

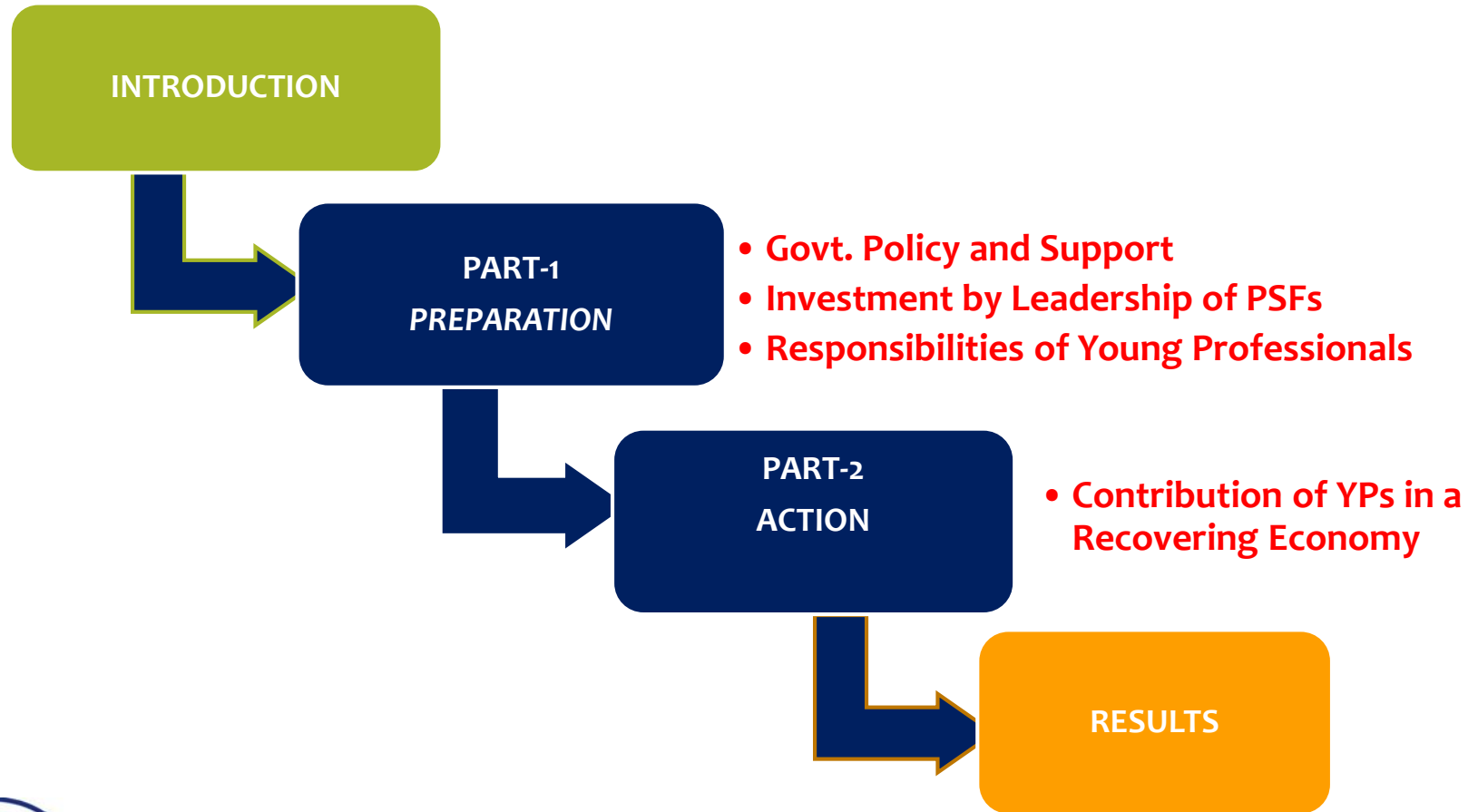
THE ROLE OF YOUNG PROFESSIONALS IN A RECOVERING ECONOMY



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Structure



Introduction

Impact of COVID-19 Crisis on National Economy

The global escalation of Wuhan-China originated Corona Virus pandemic arrived Nigeria in February 2020 with the following challenges to our economy and way of life:

- Fear, Social-Distancing and lockdown
- About 6-Month paralysis of Economic Activities
- Abysmal fall in international crude oil prices
- Loss of Revenues to Govt. and Jobs to many private business entities

Relevance of Professional Services Firms(PSFs) to the Economy

- Provision of knowledge-based or specialist services
- Conception, design and delivery of capital-intensive infrastructure projects
- Financial Services and Management
- Legal services, Educational advisory etc

Who are the Industry Young Professionals(YPs)

Engineers, Architects, planners or Allied professional staff of FIDIC Member Firms and are within the recommended age of 40 years

- Future Leaders and Industry Baton Carriers
- Foot Soldiers in project delivery and available tools in Succession Planning



Government Policies and Support



Purposeful Education and Skill Development

- Emphasis on Research and Development
- Timely and Appropriate Entrepreneurship Education
- Practical Technical Education and Skill Acquisition
- Reward for Innovation

Patronage for Capacity and Growth

- .Implementation of Local Content Law
- Application of Executive Order No5
- Impartial Engagement of Local Professionals for delivery of Goods and Services



Investments by Leaders of PSFs

Stable and Sustainable Corporate Leadership

- Goals, Vision, Mission and Culture
- Transparent and Equitable Path to Growth and Prosperity
- Sensitivity to Staff Personal Growth
- Mentorship

Sustainable Business Systems

- Business Beyond “**Entrepreneur Seizure**”
- Sound and Implementable Human Resource Policy
- Dynamic Project Delivery Standards
- Marketing of Professional Services
- A Cycle of Monitoring and Evaluation (M&E) for System Improvement



Investments by Leaders of PSFs

Talent Management (TM)

The process of attracting , retaining , developing and utilising talents for the benefit of an organisation, its employees and the humanity

Talent Management is for Whom?

- Staff Human Capital development
- Staff Well Being and attracted loyalty
- Client service and satisfaction
- Growth and prosperity of firms

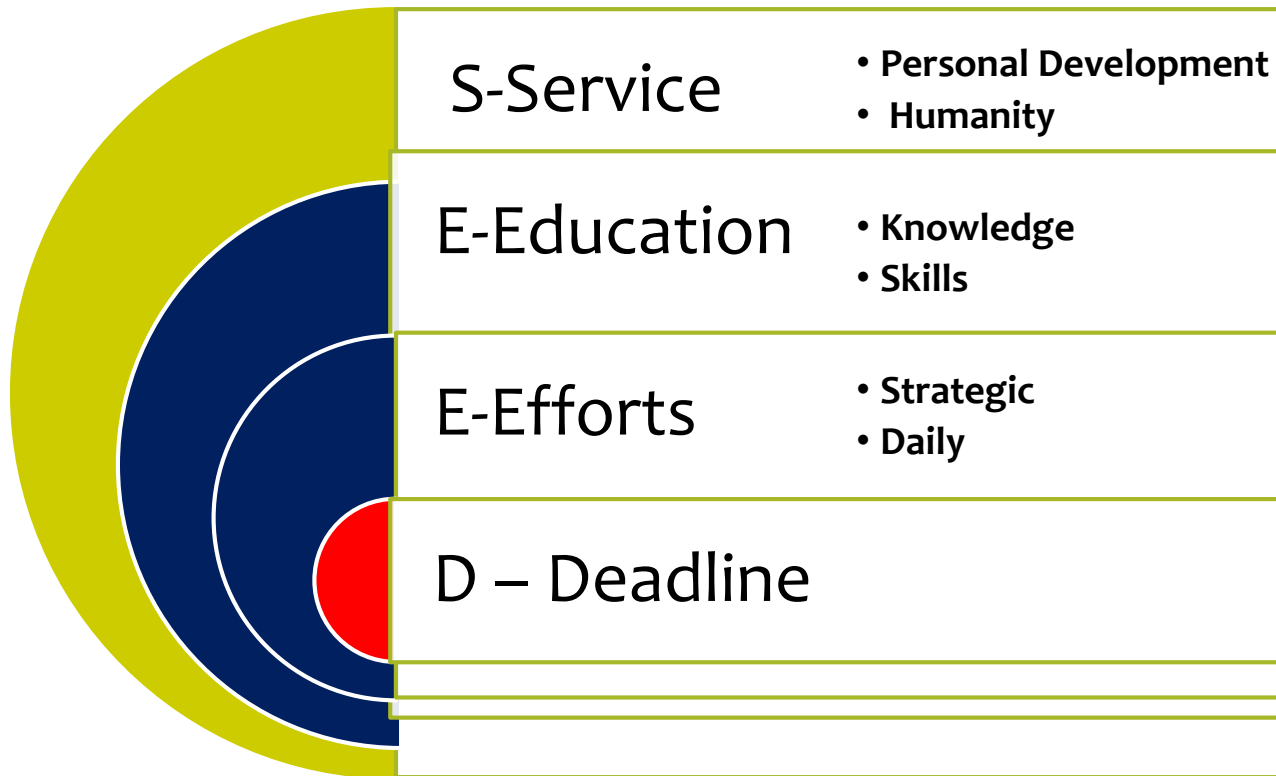
Why Talent Management?

- Sustenance of Industry Lifeline
- Competitive Advantage and Service Delivery



Responsibilities of YPs

Starting with “SEED” Goals



Responsibilities of YPs

Personal Development – Preparation for Service Roles

Positive Mental Attitude - QQMA

Communication Skills

Technical Capacity

Personal Finance

Discipline

Responsibilities of YPs

Continuing Education – Preparation for Service Roles

ACEN Conferences and Courses

FIDIC – Future Leaders Management Training (YPMTP)

FIDIC Conferences and Courses

GAMA Conferences

Useful Books

Multimedia Resources



YPMTP- London 2009

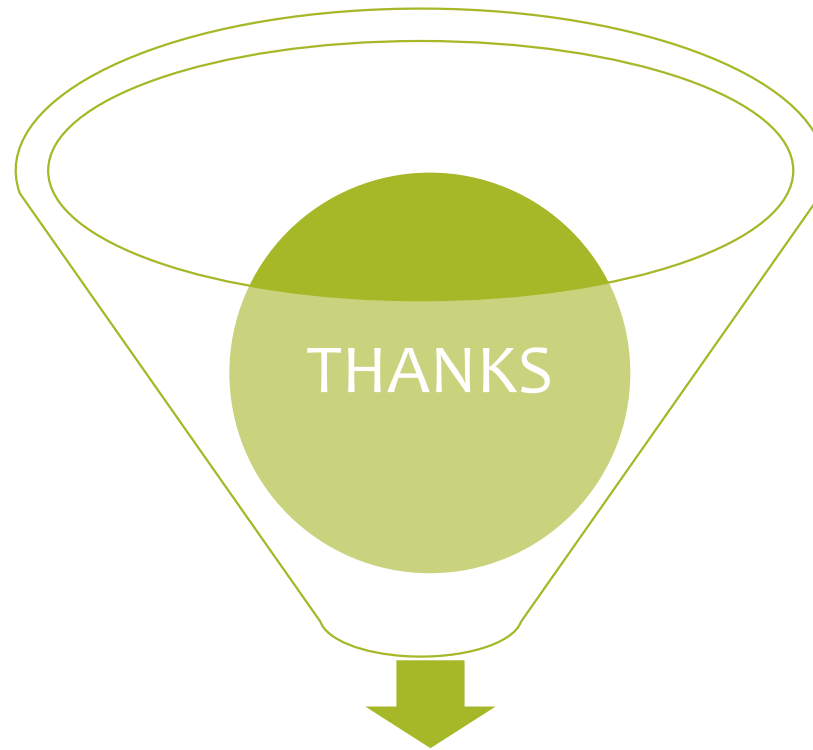
Role of YPs in a Recovering Economy

- ❑ Existing Future Leaders
- ❑ Energetic Adventurous Team Players
- ❑ Courageous Project Delivery
- ❑ Smart Foot Soldiers of Project Implementation
- ❑ Innovative Trends Research
- ❑ Use of Technology Tools in Project Implementation
- ❑ - *Optimum Utilisation of Social Media*
- ❑ - *Software/Phone Applications for Surveys*
- ❑ - *GPS Handheld Device in Road Reconnaissance Survey*
- ❑ - *Use of Drones in Infrastructure Project Implementation*



GAMA 2012 – LIVINGSTONE ZAMBIA





QUESTIONS