

Africa FIG Regional Network

Dr Diane Dumashie
Chair

FIG Working Week, Christchurch, New Zealand
3rd - 5th May 2016





Welcome!

Today's Agenda



1. Nairobi Workshop 2015

2. Workshop 2016 and meeting proposal 2017

3. ARN 5 year Strategy

I Nairobi Workshop 2015





2015 Workshop: Nairobi, Kenya

Challenges and Opportunities in Facing the SDG's:

Generational Diversity and Technology in the Land Professionals Sector

Hosted and Supported by
the FIG Family.....

FIG Family

Our Host

- **President Paul Wambua**
- **Institution of Surveyors Kenya (ISK)**



- **Gasant Jacobs**

- **Regional Director Thomson Reuters**
- **(FIG Corporate, ARN 2015 sponsor)**



- **Pamela Agbonika,**

Africa Young Surveyors Network (FIG)



Diversity & Inclusion



The future of work is already here... are you ready?

- **Diversity**- Inter generational
- **Big Data** - Technology
- Value of a balanced business

What, How and Why

Our Focus

*How do our African Continental
Associations and Educators
Assist professionals to build diverse and
inclusive organisations?*

Key Purpose

- **Aware** of inter generational diversity
- **Affects** our professional work place
- **Acknowledge** skills to handle Big Data, and
- **Accordingly**, measure the impact on society using the SDGs

Key Messages - On Data



- Working across 4 generations
 - **How big is the data?** What is big today maybe not big tomorrow
 - **Fully understanding the data revolution** – it is taking place all around us in commerce, advertising surveillance
 - **Without measurement we are guessing** - e.g importance for measuring the SDGs, we should be horrified how little data we have available to share
 - Seek to **build on the increasing need** for big-data management in the work place

Key Messages – On diversity & inclusivity



- Diversity is simply **what you can see** whether it is race, sex, religion or disability.
- What is more important is a culture of inclusivity where **it is the norm** to have people from different backgrounds who think differently and can share a wide range of experiences
- The profession needs to **show case** the reputation that it is valued and that it can (and does) offer exciting careers with a social purpose,
- Accordingly it need to attract the best and the brightest, regardless of where they come form because this will be the only way the **profession can evolve**

Workshop Output: The 4 As



It is

- A call for Action for the next five year period
- Enable member Associations to help their own members to Acknowledge inter-generational diversity in the work place.
- Identify priority Areas that will affect those operating in the land professional sector across Africa, such as Mentoring.
- Seek to build on Awareness of increasing use of **big-data management** in the work place and the contribution land professional should make to the **SDG land targets**.

Working Groups: Agenda for Action



WG Outputs:

- Jennifer Whittal
- John Amaglo



- **Please Listen, and**
- **Feed back at the end**

Group 1 - Jennifer Whittal

PROMOTING GENERATIONAL DIVERSITY IN THE LAND PROFESSIONS SECTOR - To promote performance of business / operation - To promote perception of business / operation as innovative and attractive	
	EMBRACE INTERGENERATIONAL DIFFERENCE WITHOUT JUDGEMENT Learn about generation BB-X-YZ differences and learn how to understand/accommodate/communicate in an environment of generational diversity
	COMMUNICATE TO PROMOTE UNDERSTANDING AND PROMOTE INTER-GENERATIONAL MENTORING Member organisations to embrace and promote concept of inter-generational mentoring with the assistance of FIG-YSN to lead mentoring roll-out through member organisations
	EMBRACE NEW WAYS OF LEARNING BY INCLUDING THESE IN CPD ACCREDITED PROGRAMMES Member organisations should look at including learning methods used by generations Y and Z such as podcasts, webinars, online courses, MOOCs and should reassess the frameworks of accreditation of CPD to encourage engagement and principles of lifelong learning in new ways
	PROMOTE THE AWARENESS AND USE OF 'BIG DATA' BY MEMBERS Discover sources of 'big data' of importance for member businesses / organisations and communicate sources, uses, formats etc. and develop SDIs and training courses/events
	INCLUSIVE APPROACH TO ALL GENERATIONS IN PROFESSIONAL LEADERSHIP Include FIG-YSN members in professional and institute councils and welcome and promote active listening of generation Y and Z and engagement in activities to promote their involvement in professional leadership
	PROMOTE ETHICS, PROFESSIONALISM AND MANAGEMENT SKILLS/KNOWLEDGE Sharing tertiary course design and delivery templates across African educational institutions and promote involvement of professional practitioners in course delivery for effective linkage with the world of work.
	FACILITATE FLEXIBILITY IN EMPLOYMENT CONDITIONS TO PROMOTE STAFF RETENTION Promote the accommodation of workplace expectations in younger generations (Y & Z) such as flexibility and promote changing conditions of employment (redeployment) as employees mature and their needs change

- * Embrace without judgement
- * Ways of learning (incl CPD)
- * Inclusive approach across 4 generations
- * Promote ethics, professional & managerial skills
- * Encourage staff retention (incl flexible working practices)
- * Communicate
- * Awareness of Big Data

Group 2 - John Amaglo

What needs to be done to promote generational diversity

- Equality:
 - Team player
 - Gender
 - Skills
- Factors influencing work life
- Big Data!

DEVELOP A CALL FOR ACTION



Deliberate Policy Action

- For standards
- Legislature issues
- Civic education
- For collaboration
- Team work
- Diversity and professionalism
- Mutuality
- Synergy



Mandatory CPDs

- Virtual
- Physical



Proficiency in Tools and Concept

- Technology (x,y,z)
- Competence
- Fit-for purpose
- Regulation Education Academia and Professionals
- Pro-poor
- Big Data Management
- Training -Ethics



Advocacy and Lobbying

- Land transactions
- Land/Surveyor Clinics –Pro-Bono
- Pro-poor public lectures
- Communication
- Explaining processes within and without the profession using digital means
- Funding
- Lobbying with professional bodies, government, NGOs, Private sector
- Information Centre
- Creation of database for retrieval, revision,reference and evaluation for improvement

Group 4

- Skills
- Emerging work place issues
- Proposed actions
 - Ethics
 - Academic Curricular
 - Goal setting and evaluation
 - Mentoring
 - Adaption to global standards
 - Motivations (rewards and incentives)

INCORPORATING INTER-GENERATIONAL DIVERSITY AND USE OF TECHNOLOGY IN LAND SECTOR PROFESSIONAL SERVICES

SKILLS

- Leadership, Management and Integrity
- Interpersonal skills and Professional work ethics
- Respect for inter-generational diversity and coaching and mentoring
- Information (big data), Communication (social media), Technology and Documentation



EMERGING WORK PLACE ISSUES

- Globalization
- Technologically advanced equipment and machines
- Demanding market
- Climate change
- Leadership/mentorship
- Work-life balance
- Integrity of Principals and Mentees
- Maintaining a High Quality standard of academics

PROPOSED ACTIONS

- Focus on Profession Ethics
- Initiating/enforcing disciplinary action
- Review of academic curricular
- Goal setting and evaluation
- Mentorship and coaching
- Adapting to global standards
- Motivation (rewards and incentives)



Building Diverse and Inclusive Organisations

Promoting Intergenerational Diversity



Winning the War for Talent



DEVELOP A CALL FOR ACTION

- Deliberate Policy Action**
 - For standards
 - Regulatory issues
 - Civic education
 - For collaboration
 - Team work
 - Diversity and professionalism
 - Mutuality
 - Synergy
- Mandatory CPDs**
 - Virtual
 - Physical
- Proficiency in Tools and Concept**
 - Technology (xyz)
 - Competence
 - For purpose
 - Regulation Education
 - Big Data Management
 - Training - ethics
- Advocacy and**
 - Land transaction
 - Land Surveyor
 - No poor public
 - Communication
 - Digitising process
 - Leading
 - Lobbying with
 - Information C
 - Innovation of development

PROMOTING GENERATIONAL DIVERSITY IN THE LAND PROFESSIONS SECTOR

To promote perception of business / operation as innovative and attractive

- EMBRACE INTERGENERATIONAL DIFFERENCE WITHOUT JUDGEMENT**
Learn about generation BB-X-YZ, differences and learn how to understand/accommodate/communicate in an environment of generational diversity.
- COMMUNICATE TO PROMOTE UNDERSTANDING AND PROMOTE INTER-GENERATIONAL MENTORING**
Member organisations to embrace and promote concept of inter-generational mentoring with the assistance of FIG-YSN to lead mentoring roll-out through members.
- EMBRACE NEW WAYS OF LEARNING BY INCLUDING**
Member organisations should look at including lean podcasts, webinars, online courses, MOOCs and site encourage engagement and principles of lifelong learning.
- PROMOTE THE AWARENESS AND USE OF 'BIG DATA'**
Discover sources of 'big data' of importance for the uses, formats etc. and develop SDIs and training courses.
- INCLUSIVE APPROACH TO ALL GENERATIONS**
Include FIG-YSN members in professional and estate generation Y and Z, and engagement in activities to
- PROMOTE ETHICS, PROFESSIONALISM AND MENTORING**
Share tertiary course design and delivery template involvement of professional practitioners in course.
- FACILITATE FLEXIBILITY IN EMPLOYMENT CONDITIONS**
Promote the accommodation of workplace expectations promote changing conditions of employment (remote work, etc.)

INCORPORATING INTER-GENERATIONAL DIVERSITY AND USE OF TECHNOLOGY IN LAND SECTOR PROFESSIONAL SERVICES

- SKILLS**
 - Leadership, Management and Integrity
 - Interpersonal skills and Professional work ethics
 - Respect for intergenerational diversity and coaching and mentoring
 - Information (Big Data), Communication (social media), Technology and Documentation
- TECHNOLOGY WORK-PLACE ISSUES**
 - Utilisation
 - Technology advanced equipment and machines
 - Demanding market
 - Quality change
 - Leadership/mentoring
 - Work-life balance
 - Integrity of Principles and Members
 - Maximising a High Quality standard of excellence
- PROPOSED ACTIONS**
 - Focus on Profession Ethics
 - Reimagining secondary action
 - Review of academic curriculum
 - Qualifying and accreditation
 - Mentoring and coaching
 - Adapting to global standards
 - Innovation research and practices

Agenda for Action

Feed back



- Responsibilities
 - Member Associations to use this to encourage their own individual Professionals to engage?
- Role
 - Yours as individuals to mentor?
- Remarks:
 - Any?
- Roll forward to agreement?

YS Africa - Mentoring

Pamela Agbonika

- Mentoring uploaded onto web site
- Establishment of a permanent representative
- YS Involved in 2016 workshop!



Item I: Next Steps



- Upload PDF Agenda
- YSN Mentoring
- R& D thanks to:
 - Working Groups & leads
 - Thomson Reuters for both Workshop and the cover art work



II Workshops - Update



- 2016- West Africa
- 2017 – Southern Africa

2016: West Africa

Where we are at :

1. Partners Discussions: FAO, FGF, YS Africa, Commission 8/GHiS, (Corporate?)

2. Possible Location

- Abidjan, Ivory Coast because linked to FGF annual conference
- Dedicated days for participatory workshop with FAO
- Joint ARN/ FGF sessions

3. Issues to be addressed

- Dates: AU/LPI Land Conference?
- Registration: by LOC?
- ...Or in Ghana/ GHiS?

and.....



Theme: Land professionals role in Good Land Governance



Food and Agriculture Organization
of the United Nations

Building blocks – what and why

- FAO to be in attendance
- Global initiative
- Specifically Land professionals perspective and to understand what we can do
- Focus on deep understanding, and make it an Africa Agenda
- Young surveyors take up the baton

- FIG/ FAO Technical Session Thursday @ 11.00 hrs

Workshop 2017- Proposals

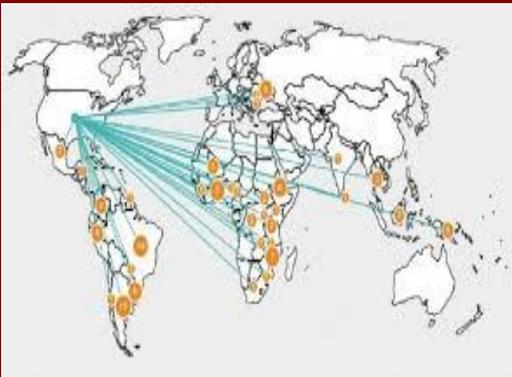
1. Enabling logistics

1. Venue Southern Africa (Botswana, South Africa, Zambia, Rwanda, others.....)
2. Partners MA, YSN, Academia, Corporate sponsors, commissions

2. Theme: Professionals partnering in..

1. Infrastructure development across Africa?
OR
2. Large Scale Based Land Investments?

- Why Now?
 - ARN Partners discussions



Item II: Next Steps



In principle Support for:

2016: Venue?

- Ivory Coast OR Ghana

2017: Theme?

- Infrastructure development across Africa , OR
- Large Scale Based Land Investments

2017: Venue? Southern Africa

III Africa FIG

Regional Network Strategy



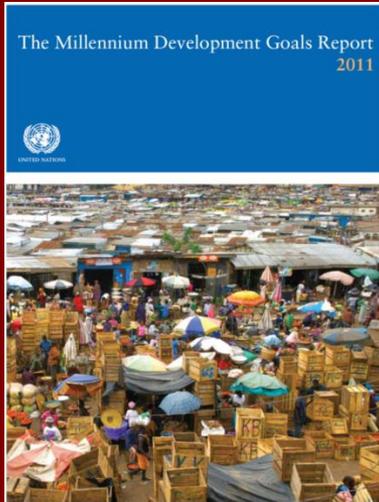
The Future We want to shape

Our Business Strategy:
Progress to date:

- A - Aspirational
- F - Fundamental
- R - Rewards
- I - Inspirational
- C - Connectivity
- A - Action



Aspirational



For:

- Sub-Saharan Africa Land Professional Member associations

By

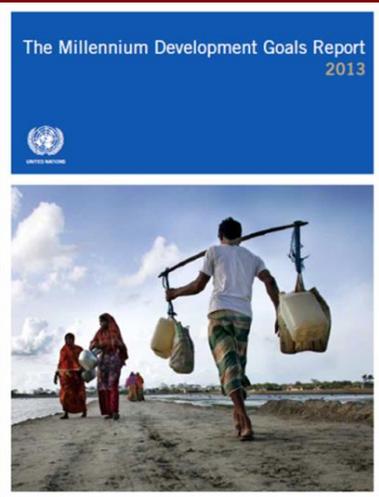
- Devising innovative ways to engage

How?

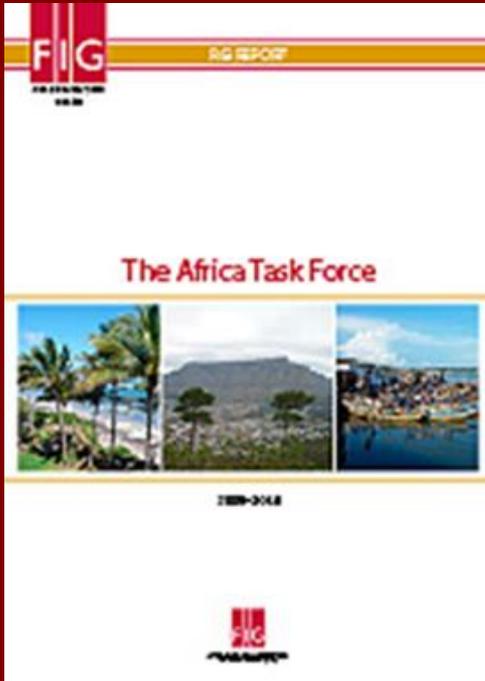
- Do our Associations demonstrate societal contribution? and
- Can we make our profession a global thought leadership?

Why?

- MDGs: Our societal responsibility
-



Fundamentally- How ARN will operate



The core team: Diane Dumashie, Jenny Whittal, Stephen Djaba, Eric Yeboah, Yvonne Sowah, Mwenda Makathimo, Stig Enemark

The future You want:

- **Our Purpose:** Social responsibility
- **You Recognise:** opportunity to be Change Agents
- **Your Need:** Continuing Professional Development (CPD)

Rewards and Inspiration

The importance of our Wise; but also our Young Surveyors.....

- Preparing the next generation is about taking them seriously, giving them responsibilities, accepting different ways of working, using new (Social) media and developing other professional social habits.
- Sharing is becoming more important than knowing, having and being

ARN

- Has embedded this into its Business strategy
- Aims to share the participatory platform with YS Africa
- Facilitate their peer review involvement in drafting and developing our path ahead

Connectivity- Our Path Ahead

Business strategy and planning:

- Foreword
- **Core group members**
- **The business strategy**
- **Challenges and opportunities for Africa**
- **Structure and Capacity**
- **How ARN will operate**
- Resources
- Action Plan

Action

Our Timeline:

- May 2016- Draft outline
- September 2016 Refresh and reviewed
- November 2016 Posted for network to comment
- February 2017 Business Plan
- June 2017 Discussion at ARN workshop in Finland

If ARN agrees, then

- November 2017 submitted to FIG Governing Council

Action Summary

Item:

I: Delivering 2015 successfully

II Continuation of our delivery Platforms with your support (2016 and 2017)

III: Enabling the future road map of the ARN

Keeping in Touch

- WWW.fig.net/networks/africa
 - Email alerts
 - Chair: Dr D Dumashie
 - ddd@dumashie.co.uk

A Big
Thank You
for your continuing engagement

