



2021 VIRTUAL

# ZEENAT GHOR

## ASPIRE CONSULTING ENGINEERS



# Professionalisation in the Private Sector

*the action or process of giving an occupation, activity, or group professional qualities, typically by increasing training or raising required qualifications.*



We Dream, Explore, Create  
and Design Progressive  
Buildings & Structures

# The Life Cycle of the Engineer/Technician

Bambino building Duplo

Toddler building Forts from pillows

Child building Lego Master pieces

12 years of School (sometimes 14)

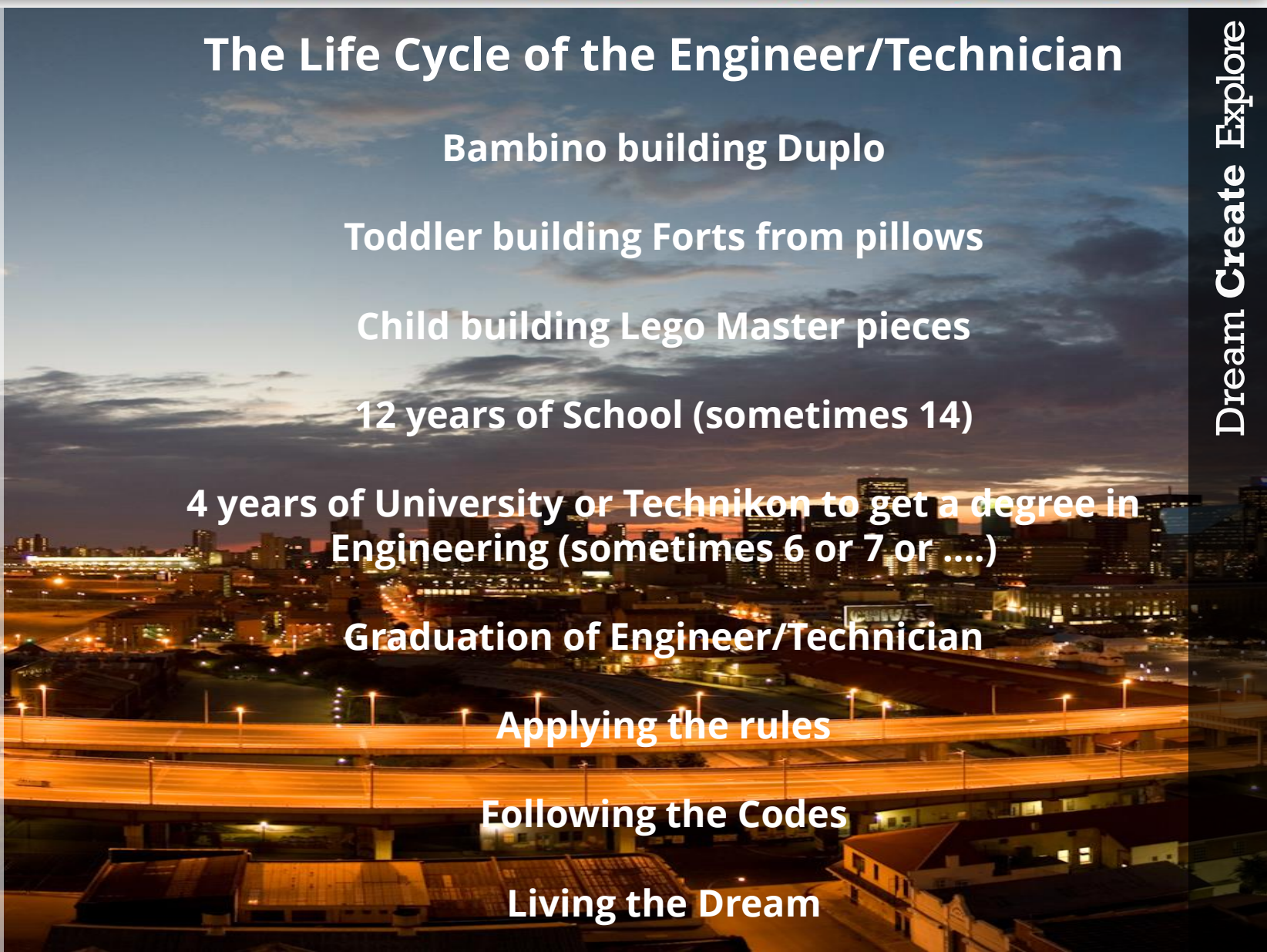
4 years of University or Technikon to get a degree in  
Engineering (sometimes 6 or 7 or ....)

Graduation of Engineer/Technician

Applying the rules

Following the Codes

Living the Dream



# Defining Professionalism

- ▶ Various definitions of professionalism exist
- ▶ Trait theory
- ▶ Wilensky's (1964) five stage natural history of professionalisation
  - The emergence of a full time occupation
  - The establishment of a training school
  - The founding of a professional association
  - Political agitation directed towards the protection of the association by law
  - The adoption of a formal code





# Consulting Engineering and Professionalization

- Engineers are expected to exhibit the **highest standards of honesty and integrity**.
- Engineers must hold paramount the safety, health, and welfare of the public.
- Engineers must perform under a standard of professional behavior that requires adherence to the highest principles of ethical conduct

## • Professionalisation

- Professionalisation is a social process whereby a trade or occupation transforms itself into a true profession of the **highest integrity and competence**. This process tends to involve establishing acceptable qualifications, a professional body or association to oversee and regulate the affairs and conduct of members of the profession.



Its how we live our life every day in our profession  
**it's the codes we design to**

*The code of ethics we live with*

**our purpose on this planet**

the testing we do and the best practices

Its about standing up for whats right

Its about objecting to whats wrong

**its seeing that manhole cover open and**

standing up for whats safe and beneficial



Governing Bodies  
Voluntary Associations  
SANS Codes  
ECSA Code of Conduct  
Quality Management Systems  
ISO Accreditation

Whats all the fuss about?





Do the best you can,  
with what you can,  
while you can,  
and success is inevitable.

-Dr. Steve Maraboli

2quotes.net

BE THE  
BEST  
YOU  
CAN BE



DO THE BEST YOU CAN  
UNTIL YOU KNOW BETTER.  
THEN WHEN YOU KNOW  
BETTER, DO BETTER.

MAYA ANGELOU



VALUES  
.COM

Because we have a responsibility to do so



# Practical Applications : Individuals

1. Do good presentations
2. Write reports that answer all the questions
3. Show up early always
4. Be neat and be presentable
5. Live your value in the way you speak
6. In the way you dress
7. In the way you deliver.
8. Have processes that work
9. Be inspirational
10. Be impeccable with your word



# Practical Applications: Consulting Practices

1. Have good processes
2. Have a vision and a mission you live by
3. Be honest about what that is – employees can smell a rat a mile away
4. Teach and learn simultaneously – we can all learn if we want to
5. Check, check and check again
6. Quality is of utmost importance
7. Align your staff to your way of thinking - if it resonates you have a win
8. Set realistic expectations
9. Communication is key
10. Have a purpose that makes sense



**THANK YOU**