

## Ability to develop strategies or plans to address changes in your sector

You will need to demonstrate that you can identify, monitor and review **changes** (e.g. business vision/structure financial, technological or legislative) within your sector or business by preparing or fully understanding strategy at a personal, team and/or organisational level.

You will also need to identify the impact of change on individual / team / organisational workloads and revenues should be identified, and you should demonstrate your ability to put appropriate planning frameworks in place to prepare for change and measure, evaluate the performance of the strategy.

### Key Questions

- What are the main changes affecting your sector or work area and what strategies have you devised and implemented to address these changes?
- What strategies have you devised and implemented to help your employer or clients evolve to meet external pressures?
  - Did this involve establishing a programme of research or investigation to supplement existing information?
  - Have you worked on a Business change programme?
  - Have you worked on a Corporate, Business Unit or Functional Strategy?
  - How do you personally contribute to the achievement of these strategies?
  - How do you monitor the achievement of these strategies? What actions have you taken to improve or correct strategies during their implementation?
  - How does your work help to achieve the company's strategy?
  - How does your work help to achieve the company's/ organisations strategic plans?
- Have you developed a new/revised standard, system or service which has been adopted for future strategy?
- What actions/initiatives have you developed and implemented to address changes and/or developments? Have they been adopted by other members of your team/organisation?
- Have you established a programme of research or investigation to supplement existing information?
- What strategies does your employer have in place to address external challenges and how do you contribute to the achievement of these strategic aims or goals?

### Examples

- I identify and monitor changes in the sector through regular attendance at team meetings, by reviewing relevant journals [INSERT EXAMPLES], industry publications [INSERT EXAMPLES], attending seminars [INSERT EXAMPLES] and liaising with regulatory bodies and clients.
- I ensure that I advise colleagues of any changes in legislation or guidance that I come across, for example [INSERT EXAMPLES]
- I read and contribute to my department's monthly Environmental Impact Assessment (EIA) [OR SIMILAR] Community of Practice (CoP) emails and quarterly meetings which provide a summary of recent legislative changes, innovation and best practice within the EIA sector.
- I attend and present at my company's annual EIA CoP meeting to understand and disseminate changes in legislation, guidance, innovation and best practice.
- I advised [INSERT NAME OF CLIENT] on the implications of the [INSERT NAME OF REGULATIONS/POLICY] for the [INSERT NAME OF PROJECT]. This meant that [EXPLAIN BENEFIT RESULTING FROM YOUR ADVICE]

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- My technical work involves the use of hydraulic modelling software. I have developed strategies to respond to developments in software and hardware availability and client desire. My strategy to achieve and manage this change has been to build on my existing knowledge of hydraulics and other software to provide firm foundations and develop these skills to continue to push for innovation through project delivery to stay at the forefront of my industry. I have led my team's development and expansion into integrated modelling by undertaking specialist training and development. I continue to pursue developments in direct rainfall modelling and 2D modelling through a combination of research, review and project work.
- One of the major projects undertaken in [INSERT LOCATION] has been the development of Flooding Guidelines in response to growing pressure to develop on floodplains. I have been involved in development of flow charts for ease of access to the guidelines by non-technical operators. I am currently working to test and appraise the [INSERT PROJECT] against the Guidelines. The aim of the work is to ensure the guidelines are workable and will result in sustainable development across Ireland, as well as providing a 'good practice' example to local authorities.
- I am responsible for the daily management of numerous projects, examples of which include flood mapping for the [INSERT PROJECT] and the post-flood severity and impact assessment of [INSERT LOCATION]. On a daily basis I have to assess and make changes to projects according to the client's requirements and to ensure the changing workload of the office is balanced.
- Climate change, an increasing population and environmental pressures resulting in a need to reduce water abstraction from rivers:
  - have shaped my hydraulic modelling strategy: Reviewing and updating modelling methodology to better understand the capacity and storage of the water network required to meet growth over the next century and risk assessing the effect of hot dry summers and future growth scenarios to assess capital schemes ensuring appropriate planning of future assets through the planning horizon.
  - are addressed by water companies through their regulatory requirement to submit a Water Resources Management Plan (WRMP) every 5 years for which I have shaped and delivered the supply component through WRMP19. Reviewing guidance, attending conferences and modelling groups and liaising with regulatory bodies ensured my approach responded to changing regulatory drivers, used leading edge methods and was legally compliant.

**Discussion Activity**

Discuss on the forum or with your peers at work:

- What changes (e.g. legislation/policy/innovation) have you researched in order to understand:
  - the implications for the work that you do?
  - the implications for your company?
  - the implications for a client or project that you are working with/on?
- Following on from the above:
  - What action did you take?
  - What positive outcome did your action/advice result in?
- Have you set up, or are you responsible for maintaining any change logs/registers? What benefits do these provide?
- How does your company ensure that any changes in your sector are communicated amongst all those who need to be aware of them? How have you personally contributed to this?

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### **Written activity**

This week...

- Prepare 3 bullet points to demonstrate the changes you have identified in your sector and the strategies/plans that you developed to address these.

### **Related professional registrations**

While looking at A2 you may want to consider incorporating the following related professional regulations for Chartered Env/Eng/Sci.

- (CEng, A1) Maintain and extend a sound theoretical approach in enabling the introduction and exploitation of new and advancing technology and other relevant developments.
- (CEng, A2) Engage in the creative and innovative development of engineering technology and continuous improvement systems.
- (CSci, A1) Use a combination of general knowledge, understanding and skills to optimise and engage in the application of existing and emerging science and technology.
- (CEnv, A2) Apply environmental knowledge and principles in pursuit of sustainable environmental management in professional practice.
- (CEnv, B2) Promote a strategic environmental approach.