



**Africa  Regional Network**

**Challenges and Opportunities in Facing the Sustainable Development Goals  
Nairobi Kenya 2015**

**Dr Diane Dumashie**

African Regional Network – Nairobi 2015 




**Challenges and Opportunities in Facing the SDG's:**

**Generational Diversity and Technology in the Land Professionals Sector**

Hosted by  
Institute of Surveyors in Kenya (ISK)  
Supported by Thomson Reuters

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**Good morning**



*Winning teams :  
Diversity & Inclusion*

**Key focus**



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

- **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 – 4 A's

- Develop a call for action for inter - generational diversity in the current and future work place,
- Devise appropriate priority areas for those operating in the land professional sector across Africa
- Design a communication tool capable of being used by Member Associations

**The Future of our Profession is all about  
Winning teams in the work place**

## What has it go to do with us?

- **Why Diversity, Why now?**
  - Winning the war for talent &
  - Understanding Trends
- **Value of a balanced business?** Organisations
  - With greater D&I outperform those with less
  - Work force 80% more likely to perceive they work in a high performing organisation
  - Highly engaged

## Global Trends are Local



### Four generations

- Generation X/Y
  - Ambitious
  - Want variety, flexibility and autonomy
  - No loyalty to a job for life
  - Seek purpose beyond salary and status
  - Are less attracted to membership of exclusive clubs
  - Want a better work/ life balance than their parents
  - Want institutions to get ahead-of-the-curve on great social issues and to demonstrate

## Big Data



- What is big today isn't tomorrow



## What You did Yesterday

What - Ideas for Action using trends

- **Deliberated** on ideas for Action using trends
- **Discussed** the Skills required
- **Developed** originating ideas and infographic
- **Deliberated** on Big Data
- **Directional** steer from the SDG's

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## What You will do today

Tuesday: Build on Ideas for Action by

### Start

- integrating Big Data and SDG's and finalising tool design

### Middle

- Your ideas for action presented and critiqued

### End

- Contribution to the YSN Mentoring objective specifically the identification of mentors and base line information for the emerging YSN toolkit

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Move to session 6/7



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Closing



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## Plenary - Linkages



Paul Wambua (ISK)

- Final thoughts
  - Mentoring
  - Agenda for Action

And

- Wrap up Words

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## Tuka Pamoja?

Future of our Work Place



## Potential milestone over next 10 Years:



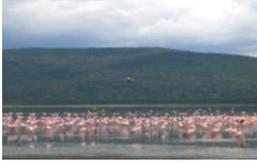
- Politics,
- Values,
- Youth, Data,
- Land/ policy disputes

## Most significant influencing factors:

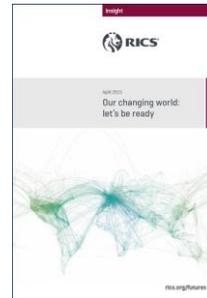


- Technology/ data, and linked to
- Training,
- Impact,
- Networking & resources,
- Mindset,
- Work place

## What should we be doing:



- Focus,
- Technology,
- Research,
- Self development,
- Invest/ training,
- Young Surveyors



[www.rics.org/changingworld](http://www.rics.org/changingworld)

[www.rics.org/futures](http://www.rics.org/futures)

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[futures@rics.org](mailto:futures@rics.org)

## Thank You for Your Engagement



- **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

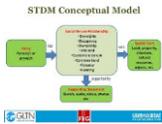
## Next steps



### Call/ Agenda for Action:

- Group Liaison and networking over upcoming months?
- Finalise & group lead (fig ww, Design lead), Jenny, Prof, John & Joel, Makena
- The final version completed by group lead by end 2015
- Presented at Roundtable New Zealand 2016
- And, this evening: Hiking and Merry-Making.....

## Wednesday- GLTN



- Cyprian Selebo, GLTN Program manager
- STDM



- Start 9.am
- Finish 4.30pm

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## Tuka Pamoja?

**Looking forward to remaining together!**



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