

## CPD CASE STUDY DIEGO RUSSO JULIANO

Diego is a senior engineer working in the Oil and Gas industry (you can read more about it in the Institution News article [The benefits of CPD](#)). We asked him a few questions about how he approached his CPD and here is what he had to say:

### Q1. How do you approach your CPD?

*I take my Continuing Professional Development seriously. The skills necessary to succeed in our careers are ever developing, with an increased rate over time, and keeping up to date with what is going on around us and what the new skills the companies need (in many different ways) is a must.*

*I guess at the end of the day, CPD is not about simply recording what I did, how I did it or what I learned. The process follows the usual PDCA (Plan – Do – Check – Act), where I see planning as the most important step. Planning requires pre-reading and self-awareness, understanding where you want to be and who you want to be in the next 5 years and on a longer term.*

*Checking is another important step, which I generally do with my line manager, mentor and other people that can help me realizing the plan.*

#### 1 – Example - Development

##### Areas for development:

In order to progress my career as defined in this Development Plan, it is recommended that I engage in activities that will allow me to achieve the APM Practitioner Qualification.

##### Actions to address development needs:

Priority for 2019/20 is to achieve Project Engineering Level 1 - This will involve:

- A - Completing my self-assessment in the Competence Evidence Management Service (CEMS) by Q3 2019.
- B - Engaging in formal assessment of my CEMS with my line manager and assessor as needed by Q4 2019.
- C - Completing required formal training (Essentials of Project Delivery) by Q1 2020.

### Q2. How often do you add to your CPD record?

*CPD is part of an annual cycle for me. I do a major revision on it every year, due to the short-term business deliverables. However, I tend to revisit my CPD once per quarter to remind myself of the goals and their timelines (Check – Act).*

*I also run a semi-annual review of my CPD with my line manager and mentor to make sure what I wrote early in the year still makes sense and if it is still aligned with long term career opportunities.*

## 2 – Example – Development + Business goals

### HSSE Leadership

Achieve Goal Zero in the labs, offices, yards and on the road:

A - Through participation and monitoring of HAZIDs, Risk registers, incentive to interventions and role modelling

B - Conduct Leadership in Health and Safety full day workshop in Q1 2019

C – Lead Safety Day session by Q2 2019

D – Lead refresher Life Saving Rules presentation to Project team by Q4 2019

E - Conduct Process Plant start up HSSE Assessment - Follow up from the construction assessment completed in 2018 - Q1 2019

## Q3. How do you identify developmental activities to be included in your record?

*I work back my long-term career vision to a feasible plan, with more granularity on the short-term (quarterly basis) and reduced details on the long run. Again, one important aspect to mention is that I tend to go beyond the day-to-day technical activities and open room for other very important subjects such as HSSE, Ethics and Compliance as well as managerial topics.*

*I use tools that allow me to self-assess my skills and measure my level of knowledge/awareness in different aspects, for instance technical skills, managerial and leadership skills, and recognize where I see gaps to be closed along the next months. Recognizing the skill gaps is as important as understanding my long-term aspirations, but it is not possible to understand whether gaps exist if you don't know your long-term vision. The Engineering Council UK Standard for Professional Engineering Competence (UK-SPEC) is one of those tools that help me with self-assessment; I do also check internal company documentation to measure my own skills against those relevant to Leadership/Management and technical roles.*

*On a side note, from the beginning of my career until now, I observed how the systems and requirements are changing and how the old career ladders may not fit a large population of Engineers. Digital related topics in complex systems are for instance much more important to Mechanical Engineers than they were a decade ago. Where do I want to get with this? My long-term career aspirations change with the job market and the new career paths being created, in a way that my knowledge does not become obsolete. Hence, obsolescence of my knowledge is also something I care about and gets reflected in my CPD.*

## 3 – Example - Development

### Areas for development:

Balance analysis and risk-taking in the pursuit of opportunities - the aim is to target a behavioral change that will allow me to consistently find the optimal balance between robust analysis and taking risks, as this will allow me to prioritize movements and my own time between the multiple projects I lead.

### Actions to address development needs:

1 - Focus on what is important: I will apply more formal agile project management methodology and investigate tools for work prioritization, ranking of backlog, online Kanban boards. As this will help focusing attention where it is more important for the projects I run and balance efforts between all ongoing activities.

2 - I will strongly focus on Risk Management as this will help me identifying outliers and focus my engagements.

3 - Continue mentoring a young Engineer to learn more and adopt risk & opportunity management methodologies in the Project team.

## Q4. Any advice for other members just getting started?

*Start simple but cover all high-level aspects of the UK-SPEC as a minimum, try to focus your development activities in a way that most of them blend with your day-to-day work (learning on the job), leveraging from eventual training course opportunities. Then,*

when revisiting the CPD along the year, adjust it as you see fit without adding too much granularity. And most importantly, guide the conversations with the people helping on the revision/creation of your CPD, act your own way into the future.

**4 – Example – Development + Business goals**

**Business Continuity**

I will lead technical scoping, definition of governance, intellectual property, commercial and financial aspects for 2 new complex R&D projects. I will also lead technical input to all internal approval processes to achieve project Kick off by Q3 2019.

Hopefully the answers Diego shared has provided some inspiration on how to go about approaching your own CPD Log. Having alluded to his methodology in responding to the questions above, he also wanted to distill this into three succinct points:

- 1. I divide my CPD in two parts. The first is strictly linked to short-term business deliverables with measurable targets, including HSSE, ethics and compliance matters (not only technical). The second part of my CPD is more concerned with what I need to learn and develop in order to realise long-term career aspirations. I measure success when both short term business deliverables and long-term development aspirations are well aligned (which means my learning curve is ever steep), but still keep them separated.*
- 2. Be realistic and bound your plans to a delivery time frame. I tend to write down what I will get done by quarters. And it helps me realise if I am running late along the year.*
- 3. Use a structured approach to the CPD. I work in a large company that has its own matured structure to guide employee development, hence it is easier for me to stick along my company guidelines and add some extra ingredients I get from IMechE to ensure I am covered on all sides.*