



CESA

Consulting Engineers South Africa

INFRASTRUCTURE

Indaba

2023

A SEAT AT THE TABLE

RENEE PETERSEN

ND Civil | BTech Civil | PGD Civil | MEng Civil

HHO Consulting Engineers

CESA YPF National Chairperson



"There is a strong case for including YOUNG PROFESSIONALS on boards of South African companies, as there is a feeling that they have their fingers on the pulse when it comes to emerging trends and risks," *News24*



Average ages of SA directors. (Directors' Sentiment Index Report 2018, IoDSA)

THE TABLE

Don't just get involved.
Fight for your seat at the
table. Better yet, fight for
a seat at the head of the
table.

Barack Obama

**NEVER BEG FOR A SEAT
WHEN YOU CAN BUILD
YOUR OWN TABLE.**

Read that twice.

- LARENZ TATE | TheMindsJournal

“
IF YOU DON'T
HAVE A SEAT
AT THE TABLE,
YOU'RE PROBABLY
ON THE MENU.

”

Elizabeth Warren

**IF YOU'RE NOT
BRINGING
ANYTHING TO
THE TABLE, GIVE
UP YOUR SEAT.**

PictureQuotes.com

STEP TOWARDS THE TABLE

PICK UP YOUR TOYS



WEAR YOUR BIG GIRL PANTS



STEP TOWARDS THE TABLE

USE YOUR KNIFE AND FORK



YOUR SIGNATURE DISH



STEP TOWARDS THE TABLE

SET YOUR OWN TABLE



- **Broaden Skills**
- **Opportunity**
- **New Roles**
- **Job Satisfaction**
- **Expand your network**

SKILLS BUILDING BLOCKS

- Empathy
- Communication
- Decision
- Resilience
- Delegation



RETAINING TALENT

- Attract and retaining talent
- Innovation
- Purpose, retention and risk
- Opportunities
- Don't tell them what to do
- One-on-one time
- Involve YPs in High level meetings
- Develop people skills
- **BE A MENTOR**

THE IMPACT

Individual and team



Increased performance of individuals and teams:

- Speed
- Impact
- Productivity
- Creativity
- Satisfaction
- Loyalty
- Engagement

Organizational



Increased performance of organizations:

- Efficiency
- Effectiveness
- Agility
- Customer centricity
- Change management
- Speed of transformation
- Branding and imaging

Crowd



Increased performance of the public:

- Crowdsourcing
- Convergence
- Spread and adoption
- Social awareness
- Activism

What IMPACT will you have?

[https://vm.tiktok.com/
ZMYarYHc4/](https://vm.tiktok.com/ZMYarYHc4/)