



Regional Capacity Development Network

Dr Diane Dumashie
Chair

**FIG General Assembly, Christchurch, New Zealand
2nd May 2016**



Regional Capacity Network [www.fig.net/organisation/ network](http://www.fig.net/organisation/network)

2016 Working Week Overview



1. Network Overview

2. Activities in the Network

3. Upcoming Regional
Proposals

I Regional Network Objectives

FIG global regions to identify

- What their continuing capacity needs are
- And,
- How a Regional FIG platform could help

Networks:

- Established: Africa Regional Network (ARN)
- New: proposal under consideration by GC

II Africa FIG Regional Network (ARN)



Activities in 2015:

- Purpose
- Place
- Partnership
- People
- Next Steps

Purpose

What we were asked by GA



Requires Africa Member Associations to:

- Consolidate what has been achieved,
- Continue momentum, and
- Engage at all levels of societal institutions

Achieved by

- Hosting and developing annual capacity development and engagement forums.....

Place

2015 Lukenya, Nairobi, Kenya



Activity:

- Workshop: 40 Registered
- Representation from West, East and Southern Africa
- Documented: Agenda for Action
- Partnerships: Hosted and Supported by the FIG Family.....

Partnership- FIG Family

Our Host

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



- **Gasant Jacobs**

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



- **Pamela Agbonika,**

Africa Young Surveyors Network (FIG)



People

Generational Diversity and Technology in the Land Professionals Sector



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

- **Diversity**- Inter generational
- **Big Data** - Technology

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

Workshop Output.....

Outcome: Agenda for Action Fact Sheets: Building Diverse & Inclusive Organisations

Promoting Intergenerational Diversity

- Communicate to promote understanding and mentorship
- Embrace difference and new ways of learning
- Facilitate flexibility in employment conditions
- Inclusive approach to all generations
- Promote ethics, professionalism, and management skills
- Promote member awareness and use of 'Big Data'

Winning the War for Talent

- Identifying talent and skills needed for the future
- Build a healthy work environment
- Setting ethical standards and targets
- Competence in leadership
- Creating smart goals for talented staff
- Encourage mentoring



DEVELOP A CALL FOR ACTION

- Deliberate Policy Action**
 - For standards
 - Legislative issues
 - Civic education
 - For collaboration
 - Team work
 - Diversity and professionalism
 - Mutuality
 - Synergy
- Mandatory CPDs**
 - Virtual
 - Physical
- Proficiency in Tools and Concept**
 - Technology (cyd)
 - Competence
 - Risk for purpose
 - Regulation Educ
 - Big Data Manag
 - Rating - 45%
- Advocacy and**
 - Land transaction
 - Land Surveyor
 - No poor public
 - Communication
 - Explaining pro
 - Handling
 - Lobbying with
 - Information C
 - Creation of d
 - Improvement

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-Y-Z, 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 memb.
- EMBRACE NEW WAYS OF LEARNING BY INCL**
Member organisations should look at including lean podcasts, webinars, online courses, MOOCs and sit encourage engagement and principles of lifelong le
- PROMOTE THE AWARENESS AND USE OF 'BIG'**
Discover sources of 'big data' of importance for the uses, formats etc. and develop SDTs and training c
- INCLUSIVE APPROACH TO ALL GENERATIONS**
Include FIG-YSN members in professional and instl generation Y and Z, and engagement in activities to
- PROMOTE ETHICS, PROFESSIONALISM AND M**
Sharing tertiary course design and delivery tempt involvement of professional practitioners in course
- FACILITATE FLEXIBILITY IN EMPLOYMENT CO**
Promote the accommodation of workplace expectat promote changing conditions of employment. (rede

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

- SKILLS**
 - Leadership, Management and Integrity
 - Interpersonal skills and Professional work ethics
 - Resilient for intergenerational diversity and coaching and mentoring
 - Information (Big data), Communication (social media), Technology and Documentation
- EMBRACE WORK-PLACE BOUND**
 - Utilisation
 - Technology advanced equipment and machines
 - Demanding market
 - Quality change
 - Leadership/mentoring
 - Integrity
 - Integrity of Principles and Members
 - Maintaining a High Quality standard of academics
- PROPOSED ACTIONS**
 - Focus on Profession Ethics
 - Reinforcing disciplinary action
 - Review of academic curriculum
 - Qualifying and evaluation
 - Mentoring and coaching
 - Adapting to global markets
 - Initiation research and innovation



Agenda for Action Implementation

- **Responsibilities**

- Member Associations to use this document to encourage their own individual Professionals to engage

- **Roles**

- YS Africa Mentoring activity
- Individuals to mentor recognising two-way learning, because
- Big Data and our work place is across four generations



Lukenya Workshop - Thanks

- **Partnerships:**

- Thomson Reuters sponsor and participation for both Workshop and cover art work
- YSN/Africa who expect to formalise their Africa chapter

- **People:**

- Members attending and working groups/leads
- Institution Surveyors of Kenya,



THOMSON
REUTERS



ARN next steps

1.Nairobi Workshop 2015 (*upload*)

2.Workshop 2016

- Young Surveyors Network
- Federation of French Speaking Surveyors (FGF)
- FIG Commission 8
- Ghana Institution of Surveyors

And

- Member associations....our bedrock for implementation and operationalisation

ARN Roundtable Tuesday @ 12.45pm

III Upcoming Regional Proposal

- Region: Pacific Island Countries and Territories (PICTs)
- Early lead: Pacific Geospatial & Surveying Council (PGSC) outreach to UN GGIM/AP

Aims to enable:

- A framework to provide sustainable resource base to support geospatial and survey activities
- Consideration to broaden to other FIG disciplines
- A self reliant community that has a culture of learning, innovation, collaboration and gender equality activities
- Discussion through out the Working Week

Keeping in Touch

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