kenyan certified engineer with over a decade of experience in design, construction supervision, and project management. He is the current chair person of ACEK FL. He has experience in housing, highway structures, oil and gas infrastructure, and high voltage power transmission lines. Busolo is passionate about volunteering and mentorship, serving as a key leader in the Institution of Engineers of Kenya.

Ing. Jean Baptista Nyaku **CAPACITY BUILDING**

Ing Jean Baptista K. Nyaku, a professional civil engineer with over eight years of experience, works at ABP Consult Ltd. in Ghana. He has worked on iconic projects like Loxwood House and MTN Ghana Graphic Road Head Office Complex. Nyaku serves on the Council of the Ghana Consulting Engineers Association and is the current Chairperson for the FIDIC Future Leaders Group.





John Jairo

GROWTH AND MEMBERSHIP

John Jairo, a Civil Engineer and Director at Spalla Limited, is a social entrepreneur and Chairperson of Future Leaders at the Association of Consulting Engineers of Kenya. He founded O'learn in 2017, empowering over 10,000 youth through entrepreneurship and leadership training. His efforts have earned him recognitions like the National Hero of Kenya, Mandela Washington Fellowship, Watson Institute alumni status, and East African Edupreneur of the Year award.



Alex Muhuni

BUSINESS DEVELOPMENT

Alex Macharia Muhuni is a Civil Engineer with extensive experience in infrastructure projects, particularly in the transport sector. He currently works as a Contracts Specialist and Projects Manager at AMOCO Construction Group Limited. With expertise in Civil Engineering Design, Contracts and Project Management, Construction Supervision, and Transport Planning, Muhuni has managed donor-funded projects and led design, construction, procurement, and maintenance activities for roads, railways, and airports.

Joseph Timbe

CAPACITY BUILDING

Joseph Timbe Bwayo, a Civil and Structural Engineer from Uganda, has over eight years of experience in engineering. Currently employed at SEKA Associates Consulting Engineers. He is a graduate of Makerere University and is currently Chairperson of the Future Leaders Committee at the Uganda Association of Consulting Engineers. Timbe's work aligns with the Sustainable Development Goals, promoting sustainable cities, quality education, and good health.



Patrick Tembo

INTEGRITY, RISK AND STANDARDS

Patrick Tembo is a seasoned Environmental/Tailings Dam Engineer with over a decade of experience. Currently employed by Knight Piesold Southern Africa Consulting. He specializes in audits, monitoring, and risk assessments of tailings storage facilities. His skills include engineering design support, geotechnical investigations, deposition planning, rehabilitation plans, and compliance with industry standards. Patrick is proficient in various software applications and is dedicated to improving environmental safety and operational efficiency in tailings management.

With our new members onboard, we are even more energized to reach our shared goals. Let us make this an inspiring and productive experience for all.

2024 FIDIC FLMC: AN OVERVIEW



ING KOJO MANTE GYAMPOH

Participating in the **2024 FIDIC Future Leaders Management Course** has been a transformative journey in my career. Spanning from March to September, the program offered six in-depth webinars covering critical industry topics like Sustainability, Risk Management, and Integrity Management, with networking sessions that brought together aspiring leaders and professionals from across the globe to explore the key skills and principles shaping the future of engineering consulting. This unique blend of online learning and face-to-face networking during the FIDIC Global Infrastructure Conference in Geneva truly underscored the program's global impact.

The course consisted of six webinars with accompanying cases studies to help participants put into practical perspective, the knowledge acquired in each webinar. An interactive online networking session was held after each webinar, to allow participants from diverse professional and cultural backgrounds to exchange insights on the topics covered. Key topics covered includes Consulting Firms and Profit, Consulting Contract, Human Resource, Career Planning, Risk Management, Integrity Management Systems, Business Development, Project Management, Quality Management, Sustainability Management and Sustainability Design. These sessions provided a strong foundation in essential areas of engineering consulting and management, whilst the networking opportunities encouraged a true exchange of perspectives and fostered connections that crossed borders.

A highlight of the course was the two-day face to face workshop and networking session during the FIDIC Global Infrastructure Conference in Geneva. This in-person workshop brought together all participants from the globe to collaborate and prepare a presentation for the global stage, as a way of communicating to the top CEOs, the infrastructure investments required to drive and sustain the engineering industry. Working closely with peers from around the world, we brainstormed and developed a presentation titled, "If you value your people, you'll earn their loyalty." The presentation discussed the importance of valuing and investing in people (employees), as a fundamental principle for long-term success in the engineering industry. The message resonated deeply with the audience, and I believe we sent the right message to the CEOs and industry leaders present.

The FIDIC Future Leaders Program was an invaluable opportunity for both professional and personal growth, which enriched my understanding of critical industry issues, developed my leadership skills in a collaborative and dynamic setting, and renewed my confidence in the power of empathy, integrity, sustainability and quality in engineering. This program has taught me that, by valuing people, prioritizing sustainability, and managing risk with integrity, we can help build a more resilient and inclusive future for the engineering industry which will contribute greatly to making the world a better place to live.

"IF YOU VALUE YOUR PEOPLE, YOU'LL EARN THEIR LOYALTY."



GCEA



PRESENTS

Future Leaders Forum

A FUTURE LEADER'S NEW YEAR RESOLUTION

“How can a Future Leader plan to take on the new year?”

Guest Speaker

Ing. Nana Akua Brenyah Boateng

2nd February

16:00 GMT



Scan QR Code for link to Webinar



GCEARLF@GMAIL.COM GCEA Future Leaders Group

This webinar took place via Zoom on the 2nd of February this year. The aim was to prepare and encourage FLs on some steps that they could take to efficiently handle the new year. The Guest Speaker was Ing. Nana Akua Brenyah Boateng, a seasoned engineer at Associated Consultants Ltd.

The Speaker encouraged FLs to;

- ✔ Know Themselves; by conducting a SWOT (Strengths, Weaknesses, Opportunity and Threats) analysis of one's self.
- ✔ Set Future Aspirations by setting SMART (Specific, Measurable, Attainable, Relevant and Time bound) goals.

She also suggested the following as some resolutions FLs can set for the year;

- ✔ Updating CVs to start the year.
- ✔ Having a mentor.
- ✔ Networking.
- ✔ Committing to learning.
- ✔ Striking a good work-life balance.
- ✔ Stop procrastinating.
- ✔ Welcome leadership roles

2025 GOALS FOR A FL

- | | |
|-------------------------|-----------------------------|
| 1 REVAMP YOUR CV | 4 COMMIT TO LEARNING |
| 2 GET A MENTOR | 5 FIND BALANCE |
| 3 NETWORK MORE | 6 TAKE ACTION! |

KENYA FUTURE LEADERS



The Kenya Future Leaders Group under the Association of Consulting Engineers of Kenya (ACEK) recently achieved a significant milestone by hosting their first-ever Future Leaders Summit. Held on 27th August 2024 at the Edge Convention Center in Nairobi, this momentous event took place on the opening day of the 3rd ACEK Annual Conference.

The summit brought together over 100 participants, including graduate engineers, professional engineers, students, and distinguished leaders from the engineering sector. Notable attendees included representatives from the Engineers Board of Kenya (EBK), the Institution of Engineers of Kenya (IEK), and ACEK leadership, who delivered inspiring opening remarks.

The day-long event featured a mix of activities such as networking, mentorship sessions, and discussions on innovative ideas, industry trends, leadership, and business strategies. A highlight of the summit was an overview of the growth and achievements of Future Leaders in Kenya, capped off with an engaging cocktail session.

The Kenya Future Leaders leadership team, led by John Jairo (Chairperson), Eng. Edward Karani (Vice Chairperson), and other dedicated members, played a pivotal role in the summit's success. Their efforts underscore the commitment to empowering young engineers and fostering their professional development within the consulting engineering sector.



This inaugural summit sets the tone for Future Leaders in Kenya, providing a platform to connect, learn, and collaborate toward a brighter future for the engineering profession.

ASSOCIATION FOR CONSULTING ENGINEERING IN NIGERIA



ACEN

in Action



The Association for Consulting Engineering in Nigeria (ACEN) Future Leaders Forum is the number one community for the next generation of consulting engineering industry leaders in Nigeria. During the course of the year, ACEN FLs participated in ACEN and FIDIC activities, especially in conferences and publications. Here is a snippet of some of their activities.

LEADERSHIP

A new set of members for the Future Leaders Executive emerged in November, 2023 to carry forth into 2024. They were inaugurated during the Association for Consulting Engineering in Nigeria's (ACEN) Conference and AGM in Abuja Nigeria. The FL executive is now led by Eng. Yemi Oyinloye.



PUBLICATIONS

The ACEN FLs also contributed to the quarterly magazine of ACEN: **The Consulting Engineer Vol. 11. No 1, January – April, 2024** in an article entitled **'ACEN Future Leaders Perspectives on Development of Civil Infrastructure'**



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PROGRAMMES AND EVENTS

ACEN FLs actively participated as Committee members, Speakers, rapporteurs and participants in the Member Association's Programs in the course of the year. Some of the programs include: Business evenings, Extraordinary General Meeting and Annual General Meeting.





The active participation of FLs in the engineering profession not only drives innovation but also lays the foundation for a culture of professionalism, leadership, and sustainability that will shape the industry's future. The ACEN FLs continue to participate in industry initiatives in order to grow and thrive.



CESA Young Professionals Forum (CESA YPF) Sustainability Imbizo

As young engineers navigate the challenges of the future, it is crucial that they are equipped with the necessary skills, knowledge, and ethical principles to drive sustainable change. This was the overarching theme of the 12th CESA Young Professionals (YPF) Sustainability Imbizo recently held in Midrand.

“With the Imbizo, we aim to identify problems and come up with solutions. Engineers are problem solvers,” said our Stakeholder Liaison Manager, Godfrey Ramalisa. “Without competent and ethical engineering skills applied to the our rural and urban environments in our efforts to develop infrastructure, there will be little, if any provision for water, sanitation services, housing, power supply, stormwater systems and road services all of which are vital for a functional society both rural and urban. Without such amenities which lead to economic growth, inequality, unemployment and poverty, will continue to prevail,” he added.

Our YPF National Chair, Uzair Osman, added that the Imbizo played a vital role in preparing the next generation of engineers for the challenges ahead. “Most of our delegates learned concepts that they knew of but did not necessarily know how to implement in their daily activities and careers. The Imbizo also allowed them to connect and learn from each other,” he noted.

On the first day, young engineering delegates were given insights into leadership and management, focusing on developing technical, business, and governance skills. The importance of diversity, equity and inclusion in the engineering sector was also emphasised.

Day two focused on building interpersonal and soft skills, an area often neglected in technically orientated environments, with interactive discussions on engineering leadership and professionalism. Our YPF Western Cape chairperson and senior assistant route manager at Daveng Consulting Engineers, Jean Gerber touched on ‘Lessons for Engineering Leadership’ in his session, stating that “Effective engineering consists of technical expertise, strategic vision and people management skills.”

Our President David Leukes added that engineering was not just about having technical skills. “You need to have people skills as well. Emotional intelligence is very important for the success of this industry,” he noted. As technology continues to advance and artificial intelligence (AI) becomes more prevalent in their work, engineers both now and in the future, must adapt and embrace these new tools and become increasingly digitally literate to stay competitive in their field.

“With the advent of AI and other technologies, we should not lose our identity as engineers,” Leukes said, emphasising the importance of building trust and relationships as fellow engineers to develop the industry.

During the conference, there was also an intensified focus on ethics in engineering. “The choices engineers make have far-reaching consequences,” Osman noted, adding that engineers, like all other professions, required integrity and honesty in their jobs.

During his session, Gift of the Givers founder Dr Imtiaz Sooliman emphasised this notion and highlighted many instances in which the foundation was instrumental in disaster responses where shortcuts in engineering, design and construction were taken, which lead to loss of infrastructure and lives. “Without values, you can be the best engineer in the world, but still cause disaster,” he said.

The CESA YPF Imbizo provided a valuable networking opportunity for young engineers like Parellin Naidoo, infrastructure manager (KZN) at Bosch Projects. Naidoo, a civil engineering graduate from Durban University of Technology, appreciated the chance to connect with like-minded individuals, experienced engineers, facilitators, and speakers. “I gained invaluable insights from industry experts and leaders, drawing inspiration from their passion for humanity,” he said. Naidoo believes that events like the Imbizo will help young engineers excel in their careers and guide them on a path to success.



“
**Young engineers will be
the building blocks of
future solutions**
- CESA YPF-
”



ASSOCIATION OF CONSULTING ENGINEERS OF ZAMBIA

CONSULTING ENGINEERING

BUSINESS

SEMINAR

A dynamic seminar specially curated for aspiring young consulting engineering professionals in Zambia

Shaping the future of consulting engineering in Zambia is a feat that the Association of Consulting Engineers of Zambia (ACEZ) upholds to the highest degree. The ACEZ Consulting Engineering Business Seminar for Future Leaders, an initiative spearheaded by the **ACEZ Future Leaders Group**, had scores of aspiring consulting engineers convene to get mentorship and gain knowledge and insights on the particularities of running a consulting engineering firm. The overall objective of the Seminar was to familiarise young engineering professionals with the business realities and best management practices in the the consulting industry.

Topics and Speakers

ACEZ selected presenters consisting of seasoned professionals who run successful consulting firms. A special guest speaker, the Minister of Water Supply and Sanitation, Honourable Engineer Collins Nzovu, was also invited to inspire future leaders to aspire to be the best at their craft.

Meet the Speakers



Eng. George Sitali

BEng Civil Engineering, Managing Partner BCHOD, Former President of FIDIC Africa, Former President of EIZ.

Eng. Misheck Daka

MSc Construction Management, BEng Civil Engineering, Fellow CIARB, LLM Construction Law, Adjudication and Arbitration, Former ACEZ President

Eng. Abel Ng'andu

BEng Civil Engineering, Founder and Managing Director Ng'andu Consulting Limited, Former President of EIZ, Former board Chairman UBA Zambia

Eng. Gomezyani Mwaba

Msc Electrical Engineering, BEng Electrical Engineering, Managing Director Dexterity System Solutions Limited, Green Building Consultant

KEY NOTE SPEAKER

Hon. Eng. Collins Nzovu,

Minister of Water Development and Sanitation

Major Learning Points

KEY NOTE ADDRESS

Core Message

Young engineers should use their prime years to gain valuable industry experience and uphold integrity. Prioritize building your expertise over the pursuit of quick financial gains.

Topic: The Consulting Firm as a Business (Presented by Eng. George Sitali)

Purpose:

To learn how to determine what your company should look like, how to manage your cashflow for the business's day-to-day operations, how to get and keep clients and how best to survive the ups and downs of the economy.

(Presented by Eng. George Sitali)

Key Lessons Learnt

✔ How to thrive in this business

By registering your business, obtaining professional certification, retaining clients, pricing your services appropriately, managing finances wisely and adapting to economic changes you'll be well on your way to building a thriving consulting firm.

✔ Core Values of a Consulting Engineer:

QIS - Quality, Integrity, Sustainability

Topic: Forming Strategic Partnerships and Collaborations

Purpose:

To learn how to find effective ways to advance consultancy business objectives through partnerships and collaborations.

(Presented by Eng. Abel Ng'andu)

Key Lessons Learnt

✔ Stand out as a potential business partner

Showcase your expertise by standing out and being different, such that you create a platform where people seek you out.

✔ Business Reputation

You do not need to advertise yourself in this field, your work will speak for you. Referrals are your silent advertising tool.

Topic: Environmental Social Governance (ESG) in the Built Environment

Purpose:

To learn how to manage Environmental, Social, and Governance Concerns that can impact the company's operations, reputation, long-term viability and how the firm is run.

(Presented by Eng. Gomezyani Mwaba)

Key Lessons Learnt

✔ Lead and Advocate for ESG in the workplace

Build a culture of ESG within organizations to ensure that buildings and infrastructure are designed, built, and operated in a sustainable and socially responsible manner.

✔ Career Opportunities

FLs should be open to change and embrace the emerging roles in sustainable engineering. Leverage on trends in ESG such as Net-Zero Emissions, Circular Economy, Water Conservation, Green Building, Certifications and Sustainable Materials

Topic: Legal Matters and Ethical Considerations in Consultancy

Purpose:

Legal Matters - To learn how to navigate regulatory and compliance issues in order to protect the Business from Legal Risks.

Ethical Matters - To inculcate fundamental moral principles that shape the conduct and goals of a company and its employees in order to earn client confidence and win more work.

(Presented by Eng. Misheck Daka)

Key Lessons Learnt

✔ Contractual Obligations

Understand that contract administration in Construction Law is a set of rules that govern behaviour and relations between people. The obligor and obligee have rights and obligations specially prescribed by law.

✔ Duty to act in accordance with the contract

- 🎯 Supervise and inspect.
- 🎯 Act fairly and impartially (when acting as a certifier or assessor of the contractor's performance, or in settling disputes).
- 🎯 Act with due skill and care
- 🎯 Act reasonably (when exercising determinative or adjudicative powers, not a general obligation)
- 🎯 Avoid conflicts of interest



Knowledge fuelled connections in an interactive Q&A session that transitioned into a group mentorship session between FLs and Speakers. This opened up dialogue to tackle pertinent issues such as challenges faced by FLs in the industry, the gap between academia and industry as well as ways in which the gap could be bridged through collaboration. In addition to knowledge sharing, the Seminar created a platform for active engagement, networking and presented a membership growth opportunity for the ACEZ future leaders' group.

JOIN THE FIDIC AFRICA FL COMMUNITY AND SHARE

Follow us for exciting updates



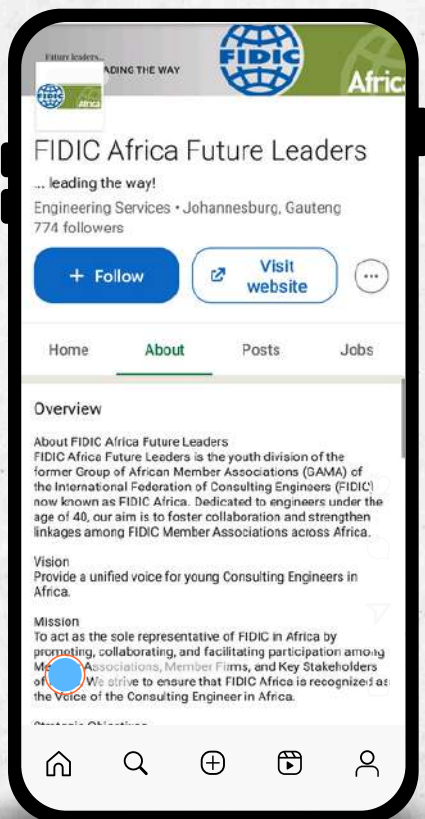
Connect with us today online



FIDIC Africa Future Leaders



Keep up with other FIDIC Africa FL groups by following their LinkedIn pages:



-   **Botswana**
[ACEB Future Leaders Group](#)
-   **Ghana**
[Ghana Consulting Engineers Association](#)
-   **Kenya**
[ACEK Future Leaders Kenya](#)
-   **Nigeria**
[ACEN Future Leaders Forum](#)
-   **South Africa**
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CONNECT. LEARN. SHARE.



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CREDITS

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ACEZ Future Leaders Group, Zambia

CESA Young Professionals Forum, South Africa

GCEA Future Leaders Forum, Ghana