

Preparing for Professional Career (PPC)

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Introduction:

The study entails a brief discussion and narration of the way professional standards and codes of practices are maintained within the chosen organization, that is, BAM group of constructions. It is to be noted that buildings are for people and it goes without mentioning that maintaining and creating buildings are both a technological and a humane challenge (Chams and García-Blandón, 2019). BAM is a construction company based in the United Kingdom. BAM Construction UK Limited's main core operation is to create and maintain better buildings for the people throughout their lives.

They have been constantly building in the United Kingdom since 1874 such as hospitals, schools, offices, university departments, cultural venues, travel hubs and many more. For many years, BAM construction group has been focusing on delivering locally and their most significant features are that they have considerable international expertise, economies of scale and resources (BAM, 2023). The main purpose of the business is to demonstrate a foundational understanding of the various morals and ethics within the chosen business organization and sheds light on the area of professional practices within the business. The essay would also demonstrate an understanding of the various core aspects of running in a professional manner.

Background of the organization and its:

At present, the company ranks amongst the most renowned and largest construction businesses in and around Europe. It is to be noted that the company is considered to be one of the leaders in the construction sector of the UK. BAM group of construction operates in various areas including “construction”, “property”, “civil engineering”, “private public partnerships”, “mechanical and electrical contracting” and “consultancy engineering sectors” (Chams and García-Blandón, 2019). This type of the company is that it is a wholly owned subsidiary of the Royal BAM group (BAM, 2023). The company presently employs more than 19000 employees and it mainly engages in implementing thousands of projects each year. Some of them are spectacular because of their sizes and technological complexities, however, most of them are much more “modest construction contracts” (Cannon, 2012).

BAM group of constructions has been presently dealing with many projects within multiple countries all over the world. It is also worth noting that the construction industry has been undergoing some potential changes and upheavals for good as construction activities have become more people-oriented in terms of their buildings and thus focuses long-term

sustainability and cost-effectiveness (Sayles and Smith, 2006). They have been potentially embracing all the changes as it is at the core of their vision for the business. Within the company they mainly strive to create and foster a sustainable tomorrow and work towards enhancing the living standards of people (Wanigarathna et al., 2019). Their core values include innovation, determination and effective collaboration for shaping the world of the future (Sayles and Smith, 2006). Thus, it can be said that the main goals of the company is that they have a high performing design, service engineering, constructions, facilities and property management business (BAM, 2023). For this, they form effective collaboration and potential and robust strategic alliances with stakeholders and partners.

Moral and ethical responsibility:

BAM construction group is strictly committed towards practicing ethical business and they maintain morality in the way they interact with their major business stakeholders such as the organizational staff, the customers, the business partners, distributors or suppliers and so on, government, communities and regulators, environment and society. It is to be noted that the “Business Ethics Policy” applies to all “BAM construction UK limited” businesses and to all their employees (Wanigarathna et al., 2019). When BAM construction companies tend to operate collaboratively with third parties, where the company does not have much control over their regulation or management, they tend to promote the applications of their business ethical principles (Cannon, 2012). In addition to this, it is also important to note that they work towards carrying out operation on effective and ethical business practices with “honesty”, “trust” and “integrity”, and with regard for the “human rights” and the best interests of the organizational members (Stefanakis, 2019).

It is also imperative to note that BAM construction group is committed towards providing a good and an effective work environment where the employees can realize their utmost potential and hence can effectively contribute to business successes. In terms of their moral and ethical business responsibility, they tend to value the dignity of the organizational individuals, in support of the “United Nations Universal Declaration of Human Rights” and other major protocols (Stefanakis, 2019). They are also well-known for focusing on diversities and inclusion within their workforce so as to create a morale and positive environment with mutual respect, trust. It is to be noted that with a diverse workforce, they ensure there is mutual faith as well as and respect amongst the employees where all are responsible for all their actions and they also feel accountable towards the reputation and the

overall performance of the organization (Manu et al., 2022). Their ethical and moral business responsibility also entails environmental considerations and they commit to make constant improvement within the management of the environmental impact for the promotion of environmental care and awareness with a focus on minimizing energy consumptions and waste productions and also monitor and report on their environmental regulations.

Leadership and corporate governance

It goes without mentioning that effective corporate governance is important as it tends to ensure that the boards of directors of an organization meet on a regular basis, ensure potential hold over the business and also appropriately have demonstrated responsibilities. An effective and efficient corporate governance system also ensures a potential risk management system. It should be noted that the top structure of the company tends to consist of 2 governing bodies, namely, the Executive Board and the Executive Committees (Manu et al., 2022).

The executive committees tend to decide with the final responsibilities that lie with the Executive Boards, on various strategies, policies and issues on the basis of inputs from various operating organizations and the staff departments (Wanigarathna et al., 2019). It is also vital to note that the executive committee of the BAM group of Constructions tend to have 2 Executive Board members, namely the “Chief Executive Officer (CEO)” and the “Chief Financial Officer (CFO)”, and also two main operating officers, one deals with the various business activities within Netherlands and the other deals with the business activities carried out in the United Kingdom and Ireland.

It is also important to note that complying with the business policies and code of conducts is of vital importance for the organization in order to ensure business success (Stefanakis, 2019). Moreover, “The Board of BAM Construct UK Limited” is accountable in terms of assuring that the business regulations and rules are properly well communicated to all the organizational members and they also ensure that the employees understand and abide by all these (Cannon, 2012). It is further worth mentioning that the daily responsibilities for the promotion and the implementation of the business principles are delegated to the “senior management” of the organization (Sayles and Smith, 2006). It is the core responsibility of the Board of BAM company to make the employees bring to the focus or to that of the senior management, and any non-compliance with the “Business Ethics policy”, BAM has “reporting breaches of business ethics processes” that enables the employees to report any breach of these rules (Karimian et al., 2021).

Professional bodies and codes of conduct:

It is to be noted that the main professional bodies at BAM are the supervisory board and the executive board. The supervisory board includes “H.Th.E.M. (Henk) Rottinghuis (chairman)”, “G. (Gosse) Boon (vice-chairman)”, “B. (Bob) Elfring”, “D. (Denise) Koopmans”, “M.P. (Paul) Sheffield” and “Dr. N.M. Skorupska”. Again the executive Board within BAM is formed by “R.J.M. (Ruud) Joosten” (CEO), and “L.F. (Frans) den Houter”(CFO) (BAM, 2023). Since it is within the core values of BAM that they want to carry out their operations in an effective manner, it depicts that they tend to operate in a sustainable, safe and ethical manner. Thus, the company has an appropriate code of conduct in place. The code sets the standards for doing the things in the right way within Royal BAM Group. It can be said that the “BAM Code of Conduct” tends to support what the organizational people do including designs, buildings, maintenance and development of constructional infrastructure and buildings (Chams and García-Blandón, 2019).

It also supports why they do what they do, that is creating a sustainable world for enhancing the living standards of people and also the code of conduct supports the way they do it, including effective collaborations, measurable learnings, proactive partnerships and traceable performances (Cannon, 2012). In addition to that, the supervisory board and the executive board constitute the major professional bodies of the organization as they are primarily accountable for the overall corporate governance structure of the company and for ensuring complying with the structure.

Apart from that, they are also potentially responsible for this and the Annual General Meetings and must provide effective reasons for any kind of “non-application of the various principles” and the best practice provisions aligning with the code of conduct of the organization (Sayles and Smith, 2006). It is to be noted that in order to ensure professionalism within the organization, the professional bodies manage down the various risks and inefficiencies altogether with the help of innovative and sustainable solutions and facilitate sharing of ideas and experiences, and ensure health and safety as their top priority. Furthermore, to ensure fair act, they ensure that all the organizational members treat each other with respect and that they all act in “socially responsible manner”. They also take care of the company’s responsible sourcing, and ensure that the ethical codes of conduct are in place (Karimian et al., 2021).

Moreover, the professional bodies also tend to set out CIOB and RIBA professional standards for their construction work (Karimian et al., 2021). Moreover, it is also vital to note that the professional bodies tend to lay RIBA and CIOB principles of professional practices. In the case of RIBA, honesty, competence and integrity and also the concerns for the stakeholders as well as for the environment, are the foundations of RIBA's major principles of professional code (Royal Institution of British Architects, 2021). This professional code is of utmost importance for BAM as the RIBA chartered practices depict potential employees and clients that the business is committed to most effective standards of professionalism, ethical conduct and best practices. In addition to this, "RIBA Chartered Practices" also lead the profession in setting the standards for ethics, diversity, inclusiveness, equality and other fair practices (Stefanakis, 2019). Furthermore, considering the code of professional practices of CIOB, it can be said that it can improve professionalism via effective affiliation.

It is also worth mentioning that the CIOB would tend to improve the organization's professionalism via affiliation as these codes of practices are known for "professional excellence" as well as safety and health regulations (CIOB, 2014). Hence, it can be said that CIOB standards would help BAM to take forward their professional skills and qualities to the future employees and employers and will eventually enhance deliveries of qualities on construction projects (Manu et al., 2022).

Conclusion/Summary of essay:

The study had carried out a brief discussion and narration of the way professional standards and codes of practices are maintained within the chosen organization, that is, BAM group of constructions. In addition, the essay had also demonstrated an in-depth understanding of the various core aspects of running business in a professional manner. The study concludes that BAM has expertise in designing, building and maintaining high-quality and sustainable buildings, homes and infrastructure for the private and public sector clients.

They tend to strive towards creating mutual trust and respect amongst the employees as a part of their ethical business responsibility so that the employees feel accountable for the reputation and productivity of the company and also they potentially respect the interests of all with whom they work and this is a part of their ethical responsibility. As per the corporate policies of BAM group of constructions, limited, it is to be noted that the entire organization along with all their employees should comply with the various laws and regulations and carry out the business operations as per the "accepted principles" of effective corporate

governance. It can also be said that within BAM, the professional bodies tend to lay RIBA and CIOB principles of professional practices that further tend to ensure compliance with the professional policies and ethical codes.

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