



Nigerian Young Professionals and the Challenges of Future Leadership



Association of Consulting Engineers Nigeria (ACEN)



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- ❑ Why Young Professionals(YPs)?
- ❑ Early Preparatory Steps
- ❑ Technical and Business Skills Development
- ❑ Future Leadership Development
- ❑ YPs and Challenges of Future Leadership



Why Young Professionals(YPs)?

- Future baton carriers of the industry
 - Tools in the game of succession

- History
 - FIDIC 2000 Hawaii initiation – FIDIC YPF
 - FIDIC 2004 Copenhagen implementation – FIDIC YPF
 - ACEN 2010 Lagos inauguration – ACEN YPF
- Objectives of ACEN-YPF
 - Continuing Professional Development
 - Full and long term participation in ACEN and FIDIC activities
 - Networking among Engineers in the industry
 - Participation in exchange programmes among other YP communities
 - Mentoring schemes
 - Access and exchange of online technical resources



Preparatory Steps to professionalism

- Studentship to Labour Market
- Pupilage
- Professional registrations
- Dreams and Aspirations

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Technical and Business Skills Development



- Talent Management

“ Seven Essentials of Talent Management ”

Adopt a stewardship mindset



Recruit the right people from the start



Carefully plan and manage careers



Invest in training



Devote professional time and resources



Commit to diversity



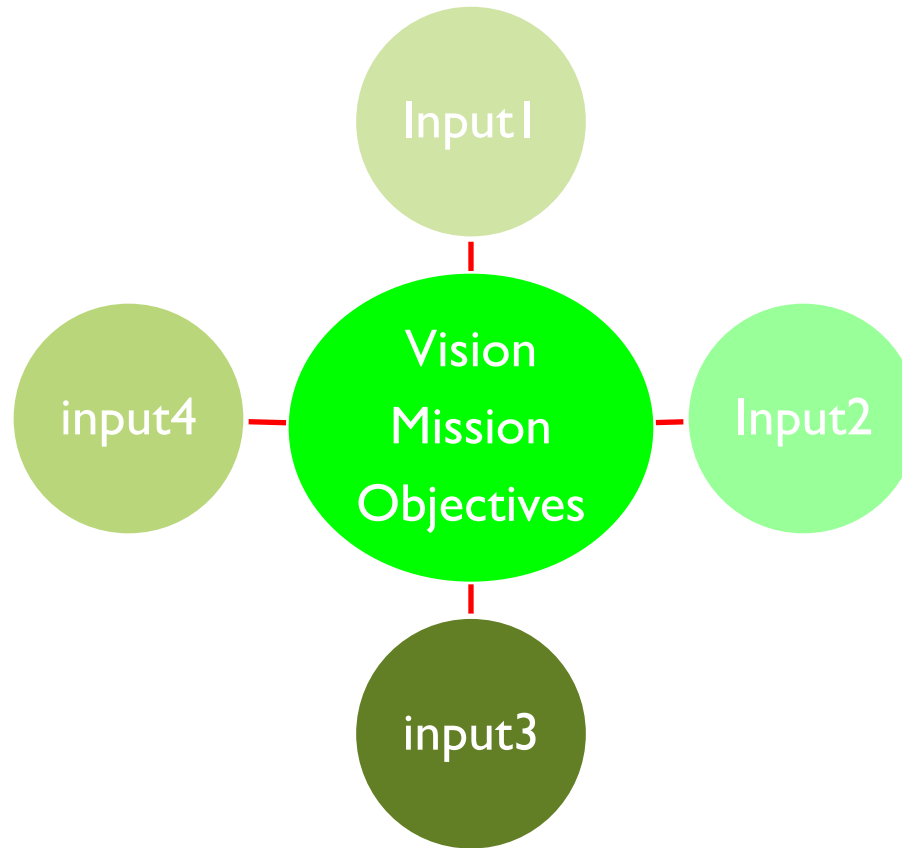
Make talent management an accountable responsibility



Technical and Business Skills Development

- Building Smart Teams

The Concept of Team Work consider the whole being greater than its components parts





Technical and Business Skills Development

- **Customer service delivery**

No matter the level of expertise or technical capacity of a PSF, strong client base is critical to achieving the business objectives of the organisation





Future Leadership Development

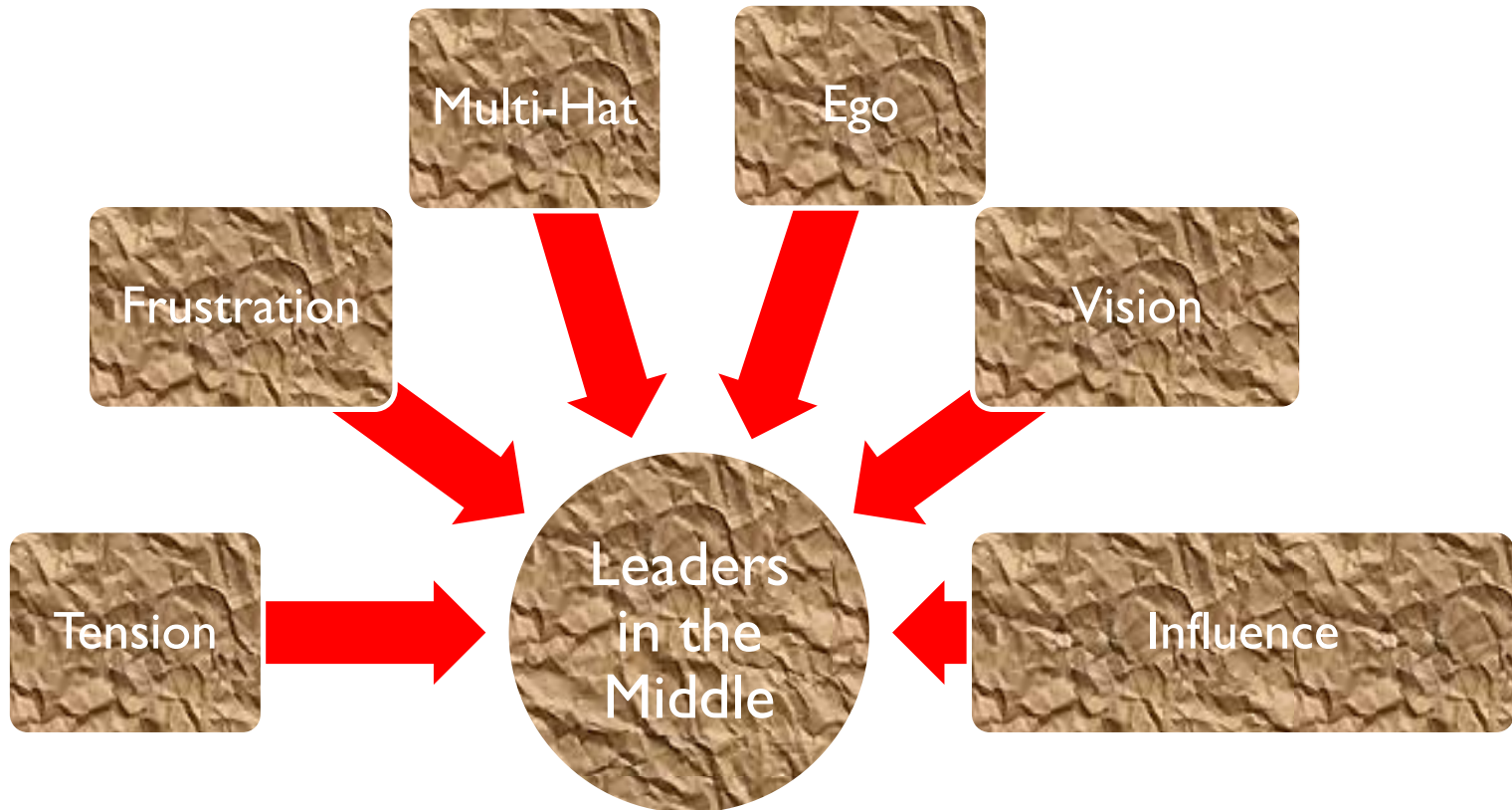
The evolution of future leaders could largely be a direct product of the strategy and leadership provided by the today's firm management on the one hand, and the willingness of the YPs to explore across frontiers



Essential Xtics of Successful Leaders of PSFs	Common Xtics of Successful PSFs
<i>Good influencer/Builder of Coalitions</i>	<i>Firm values and culture are inviolate</i>
<i>Inspirational and Passionate</i>	<i>Everything revolves around the client</i>
<i>Visionary</i>	<i>They respect and invest in their people</i>
<i>Good listener</i>	<i>They operate in fluid, flexible teams</i>
<i>Good Communicator</i>	<i>Organisational structures are extremely simple</i>
<i>Understands the business</i>	<i>The senior team owns the business</i>
	<i>Everyone serves</i>
	<i>They stick to their knitting</i>
	<i>It is about the work more than the money</i>

Yps and the challenges of Leadership

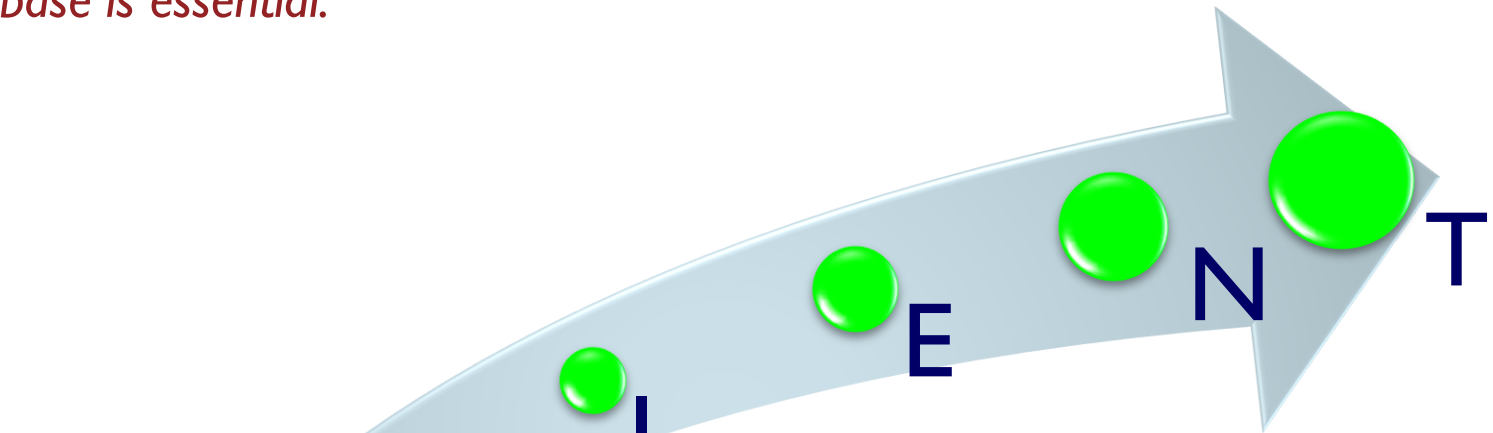
Some companions which are challenges along the journey to the top leadership are: Tension, Frustration, Multi-Hat, Ego, Vision, and Influence





Food For Thought

The simple truth is now identified that, to sustain a business practice an ability to professionally serve, attract new and maintain the existing client base is essential.



- C** - Develop a **Character** for Positive **Change**
- L** - Provide an Influential **Leadership**
- I** - Be flexibly **Inquisitive** and **Independent** minded
- E** - Be **Effective** and **Ethically Enterprising**
- N** - Be **Nice** and a **Natural Negotiator**
- T** - Exhibit **Talent** and **Tact**



