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
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

ARN Roundtable – Christchurch 2016
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
* 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)
What needs to be done to promote generational diversity

• Equality:
  – Team player
  – Gender
  – Skills

• Factors influencing work life

• Big Data!
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)
Building Diverse and Inclusive Organisations
Agenda for Action

Feedback

• 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

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