



FUTURE LEADERS NEWSLETTER

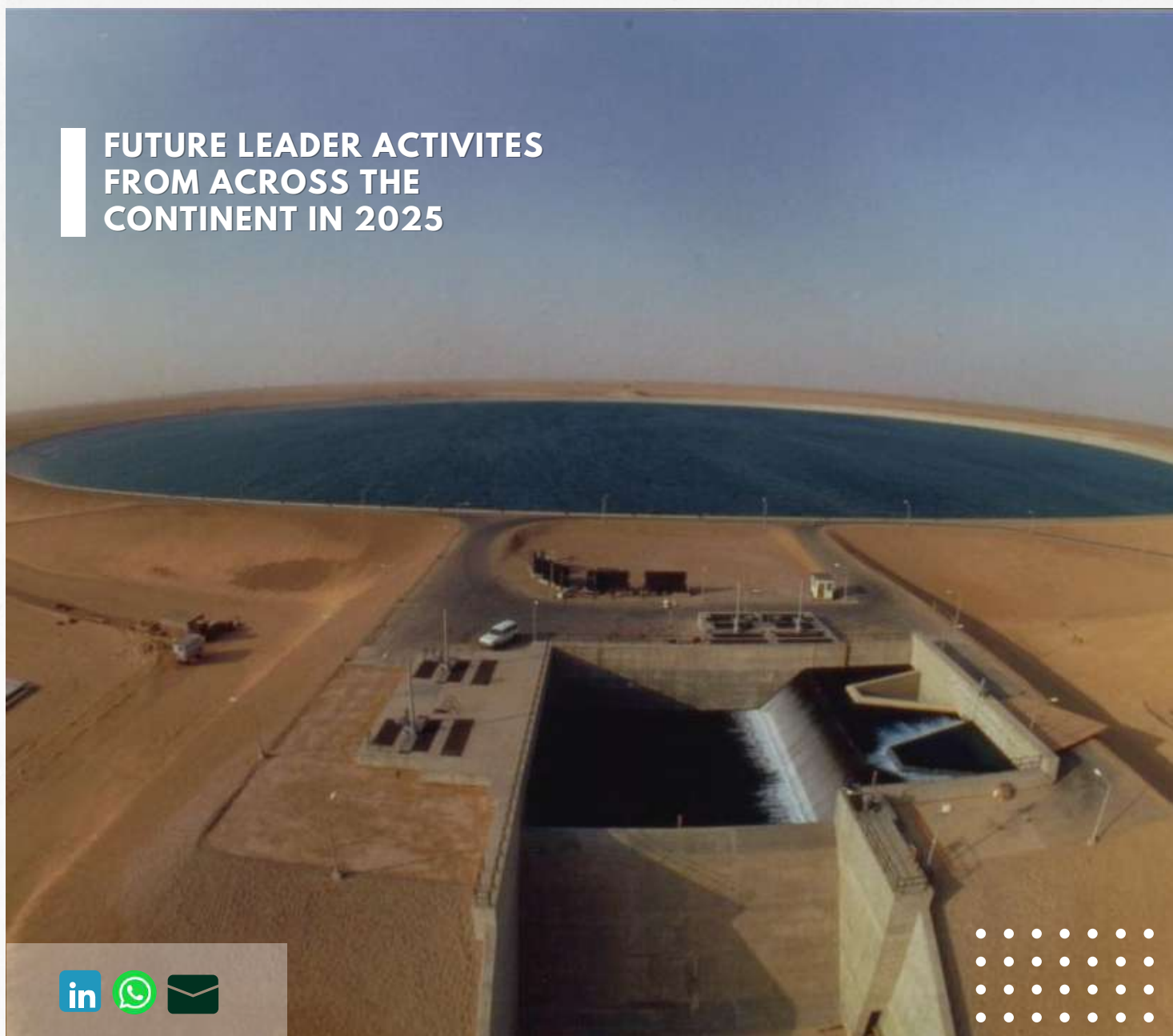
**DECEMBER 2025
ISSUE NO. 4**

SPECIAL FEATURE ARTICLES

**FIDIC GLOBAL
INFRASTRUCTURE
CONFERENCE HIGHLIGHTS**

**FIDIC FUTURE LEADERS
INSIGHT FROM INTO
THE FUTURE**

**FUTURE LEADER ACTIVITIES
FROM ACROSS THE
CONTINENT IN 2025**



CONTENTS



CHAIRPERSON'S MESSAGE	01
------------------------------	-----------

FIDIC GLOBAL INFRASTRUCTURE CONFERENCE HIGHLIGHTS	02
--	-----------

FIDIC FUTURE LEADERS INSIGHT INTO THE FUTURE	05
---	-----------

2025 ACTIVITIES AROUND THE CONTINENT

ACEB FL - BOTSWANA	08
---------------------------	-----------

GCEA FL - GHANA	11
------------------------	-----------

ACEK FL - KENYA	13
------------------------	-----------

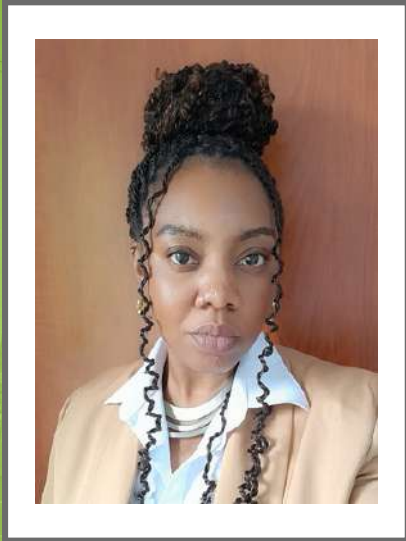
CESA YPF - SOUTH AFRICA	16
--------------------------------	-----------

UACE FL - UGANDA	19
-------------------------	-----------

ACEZ FL - ZAMBIA	21
-------------------------	-----------

CONNECT WITH FIDIC AFRICA FLC AND OTHER FL GROUPS AROUND THE CONTINENT	25
---	-----------

Chairperson's *Message*



Reflecting on a year of growth and the future we are engineering together.

As we close yet another eventful year, our ability to adapt, upskill, and lead with purpose is cementing the role of Future leaders (FLs) in driving solutions that safeguard the future of Africa's infrastructure. With key factors such as technology, resilience, and sustainability, we continue to redefine how we design, build, and deliver engineering solutions across Africa.

Throughout 2025, our FL network has expanded its growth through targeted initiatives. We hosted FL Showcase Webinars, giving FLs across the continent a platform to present their work, exchange ideas, and demonstrate innovation. Our Integrity, Standards and Risks webinar demonstrated the need for engineering standards and ethics in building resilient infrastructure, which reinforced our commitment to integrity and high standards in practice. We also proudly attended the 2025 FIDIC Global Infrastructure Conference, ensuring that African FLs remain part of global conversations shaping our industry. That experience prompted us to conduct an FL Needs Survey, to gather valuable insights into the skills, support systems, and opportunities required for young engineers to thrive—insights that will shape our programmes going forward in 2026.

Looking ahead to 2026, we enter an exciting season of growth and opportunity. We look forward to attending the 2026 FIDIC Africa Infrastructure Conference in Ghana, where FLs will again take centre stage in dialogue, learning, and leadership. I encourage FLs to mark their calendars for this flagship FIDIC Africa event. Another consulting engineering career-advancing programme that FLs should look out for is the FIDIC Future Leaders Management Course (FLMC) 2026. The course has been redesigned into a hybrid delivery format to include the globally recognised FIDIC Certified Consulting Professional (FCCP) certification, CPD-certified learning and exclusive access to workshops and networking at the FIDIC Global Infrastructure Conference 2026. This is a chance to equip yourself with essential leadership and business skills.

As we celebrate this year's achievements, I invite each of you to share what you are working on, the innovations you are driving, and the leadership roles you are stepping into. Your voice, your work, and your story are essential to the growth and strength of our profession.

Together, we are building the Africa we envision.

Pauline Phiri

The logo for the FIDIC Global Infrastructure Conference Cape Town 2025. It features the FIDIC logo (a globe with 'FIDIC' text) on the left. To its right is a colorful graphic of stylized buildings and flags. Below the graphic, the text 'CAPE TOWN 2025' and '21-23 SEPTEMBER' is displayed. The background of the entire header is a green-tinted aerial view of Cape Town, showing Table Mountain and the Cape Town Stadium.

FIDIC Global Infrastructure Conference

CAPE TOWN 2025

21-23 SEPTEMBER

HIGHLIGHTS

The 2025 FIDIC Global Infrastructure Conference under the theme, "Smart Infrastructure: Equality, Resilience and Innovation for a Sustainable World," was engaging and insightful. Let's take a look at the highlights.



Public Finance and Infrastructure

The conference kicked off with an opening address on Public Finance by Trevor Manuel (We know what you are thinking...Not Trevor Noah!). Trevor Manuel is one of South Africa's most influential public servants who has served as the Finance Minister for 13 years. He is currently the Chairman at Old Mutual Limited and also co-chair of the UN Experts Panel on Debt and Development.

One of the key takeaways from the address was the challenges in Public Finance, such as Geopolitics. A good example is the Russia-Ukraine War, which has led to disruptions in energy supply, thus increasing subsidies. In his address, Trevor Manuel also referred to the American Society of Civil Engineering Report, which highlights the infrastructure investment gaps that need to be addressed. Engineers must remain alert to these global realities shaping the future of infrastructure.



“It is important for the scientist to take an interest in the affairs of men, for otherwise he may share in the guilt of their misfortunes.”

- Albert Einstein



“Tomorrow's resilience begins with yesterday's approach”

- Lidia Cardoso



|| Delivering for Society: the Politics of Infrastructure

Political leaders from Mozambique, Italy, the Netherlands, the USA and Kenya participated in a panel discussion presenting the opportunities and challenges for the sector. The session was chaired by Eng. James N. Mwangi, Vice President of FIDIC. Carla Moonen, a Senator of the Dutch Parliament and President of the Royal Dutch Association of Engineering Companies, stated that we need to know how to influence politics, but more importantly, are we doing enough to influence politics?

Lidia Cardoso, the Managing Director of Vedor,Lda and former Minister of the Sea, Inland Waters and Fisheries (2022-2024) in Mozambique emphasised the need for delivering resilient infrastructure. Furthermore, she noted that we may have Policies and strategies available, but implementation is an issue. Part of the solution is the ability to influence politics.



|| Delivering Infrastructure for Society: Equity, Climate and Nature

In order to deliver infrastructure for society, Risimati Mathye, the Deputy Director General at the Department of Water and Sanitation in South Africa, stated that we need to build resilient infrastructure, drive Sustainable Finance that adopts Green Financial Solution and overcome the challenges of fragmentation when delivering projects. Furthermore, Mathye noted that procurement models such as the PPP model created bottlenecks for robust and integrated finance to come through, as a result, to remove the red tape, the National Treasury and Presidency launched the “Operation Vulindlela” to stimulate economic growth.



|| AI & Digitalisation

Martina Hess, the director of CES Consulting Engineers Salzgitter in Zambia, stated that for AI and digitalization to be effectively adopted, a change in mindset is necessary. However, she noted that this mindset shift has not yet occurred, which hampers the implementation process. Additionally, she pointed out that while young professionals are eager to utilize AI and digitalization, they lack the resources to do so.





|| In Conclusion

The conference discussions highlighted critical issues relevant to the African context. To address our infrastructure challenges, we must evaluate existing policies which often fall short due to systemic obstacles. A key question is whether these policies can effectively lead to tangible projects. Red tape, inadequate funding, and differing levels of stakeholder engagement frequently hinder execution. We need to assess whether our regulatory frameworks are strong enough to support project delivery. Additionally, the role of engineers in decision-making processes is a concern; they are often sidelined in favor of political priorities. This exclusion can result in decisions that overlook long-term sustainability and social benefits.

To create resilient and sustainable infrastructure, we must foster collaboration between engineers, policymakers, and community stakeholders, bridging the gap between policy and implementation for lasting benefits.



Design should add value by creating long term benefits for society, the environment and the economy. Value creation should be coupled with stakeholder engagement to ensure that the projects are inclusive, transparent, sustainable and meaningful.

- Ines Ferguson -



FIDIC Future Leaders Insight into the Future

An Overview of the Future Leader's Session at the FIDIC Global Infrastructure Conference 2025

The FIDIC Global Infrastructure Conference (GIC) 2025 provided an international platform for FIDIC Future Leaders (FLs) to showcase how the next generation of professionals are shaping the future of the built environment. Aligned with the overarching conference theme “Smart Infrastructure: Equality, Resilience and Innovation for a Sustainable World,” a segment on ‘FIDIC Insight to the Future’, spearheaded by the FLs highlighted youth-driven ideas, views and perspectives on where the industry is going and the key emerging trends and issues to address. FIDIC Africa FLs represented the continent well in attendance and also by participating in the deliberations.



|| Key Discussion Highlights

The session opened with a panel discussion on how technology can foster resilient infrastructure, moderated by FIDIC Future Leaders Advisory Council (FLAC) Chairperson, Eng. Artur Brito. Panelists shared insights on practical approaches to incorporating technology in design, project implementation, operation and maintenance of infrastructure as well as in project financing.



Panelist: Eng. Koray Ateş - Yuksel Proje

Eng. Ates addressed the crucial role of integrating sustainability, climate change, and resilience into the early planning of infrastructure projects and highlighted the importance of incorporating these values into engineering education at the undergraduate level, to equip the next generation of engineers with the knowledge and vision needed to shape a more sustainable future.

Panel: Eng. Artur Brito, Eng. Koray Ateş, Eng. Jyothsna Amrith, Mads Brandt Rasmussen and Jacqueline Sampah-Adjei (left to right)



Panelist: Eng. Jyothsna Amrith - Systra Denmark/ Systra India

Eng. Amrith demonstrated how Artificial Intelligence (AI) was a catalyst for sustainable and equitable infrastructure in the transportation sector, with a particular example in rails. She shared how AI and technology increased efficiency, dignity and equity through translation of user experience information into the local languages, allowing access to all. She also shared how AI used for predictive maintenance reduced infrastructure downtime. A strong emphasis was however made on the need for ethical governance in the use of AI to ensure that it benefits society and avoids misuse, while establishing accountability, transparency, and fairness.



Panelist: Eng. Mads Brandt Rasmussen - Jacobs Denmark

Eng. Rasmussen shared how technology is useful for predictive maintenance. He elaborated on how Internet of Things (IoT), in which sensors are embedded in infrastructure in strategic places to monitor their movement and surroundings, can provide data that can predict which part of the system is prone to failure in the near future. This allows for scheduling of maintenance to prevent its occurrence.



Panelist: Eng. Jacqueline Sampah-Adjei - Constromart Africa

Eng. Sampa-Adjei Jacqueline shared insights on embedding Environmental, Social, and Governance (ESG) principles in procurement and financing for sustainable infrastructure. She emphasized that while sustainability is often addressed through design, technology, and maintenance, it is procurement and financing that ultimately determine whether infrastructure projects deliver lasting and inclusive impact.

The panel discussion reflected themes of resilience, innovation, sustainability, and leadership — demonstrating how future leaders are not only designing infrastructure but also shaping conversations that define the profession's future.



FIDIC Future Leaders Management Course (FLMC) 2025 Workshop Presentation

To close off the session, a thought-provoking presentation entitled 'Our Planet, Our Duty', was made by FIDIC FLMC 2025 Alumni, which demonstrated the positive and negative impacts that humans have on the planet.



**OUR PLANET,
OUR DUTY**

FLMC 2025

Presentation by: Future Leaders Management Course
(FLMC) ALUMNI 2025

Represented by:

- Rana Mahmoud Ali
- Leigh Davey
- Ibrahim A. Kawu



#FIDICGIC25



Infrastructure CAPE TOWN 2025
Conference 21-23 September

Presenters

The audience was introduced to 'Day Zero,' a local looming threat that Cape Town's municipal water supply would be shut off, making it the first major city in the world to face a serious threat of running out of water, and force four million residents to queue daily for the resource. The demonstration radiated outwards to showcase how far the rest of the planet was from day zero in 2025. Cases such as California wildfires, extreme heat in China, coral bleaching in Australia, extreme hot weather in Dubai and flooding in Taiwan all showed rising concerns in the state of the planet due to climate change that required immediate action and less contemplation.

The presentation was a global call for a collective mindset shift from waiting for someone else to do it first, to managing and aligning all the divergent values of stakeholders, equitably, for a greener PLANET in all infrastructure development. The possibility of it all was shown with examples of global initiatives such as the Bullitt Centre Seattle, USA's Carbon Positive Building; Kamikatsu, Japan's first Zero Waste Town; the Re-Naturalization of Cheonggye Stream in Seoul - South Korea; the Bosco Verticale (Vertical Forest) in Milan, Italy and The Wonders of Biomimicry at the Barjeel Museum – Sharjah, Dubai, UAE.

Our Duty in Action
Collectively shifting our mindsets now, towards securing our planet from "DAY ZERO"

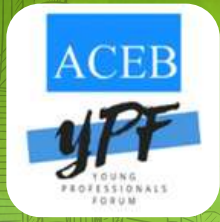
The resounding voice was clear: a call to action for Leaders around the world to take adequate account for a sustainable planet in all decisions by ensuring effective collaboration between communities, businesses, and governments to prevent a future Day Zero. The session left participants inspired and equipped with new perspectives. Many noted that the it deepened their understanding of how collaboration and knowledge-sharing are drivers of change for the benefit of all.

FIDIC Africa Future Leaders



2025 FLMC Participants





ACEB

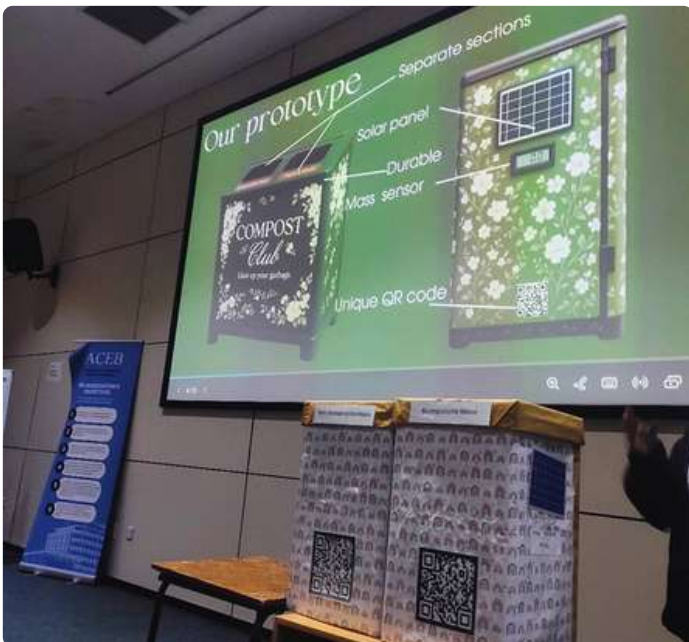
Future Leaders Group

Botswana

The Association of Consulting Engineers Botswana Future Leaders (ACEB FLs) proved that advancing young professional growth is not a slogan but a commitment. Through their fast-paced learning experiences, technical challenges that stretched creativity and exciting networking moments, they actively demonstrated their intention in becoming better engineers and better leaders.

|| Engineering Competition

ACEB FL through the mentorship committee hosted the inaugural ACEB FL Engineering Competition in partnership with the University of Botswana Faculty of Engineering & Technology on the theme ***“Engineering Solutions for a Sustainable Future In Botswana.”*** The competition aimed to promote the Engineering Field in the Secondary schools while also introduce the Tertiary students to the real world of solving real engineering problems. Brilliant young minds showcased ground-breaking ideas ranging from healthy refreshment drinks to eco-tables and smart cattle monitoring systems — all aimed at addressing Botswana’s pressing challenges through engineering ingenuity.





The competition was sponsored by Bothakga Burrow, CPP Botswana, Geoflux and Zhong Gan and there were three schools competing in the Junior Schools category and three from the tertiary institutions. Maruapula School won 1st place in the Junior category where as New Era College came 1st in the Tertiary Category.

|| PROKON Software Training



The ACEB FL mentorship team hosted a Prokon software training session at the University of Botswana. The aim of such sessions is to prepare graduates with the practical skills in structural design and detailing. This also helps in bridging the gap between academic knowledge and industry practice.

Software competence is the bridge between concept and impact for every young designer.



|| Engineering Crash Course

ACEB FL also hosted two Crash courses in July and September. Engineer Atlasaone Kelapile shared some knowledge on the Design, Simulation and Construction of Pump Stations which was a hugely attended session especially by those from the mechanical field where as on the other hand, Fundamentals of Project Management was hosted by Engineer Michelle Mothibi who shared some insights on some critical aspects to look out for when managing a project and how MS Projects can be a critical in managing projects



CRASH COURSE SEASON III SESSION II
Design, Simulation and Construction of a Pump Station

DATE
WEDNESDAY 16TH JULY 2025

TIME
6:30 PM TO 8:00 PM

Meeting ID : 952 3164 2954
Passcode : 281774



SPEAKER
ENG. ATLASAONE KELAPILE
MECHANICAL ENGINEER - DEBSWANA

 Aceb Future Leaders Group



CRASH COURSE SEASON III SESSION III
Fundamentals of Project Management and MS Project

DATE
WEDNESDAY 10TH SEPTEMBER 2025

TIME
6:30 PM TO 8:00 PM

Meeting ID : 946 5772 3390
Passcode : 262127



SPEAKER
ENG. MICHELLE MOTHIBI
ASSOCIATE DIRECTOR/SENIOR ENGINEER - CPP BOTSWANA

 Aceb Future Leaders Group



|| 5 A-Side Soccer Tournament

ACEB Future Leaders in partnership with ACEB hosted a 5-Aside Soccer Tournament aimed at creating a social space for consulting firms and other engineering stakeholders. There were a total of ten (10) teams participating in this one-day activity. The 3 winning teams walked away with medals as well as a trophy for the champions.





GCEA

Future Leaders Group

Ghana

The Ghana Consulting Engineers Association Future Leaders (GCEA FL) Group is gearing up to host the 2026 FIDIC Africa Infrastructure Conference (FAIC). FLs can look forward to having insightful discussions and knowledge sharing sessions under the theme is "Future-Ready Infrastructure: Advancing Africa through Innovation and Sustainability." The GCEA FLs joined the association in giving 2025 FIDIC Global Infrastructure Conference attendees a glimpse of what to look forward to at the 2026 FAIC. The 2026 FAIC is set to take place from 10 - 13 May 2026 in Accra at Kempinski Hotel. Save the Date!



SAVE THE DATE

FAIC |
P r e s e n t s



Ghana Consulting
Engineers Association

FIDIC AFRICA INTERNATIONAL CONFERENCE 2026

Theme: **Future-Ready Infrastructure: Advancing Africa through Innovation and Sustainability.**



10th – 13th
MAY, 2026



Kempinski Hotel,
Accra - Ghana

ACEK

Future Leaders

Kenya

The The Association of Consulting Engineers of Kenya Future Leaders (ACEK FLs) had an eventful year marked by various activities aimed at promoting the growth and development of young engineers. Their calendar was filled with initiatives that strengthened technical competence, expanded professional networks, and encouraged active participation in the broader consulting engineering community. From learning-focused sessions to collaborative engagements, each activity reflected their commitment to nurturing a strong and forward-thinking generation of upcoming professionals



Newly Elected ACEK FL Council

In 2025, the ACEK FLs elected new Council Members. The ACEK FL Council is composed of a Chairperson, Vice-Chairperson, Treasurer, Secretary, Vice Secretary, and the Immediate Past Chairperson who serves as an ex-officio member



Mike Jomo
Chairperson



Olyvia Lavisa
Vice Chairperson



James Karori
Treasurer



Elvis Alwala
Secretary



Martha Wanyoike
Vice-Secretary



John Jairo
Immediate Past
Chairperson

"Kenya's future lies in a generation of young engineers who are not just participants in development but pioneers of a new era."

- Mike Jomo -

"I believe leadership is about impact, not titles, and when future leaders are properly mentored and supported, they have the power to reshape the future to something more meaningful to society."

- Olyvia Lavisa



|| 2nd ACEK Future Leaders Summit



The ACEK FLs held their 2nd Future Leaders Summit, themed “The New Face of Tech-Driven Engineering.” Young engineers led a thought-provoking session on AI and Machine Learning in Engineering Design, where they discussed tools, debated purpose, learned about systems and explored the human story behind them.

By asking the question, “What if the future of engineering isn't about the robots we build, but the humans we become?” they kicked off a deep dive into Industry 4.0 and 5.0. A powerful insight that emerged was that the “next-gen” isn't about replacing us: it is about a profound, collaborative partnership between human intuition and technological power. This took place in the form of a panel discussion moderated by Eng. Elvis Alwala and Eng. Olyvia Lavis. Panellists included Eng. Richard Otieno, Eng. Marion Golda Akoth, Eng. Martha Wanyoike, and Eng. Alex Muhuni Macharia.

|| Top Insights from the Session

Eng. Otieno traced our journey from the raw power of steam engines in Industry 1.0 to a future in Industry 5.0 where reactive engineering is no longer enough. He discussed how the new era demands that we become proactive decision makers and architects of our own destiny who are not just solving problems but also anticipating them, to ensure that our technological progress is in lockstep with human welfare.

Eng. Muhuni shared how AI can revolutionise road design by eliminating redundancy. He elaborated further by revealing that true AI integration isn't just about efficiency; it's about unlocking a new level of creative problem-solving. He gave a glimpse of a future where engineers, unburdened by repetitive calculations, could focus on the big-picture challenges of sustainability and social equity.

Eng Akoth highlighted that while Industry 4.0 gave us the powerful tools of automation and big data, Industry 5.0 marks a monumental shift. She mentioned that it is not about the machines themselves, but about elevating those tools with a human-centred purpose, shifting the focus from mere efficiency to ethical and sustainable innovation. She emphasised that as AI becomes more powerful, we must become more vigilant. The algorithm has no inherent sense of justice or fairness; we are its conscience. She held up a mirror to the engineering community, urging all to recognize that the biases we don't address in our code today will become the inequities of our infrastructure tomorrow.

Eng. Martha Wanyioke reminded FLs that AI is a powerful tool for speed and efficiency, but the final, crucial review must always be infused with our human spirit. The machine may provide the data, but only the human can provide the wisdom, the empathy, and the ethical foresight to build a future we want to live in.



Summit Highlight

A key highlight of the Summit was launch of the ACEK-FL Bylaws, which were introduced to strengthen the FL governance framework and set the stage for a more effective and impactful future.

ACEK FL Market Day

ACEK-FL introduced Market Days to allow members to interact, share insights, and showcase expertise. What began as simple webinars evolved into a high-value forum where engineers discuss industry trends, present project features, and exchange knowledge. This platform grants presenters invaluable visibility and provides participants with access to practical case studies. In essence, Market Days are not formal training; they are interactive sessions focused on building confidence in public speaking and professional presentation—the soft skills essential for leadership and winning contracts. This initiative offers multi-fold returns to the Association itself. Market Days build ACEK FLs reputation as an open, knowledge-driven platform and keeps them relevant by leveraging digital tools to reach a wider audience.



FL MARKET DAY IS HERE!

Every Two Fridays of the Month

Showcase. Promote. Support.

We're thrilled to launch FL Market Day, a powerful platform for members to:

- ✓ Showcase innovations
- ✓ Promote services and products
- ✓ Buy and sell within our FL community

WHAT TO EXPECT:

Our WhatsApp Channel will be open for engineering-related:

- Business software
- Cutting-edge technologies ideas
- Green initiatives

THEME-BASED ADVERTISING

To ensure quality and relevance, the Council will announce a new theme for every Market Day. All posts must align with that theme.

When? Every 2nd Friday and 4th Friday of the Month

Where? FL Market Day WhatsApp Channel

Let's build, grow, and innovate - together! #FLMarketDay

ACEK FL

ENGINEERS NETWORK

Regional Networking Mixers

Connect. Learn. Grow

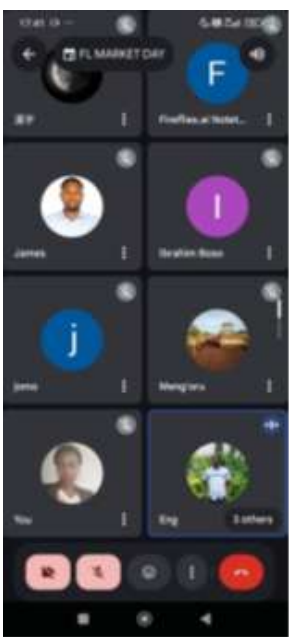
Join informal networking sessions with peers and senior engineers across Kenya

Strengthen professional relationships and share industry insights through collaborative networking opportunities designed for engineers at all levels

Across All Region

Multiple locations available contact us for details

• Peer Connections • Industry Insights • Mentorship • Innovation



CESA



Young Professionals Forum

South Africa

The Consulting Engineers South Africa Young Professionals Forum (CESA YPF) demonstrated once again why it stands as one of the most dynamic groups in the Africa region. With an impressive presence across multiple provinces in South Africa, CESA YPFs continued to raise the bar through impactful initiatives that broadened expertise, strengthened connections, and expanded exposure to the wider engineering world. From empowering outreach efforts to enriching professional engagements and immersive learning experiences, the group remained committed to shaping well-rounded, future-ready engineers.



|| FIDIC Global Infrastructure Conference 2025

The CESA YPF National Executive Committee successfully led a delegation of six to the FIDIC Global Infrastructure Conference 2025. This key initiative brought strategic insights on ESG integration, ethical digital transformation, and climate action back to the South African engineering sector. The YPF's participation reinforced the necessary shift from a technical focus to strategic leadership among young engineers, actively aiming to embed global best practices, such as biomimicry and proactive planning, into local project lifecycles. The attendance yielded immediate strategic gains, securing expressions of interest for future collaboration with the FIDIC Future Leaders Chair and regional committees. Furthermore, delegates gained valuable lessons on effective governance from the FIDIC AGM, inspiring plans to formalize and elevate the YPF's own committee structures. This was an essential investment, reinforcing the belief that early exposure to international thinking equips young professionals to immediately drive resilient, innovative change locally.





|| CESA YPF Regional Events

|| CESA YPF KZN: Nelson Mandela Day Outreach with Kinship - Ekuthuleni School, Inanda

In the spirit of Nelson Mandela's legacy, the CESA YPF KZN team partnered with the Kinship Programme for a successful Mandela Day outreach on 17 July 2025, at Ekuthuleni School in Inanda. Young engineering professionals dedicated their time to engage with learners through interactive games, collaborative painting, and successfully installing new planting initiatives within the school grounds. This physical contribution, alongside the moments of connection, reinforced the YPF's mission to uplift and connect with local communities. This successful outreach demonstrated the CESA YPF's commitment to building relationships, not just infrastructure. The collective effort fostered empathy, creativity, and a sense of community among the volunteers and the learners, equipping the team with a renewed sense of purpose and commitment to actively contribute to social upliftment.



|| CESA Western Cape YPF – Quiz Night 2025

The CESA Western Cape Young Professionals Forum (YPF) successfully hosted its annual Quiz Night on 30 September, creating a vibrant platform for professional networking and friendly rivalry. Held at De Oud Social Café, the event brought together a large, enthusiastic crowd from the local consulting engineering community for a night of intellectual challenge. The evening featured tricky trivia and industry brain-teasers, proving to be an effective, high-energy activity that promotes team building and intellectual engagement. K&T took top honours, followed closely by PRDW and SMEC. The success was supported by crucial sponsorship from industry partners, highlighting strong collaboration between the YPF and industry partners. This annual event is a key part of the CESA WC YPF calendar, ensuring the community remains connected and motivated.



Winners Circle

1st Place

K & T

2nd Place

PRDW

3rd Place

SMEC



UACE

Future Leaders Forum

Uganda

Empowering Communities Through Engineering:

UACE Future Leaders Commission Water Supply System at Kololo High School.

In a powerful demonstration of youth-led impact and professional responsibility, the Uganda Association of Consulting Engineers Future Leaders (UACE FLs) successfully designed and installed a sustainable water supply system for Kololo High School. This Corporate Social Responsibility (CSR) initiative, now fully commissioned, marked a significant milestone in the chapter's commitment to community development and inclusive infrastructure.

The project was spearheaded by the UACE FLs who applied their technical expertise and collaborative spirit to address a pressing need: access to clean and reliable water for over 3,000 students and staff at Kololo High School. From conceptual design to installation, the team ensured that the system met high safety and sustainability standards, reflecting the values of ethical engineering and youth leadership.



This achievement was made possible through generous support from Davis & Shirliff Limited, Air Water Earth Limited and Y's Men International, whose contributions of materials, technical resources, and finances amplified the project value to community. Their partnership exemplifies UACE's powerful of cross-sector collaboration. Beyond the pipes and pumps, this project is a beacon of hope and empowerment. It has improved hygiene, reduced waterborne diseases, and enhanced the learning environment. It also serves as a living classroom, inspiring students to pursue careers in engineering.



ACEZ

Future Leaders Group

Zambia

In today's dynamic engineering environment, learning does not only happen in classrooms or through design manuals. It thrives in conversations, collaborations, and shared experiences. For Future Leaders (FLs), networking events offer opportunities to learn soft skills such as negotiation, presentation, teamwork, and creative problem-solving—that complement their technical foundation. With the support of members of the Association of Consulting Engineers of Zambia (ACEZ), the ACEZ Future Leaders (FLs) were able to be part of interactive learning spaces; the ACEZ FL Quiz Night and the FIDIC Global Infrastructure Conference (GIC) 2025. The recent activities were practical demonstrations of the power of learning through networking as a means of professional and personal development.



Connecting for Growth: Turning Networking into Learning Experiences

ACEZ FL Quiz Night: Learning Through Interaction and Team Spirit

Beyond the laughter and friendly competition, ACEZ FLs learned how to communicate ideas clearly, think critically under pressure, and collaborate across disciplines—skills that are essential in project delivery but often overlooked in traditional training. FLs from various ACEZ member firms formed five teams to battle it out in trivia under the theme 'Zambian Trivia with a Twist of Engineering.' It included four categories: General Knowledge, A Twist of Science & Engineering, Name the Phrase and Entertainment. In the end, team 'Jolly Rodgers' composed of FLs from Civilink Engineering Designers emerged victorious. The evening not only tested knowledge but strengthened professional bonds, leaving participants inspired to collaborate beyond the event.





2026 FIDIC Global Infrastructure Conference Experience: Learning through Exposure

Attending the FIDIC GIC 2026 in Cape Town gave ACEZ FLs international exposure into the evolving consulting engineering landscape—where sustainability, innovation, resilience and collaboration define progress in infrastructure development. Beyond the technical sessions, it was the informal conversations during breaks and social events that left the deepest impressions. ACEZ FLs gained confidence in presenting themselves, asking insightful questions, and understanding the business and leadership side of engineering. Such exposure is what is needed to transform FLs from task executors to trusted directors of business operations.

Key Lessons Learnt

"Thinking about creating nature based infrastructure designs (that mimic nature) which are usually climate resilient with good carbon credits in line with FIDIC guidelines"

**- Patrick Tembo -
Knight Piesold Zambia -**

"For maximum impact, the engineer needs to be at the forefront of policy formulation and be a full participant in governance decisions."

**- Katayi Kafwanfwa -
Civilink Engineering Designers Ltd -**

'AI is here to stay. Engineers who embrace AI will outperform those who don't.'

**Hannah Nzovu -
Civilstruts Consulting Engineers**

'We need to be good readers of contract documents so that contracts are not just entered into without proper checking, to identify gaps in the contract that likely to result in claims'

**- Mahlon Simukoko -
Oaktic System Ltd -**

AI and Digitalisation tools are beneficial for optimising repetitive tasks, making us calculate and design better.

**- Pauline Phiri -
FIDIC Africa Future Leaders
Chairperson -**

'Incorporating traditional design into modern architecture is vital for climate resilience, especially in cyclone-prone regions like Mozambique, where indigenous techniques have proven to be effective against extreme weather.'

**Lindi Manzi -
Civilink Engineering Designers Ltd**

'The same contract can be interpreted differently depending on cultural biases or differences.'

**- Mulenga George Sampa -
Civilstruts Consulting Engineers -**

'We need to stop designing our infrastructure against risks and start designing our infrastructure for resilience'

**- Titus Kabwe -
Andosa Consulting Engineers -**

Research shows that most infrastructure projects in Africa fail to reach financial close. Project preparation needs to be improved.'

**- Collins Sichali -
Civilstruts Consulting Engineers -**



Recent networking activities have demonstrated that meaningful learning for FLs often occurs in interactive settings which provide insights beyond conventional technical practice. The ACEZ FL Committee continues to encourage firms and professional associations to provide consistent exposure to opportunities, and to sponsor or organize similar activities for FLs.



Newsletter

ISSUE NO. 4
DECEMBER 2025

CREDITS

Cover photo sourced from:

<https://www.mmra.ly/moreinfo/>

Article Contributions:

ACEB Future Leaders, Botswana

GCEA Future Leaders Forum, Ghana

ACEK Future Leaders, Kenya

CESA Young Professionals Forum, South Africa

UACE Future Leaders, Uganda

ACEZ Future Leaders, Zambia

FIDIC GIC Overview - Michelle Mothibi

FIDIC Future Leaders Insight Into the Future - Pauline Phiri

EDITORS

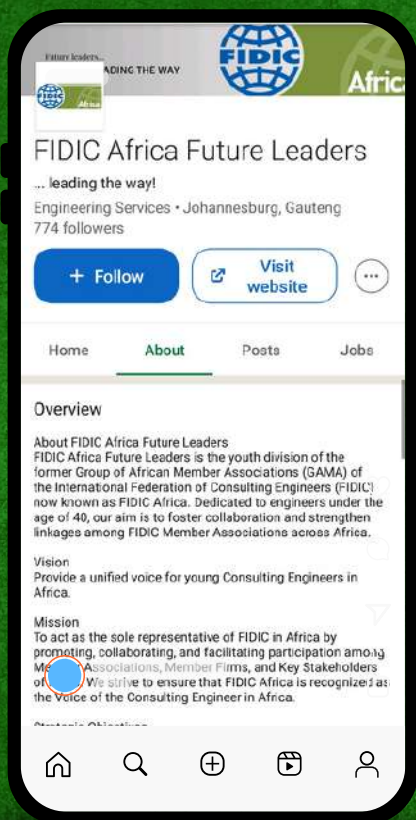
Pauline Phiri (phiripauline288@gmail.com)

Kutlo Modie (ktlmodie@gmail.com)



Join the FIDIC Africa FL network that shapes tomorrow's consulting engineers

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



Follow us for exciting updates



-  **Botswana**
[ACEB Future Leaders Group](#)
-  **Ghana**
[GCEA Future Leaders Group](#)
-  **Kenya**
[ACEK Future Leaders Kenya](#)
-  **Nigeria**
[ACEN Future Leaders Forum](#)
-  **South Africa**
[CESA Young Professionals Forum](#)
-  **Tanzania**
[Tanzania Future Leaders Forum](#)
-  **Uganda**
[Uganda Future Leaders Forum](#)
-  **Zambia**
[ACEZ Future Leaders Group](#)

CONNECT. LEAD. GROW