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This beautifully illustrated full colour book tells the full story of British consulting engineers for the first time. From their early beginnings, through the establishment of the profession in the 18th century, the 'Railway Age' of the 1800s, their post-World War Two international boom and on to the recent commercialisation and consolidation of the industry. The authors, Hugh Ferguson and Mike Chrimes, bring their vast experience and expert subject knowledge to the book, tracking how an extraordinary group of engineers created the infrastructure of Britain, and of much of the rest of the world. The Consulting Engineers covers not just what consulting engineers do but also how their profession started and grew rapidly, and how the role has changed and continues to evolve. -- publisher information. In a world where professional service firms are finding themselves increasingly location independent due to technological advances, the knowledge-based nature of their service and an increase in demand from multinationals, it is now appropriate to examine their internationalisation strategies using a more complex and multi-faceted method. Traditional analysis of the internationalisation strategy of firms tends to rely upon a single theoretical framework, often drawing broad and generalised conclusions. This study uses a case study of one, UK-based Engineering Consulting Firm to investigate the causal factors affecting the firm's decision to internationalise, market selection, mode of entry and subsequent market operations. Six semi-structured interviews are used to uncover the hidden

meanings behind events and choices in the internationalisation process. The findings are contextualised using four popular strands of internationalisation literature: foreign direct investment theory (FDI), process models, the network perspective and the resource based view (RBV). Through the application of all four areas of literature to the four key decision areas within the process of internationalisation, it is possible to demonstrate how the process is complex and evolving in nature, and therefore demands an equally complex investigation which until now was relatively under-explored. The results of the study also support the notion that experiential knowledge and opportunism play an important part in the internationalisation process of an Engineering Consulting Firm. The creation of the single European market will offer a range of opportunities which no consulting engineer can afford to ignore. This series of 11 reports covers the supply and demand situation for engineering consultancy services in the European community. "Everything that sustains us - grown, mined, or drilled - begins its journey to us on a low-volume road (Long)." Defined as roads with traffic volumes of no more than 400 vehicles per day, they have enormous impacts on economies, communication, and social interaction. Low-volume roads comprise, at one end of the spectrum, farm-to-market roads, roads in developing countries, northern roads, roads on aboriginal lands and parklands; and at the other end of the spectrum, heavy haul roads for mining, oil and gas, oil sands extraction, and forestry. Low-Volume Road Engineering: Design, Construction, and Maintenance gives an international perspective to the engineering design of low-volume roads and their construction and maintenance. It is a single reference drawing from the dispersed literature. It lays out the basic principles of each topic, from road location and geometric design, pavement

design, slope stability and erosion control, through construction to maintenance, then refers the reader to more comprehensive treatment elsewhere. Wherever possible, comparisons are made between the standard specifications and practices existing in the US, Canada, the UK, South Africa, Australia and New Zealand. Topics covered include the following: Road classification, location, and geometric design Pavement concepts, materials, and thickness design Drainage, erosion and sediment control, and watercrossings Slope stability Geosynthetics Road construction, maintenance, and maintenance management Low-Volume Road Engineering: Design, Construction, and Maintenance is a valuable reference for engineers, planners, designers and project managers in consulting firms, contracting firms and NGOs. It also is an essential reference in support of university courses on transportation engineering and planning, and on mining, oil and gas, and forestry infrastructure. In essence, readers discover "step-by-step" how to start & manage an "outstanding" Engineering Practice and exactly how to gain a reputation as an expert in their specialty. This is both a handbook for new engineers and a constant reference manual for seasoned professionals. The book is divided into "five parts" Preparation; Planning; Implementation; Managing; and Cashing Out. PREPERATION includes: Selecting a collage. Make sure that it has the right accreditation to allow you take the Professional Engineering license exam. (ABET-EAC accredited) Take the EIT exam. In your senior year at college, while the fundamentals of engineering are still fresh in your mind. Gain experience. A minimum of four (4) years of "certifiable" experience in engineering work. Join engineering societies. Become an officer; make contacts; gain credentials; and build a reputation in the industry. PLANNING includes: Recognize opportunities. Buying an existing practice; starting upon another engineer's

retirement; becoming a partner in an existing firm; or hanging out your shingle. Consider ownership options. Carefully consider the pros & cons of being on your own verses having partners. Choose Specialties. Choosing between being a "single-discipline" or "multi-discipline" firm. Prepare a Business Plan. Learn how to write a "Business Plan" including how to estimate expenses & income for both start-up and your first year. Apply for a Business Loan. Discover the secrets to getting a Business Loan IMPLEMENTATION includes: Pre Start-up "Check List." Once you have made the GO decision, find out the initial steps to take & things to avoid. Start-up "Check List." Discover how to actually start your practice step-by-step. MANAGING includes: Acquiring service. Learn how to select the right Attorney & CPA and obtain the insurance coverage needed. Marketing. Discover the marketing materials & methods that will keep your firm busy. Expert. Learn the secret of gaining a reputation as an "expert" by publishing technical articles. Fees. Uncover the mysteries of preparing winning & profitable fee proposals. Forensic Engineering. Find out how to make this interesting & profitable litigation specialty part of your engineering practice. CASHING OUT includes: Selling your firm. Learn how to sell your practice for the maximum profit and retire comfortably. ###" The Index is a national inventory of consulting firms qualified to perform work in architecture, engineering, and related fields. Firms that register are those that are interested in obtaining commissions from Public Works Canada and Defence Construction Canada. The objectives of the system are: to ensure equitable access to government commissions; impartial evaluation of proposals; accountability in the selection process; and an accurate record of consultants' performance. For commissions \$3,000 and under, the system randomly selected a short list of qualified firms; for commission between \$3,000 and

*\$100,000, a single qualified firm is selected; for commissions between \$100,000 and \$2 million, a short list of three, four, or five firms are generated; for commissions over \$2,000,000, the Index may be used to identify qualified consultants, or public advertising for expressions of interest may be used to establish a short list for proposals. Evaluation criteria are set out in the proposal call. The creation of the single European market will offer a range of opportunities which no consulting engineer can afford to ignore. This series of 11 reports covers the supply and demand situation for engineering consultancy services in the European community. The creation of the single European market will offer a range of opportunities which no consulting engineer can afford to ignore. This series of 11 reports covers the supply and demand situation for engineering consultancy services in the European community. The purpose of this book is to investigate the innovative process in engineering of consulting firms as a knowledge-intensive service sector. Extant literature in a resource-based view of the firm calls for empirical studies to illustrate the process of how human resource systems provide organizations with a competitive advantage. The key issue is on how the different elements of human resource systems interact. The evidence unveiled in this book does just that. Likewise, it has been suggested that resource systems as a source of a competitive edge should not be viewed as a static phenomenon. Sustained competitiveness requires an organization to constantly adjust itself according to the evolving market conditions. Such dynamic capability has been illustrated in cases within this book. On the other hand, literature on innovative studies indicates that new analytical approaches applicable to both manufacturing and service industries can be beneficial to future research in this field. The tactic adopted in this book can serve as a prelude to such an attempt.*



*This text charts the course of the civil engineering consultancy profession and looks into the future that lies before it. It is the author's contention, borne from his own experience, that very substantial change is needed in this long-standing industry if it is to prosper in the years ahead. This research investigates the internationalisation of engineering consulting firms. The study draws on the elements of the strategy tripod (industry factors, resources and capabilities, and institutional factors) combined with the stages of the internationalisation process (motivation to internationalise, market selection, mode of entry, and subsequent market operations). The factors that influence this process are identified using a longitudinal single case study of a New Zealand based engineering consulting firm with 40 years of international experience. The research identifies the five phases through which the case firm passed during that period, and highlights the different strategies that were apparent. Some of these strategies emerged out of practical coping, supporting the notion of wayfinding found in recent strategy literature. Individual actors lead to an adjustment of the modes of operation. This in turn leads to the emergence of a new phase of strategic focus in the context of internationalisation. The results demonstrate how sector specific industry factors influence the initial motivation for internationalisation and the motivation for further expansion. The entrepreneurial spirit of individuals, autonomous acting, and formal and informal networks were identified as firm-specific resources and capabilities. These are shown to be key drivers for market selections and permanent establishment in foreign markets. Informal institutional pressures such as client relationships were also shown to be partially influential in terms of market selections. The strategic patterns that were identified were largely influenced by firm-level*

institutions that in turn were shaped largely by these enthusiastic individuals. Overall, the role of individuals is emphasised. Small and medium-sized enterprises (SMEs) have a significant role to play in job creation and bridging the widening gap between the rich and the poor in South Africa. Several factors determine the success of SMEs. One factor that has been largely overlooked in South Africa by researchers is innovation capacity - made up of different capabilities. As a result, there exists a gap in the literature that this study aims to fill. The purpose of this study is to compare the innovation capacity of South African consulting engineering firms and to identify the differences in innovation capabilities across small, medium and large firms, with a focus on SMEs. The innovation capacity survey was distributed using an email invitation to participate in the study, that contained a link to access the survey questionnaire online. The results of the study show that overall, South African engineering consulting firms reported an average to a high innovation capacity; medium and large sized firms performed similarly, and small firms lagged. The study found that there exists a significant hierarchy in performance for entrepreneurial capabilities, risk management capabilities and capabilities for market and customer knowledge, where larger firms reported a higher scoring than smaller firms. More particularly, the study found that small firms lagged medium and large-sized firms strongly on risk management capabilities and capabilities for market and customer knowledge. These results hope to assist policy makers in prioritising lagging capabilities as the point of departure for capability building efforts. In addition, the results should assist entrepreneurs to be mindful of potential blind spots that could be hindering growth. The findings should ideally encourage both practitioners and policy

makers to engage in efforts to stimulate the innovation capacity of South African consulting engineering firms either through internal or external interventions. SMEs that are enabled and empowered to be innovative will stand a better chance of fulfilling their developmental role within South Africa's economy.

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