



2015 Workshop Report

**Africa FIG Regional Network:
East Regional Workshop**

Challenges and Opportunities in Facing the SDGs:

**An Agenda for Action
Intergenerational Diversity
in the
Land Professional Sector**

**Lukenya, Nairobi, Kenya
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Workshop Report 2015

Regional Capacity Development Network:

Africa FIG Regional Workshop (East)

The FIG Regional Capacity Development Network aims to support FIG regional member associations and academic members. The network envisages regional approaches to working, and emerged in response to consideration by the FIG Council and approved by the General Assembly in Sofia, Bulgaria, in May 2015. The Network terms of reference and supporting material can be viewed at http://fig.net/organisation/networks/capacity_development/index.asp

The Africa Regional Network (ARN) is the first to be established under this umbrella, as an initiative of the FIG Africa Task Force set up in the 2009-14 FIG term. Although the focus of this particular network is on Africa, the results can, of course, be multiplied for implementation in other regions, such as Asia, Latin America and the Arab Nations. Importantly, the establishment of a regional network should be supported by an appropriate business case agreed at FIG Council, with the overarching mandate for each region clearly stating "how to develop and build the capacity of land professionals to enable them to effectively embrace current global trends in their respective regions".

The ARN's key purpose is to enable the surveying profession in the region to deal with social responsibility to help realise the post-2015 Sustainable Development Goals (SDGs), adopted at the UN Summit in New York in 2015. In this regard, surveyors' role as 'change agents' engaging with politicians and communities is important.

The ARN will, through workshops, consider and present new, creative tools and other means to revitalise and strengthen Land professional members in sub-Saharan Africa. Fig member associations will focus on building the capacity of surveying associations and individual surveyors to facilitate positive change and encourage development and growth for the benefit of Africa and its people.

This is the Chair's report on the preparation and running of the two-day **Africa Regional Network (ARN) 2015 workshop** with a focus on Intergenerational Diversity in the Land Professional Sector, held on 21-22 November 2015 in Nairobi, Kenya.

Every year, ARN invites an African member association to co-host the workshop. The Network was pleased to welcome **Paul Wambua, Chairman of the Institution of Surveyors of Kenya (ISK)**, whose team organised the logistical arrangements for the event.

The network activity was based on collaboration with a range of stakeholders. The **FIG Young Surveyors Network (YSN)**, in particular, was integral to delivering workshop content, complementing ARN's ethos to build the profession for future generations.

In addition, a key partner stakeholder in 2015 was FIG corporate member **Thomson Reuters**, which provided unbiased content and sponsorship, and supported the attendance of the leading Regional Africa Young Surveyor.

The workshop considered and devised action-oriented agendas with key messages to encourage intergenerational diversity in the workplace and support FIG members in sub-Saharan Africa in adapting to emerging global trends. The workshop findings will be presented at FIG Working Week 6-10 May 2016 in Christchurch, New Zealand.

Key activities undertaken

Seminar organisation and programme

The workshop brought together decision makers and practitioners from several Anglophone and Francophone African nations (Botswana, Rwanda, Ghana, Kenya, Nigeria, Tanzania, Senegal, South Africa and Uganda), with expertise across the range of land professional disciplines within FIG membership.

A web report is available at http://fig.net/organisation/networks/capacity_development/index.asp Presentations from the workshop are also available at http://www.fig.net/resources/proceedings/2015/2015_11_ARN.asp

To ensure African ownership and provide valuable input for the network's work, a series of themed regional workshops will be arranged in Africa, falling in between FIG Working Weeks. The workshops will develop tools for use by members and validated at roundtable discussions at the following FIG Working Weeks. The next meeting is scheduled in Christchurch, New Zealand, in May 2016.

The objectives of the workshop

The 2015 workshop theme was Intergenerational Diversity, with the aim of developing awareness among member associations of significant changing trends in the workplace, and ways of adapting to the changes to the benefit of the profession and society.

Participatory group work blended and combined with the mentoring activity that was spearheaded by the FIG Young Surveyors Network, enhanced delegates' knowledge and enabled them to share their experience. This facilitated a focus on identifying priorities in the workplace, seen through the lens of Big Data and technology, and examining the impact on society as measured by the SDGs.

The deliberations aimed to develop and document a call for action for intergenerational diversity in the workplace, for African member associations and their members to use as a communication tool to support good land governance.

The workshop successfully provoked thought and stimulated debate, along with identifying the following objectives:

- *To define and use participants' insights to explore the implications that the Land sector is likely to see in the workplace in future*
- *To devise appropriate tools that will be helpful to member associations to help their members ensure intergenerational diversity in the workplace, and*
- *To deliberate on the technological application of comprehensive Big Data management.*

These objectives were achieved and led to each group drafting an agenda for action with final draft documents expected to be uploaded on the website in preparation for a roundtable discussion at the Working Week in Christchurch in May 2016. How this was achieved are explained below.

Speakers and participants

An invitation was sent to all member associations in sub-Saharan Africa, requesting that they circulate it among their members. Special invites were also sent to African land professionals (planners and engineers).

In addition, the FIG Young Surveyors Network gratefully accepted sponsorship from **Thomson Reuters**, who funded a young professionals to attend the workshop.

Delegates registered their interest, and participants were drawn from the registration process organised by ISK. The list of confirmed participants and speakers is available at http://www.fig.net/organisation/networks/capacity_development/index.asp

Deliberations

Considering the SDGs and the ethics that underpin everything Land professionals do, the workshop was informed by two topics that affect the economic sustainability of professional land businesses and society: Firstly, generational diversity in the workplace and the need to attract and retain talent to ensure viability; and, secondly, complementing the current FIG work plan the theme of managing Big Data and understanding its relevance to the SDGs in geospatial and urban practices.

The focus was on how to build up skills across the Land sector to meet the above challenges and how to ensure economic viability for land and real estate firms, while delivering on social needs as articulated in the SDGs. An agenda for action will be explored and developed to address the following:

Generational diversity. To attract young talent, our profession has to remain relevant and attractive to future generations. Younger land professionals, who have grown up with social media and digital technology, are quick to take up new approaches to work. Also, with people choosing to work past the usual retirement age, this can result in four generations together in the workplace. Consequently, greater intergenerational understanding is paramount.

Technology development: A technological revolution is driving demand for key data analytics and related skills for existing land and property professionals. The way land business is conducted is changing, and data management allows comprehensive management of the land administration life cycle, i.e. survey through to valuation. Above all, the importance of all our disciplines in land and property was stressed.

The introduction on the first day of the workshop drew upon Futures work undertaken by Prof Lynda Gratton (see www.lyndagrattton.com). The scene was set as follows: “*If you want to understand the future, you need to start with the five forces that will shape our work over the coming decades.*” Indeed, the two forces of **demography** and **technology** were the foundation of the workshop.

And understanding of the hard facts of demography and the rationale that demographic statistics and our workplaces are intertwined are crucial to crafting a reasoned view of the future of work. This is also echoed in the work of the Royal Institution of Chartered Surveyors (see *RICS Futures: Our Changing World* at www.rics.futures).

Two young surveyors, Taiye Taiwo from Nigeria and Leah Njugana from Kenya, delivered presentations, highlighting their views on the significant influencers in the workplace over the next 10 years and the skill sets needed in the next five. This provided the participants with a clear direction to begin their discussions.

The participants were split into groups for the two days’ activities and to devise their own agendas for action.

Once the delegates had shared their understandings, the deliberations moved on to sharing and agreeing early ideas for action in the scope of “What needs to be done to promote intergenerational diversity?” and “What are the skills we need for the emerging workplace across the generations?”

The afternoon of day one concentrated on participants' understanding of technological advancements across society and Big Data. Having discussed the associated positives in the context of the built environment sector, two main challenges were easily identifiable: Rapid urbanisation and the advent of Smart Cities; and "disruptive technologies" that significantly alter the way businesses operate, for example the vast computing power of smartphones, which were transforming business models (see RICS Futures).

Gasant Jacobs (Thomson Reuters Regional Business Director) lead an exciting afternoon discussion, the introduction provided by a surprise and welcomed guest, **Aarti Shah** (Thomson Reuters Head of Government Relations: Africa), while **Gasant** continued to present the Big Data and technology storyline and, crucially, its impact on the surveying profession. The presentation (http://www.fig.net/resources/proceedings/2015/2015_11_arn/G_Jacobs_TR.pdf) included setting the scene: the evolution of land administration as a discipline, the role and tools of the surveyor, and addressing the challenges for surveyors. He also included a section on demystifying the advantages Big Data and crowdsourcing. He then outlined the emerging educational trends in this field, accepting there are challenges in education and professional competence, and that solutions and interventions are required to adapt.

Jacobs ably provided participants with a lively, interactive session, mixing presentations with audience participation; thus providing them with material to consider how Big Data and changing technology needed to be built into their agendas for action.

The final presentation, by Honorary FIG President **Professor Stig Enemark**, was a highlight. He outlined what the SDGs may mean to land professionals. His address was important, as it drew from the network's deliberations in 2014 that land professionals in sub-Saharan Africa should continue to apply their collective knowledge and build their capacity to address the emerging United Nations post-2015 development agenda of SDGs, which replaced the Millennium Development Goals (MDGs) after their expiry at the end of 2015.

Professor Enemark covered the topic with clarity. His presentation (http://www.fig.net/resources/proceedings/2015/2015_11_arn/Stig_E.pdf) outlined the MDGs' journey and the emergence of the new UN-Habitat and SDGs agenda. He also provided background to the development process from 2012 to September 2015, and outlined the post-2015 agenda with its 17 goals and 169 targets. He noted ongoing international stakeholder negotiations around a range of indicators, including land; thus, providing participants with material to take into the second day's discussions.

It was clear that land professionals will have to think innovatively to meet the global agenda and ensure its implementation over time, and to cope with new approaches and intergenerational interaction.

At the end of the first day, it was clear that any action needed would have to recognise that, in the emerging workplace, four generations will work together. Accordingly:

- It is inevitable that for younger people their work will change perhaps unrecognisably- And
- Those of us already in the workforce will be employed in ways we can hardly imagine

The second day opened with reflections on the previous day's presentations and group discussions. The participants continued to think innovatively and to work within their groups to finalise information for their agendas for action. Each group had a clear idea of their respective key messages. They presented their proposals at the market-place forum, receiving positive feedback.

The final afternoon session was designed to link with the workshop themes of intergenerational diversity and technological adeptness and to reach across the generations. Accordingly, the Young Surveyors African Network were invited to lead the afternoon session.

Pamela Agbonika (FIG Africa YSN) enthusiastically presented the mentoring theme (http://www.fig.net/resources/proceedings/2015/2015_11_arn/YSN_ARN-Mentoring.pdf), explaining that Working Group 3 was seeking to develop a mentoring approach within FIG in line with the Young Surveyors Network business plan. The African region has taken up the challenge and, using the ARN platform, shared information about the mentoring process, explored the pros and cons, as well as the benefits to mentees, as well as those to the mentor. Importantly, this activity further built on the ARN workshop theme, linking the key global trends of Big Data and generational diversity, and inclusivity.

In the final wrap-up session, participants agreed that the 2015 ARN workshop had successfully outlined the interrelationship of two pivotal global trends and its implications for the way we will work in future.

The central messages were:

On data:

- The data revolution taking place in commerce, advertising and surveillance should be fully understood and used to best effect in land professional processes.
- Land professionals should seek to build on the increasing need for Big Data management in the workplace and contribute to the SDG land targets.
- Without measurements, we are guessing. The collection, sharing and analysis of data is important for the success of the SDGs.
- The question "How big is Big Data?" is a moving answer – what is big today may not be big tomorrow.

On diversity and inclusivity:

- Diversity is simply what you can see, whether it is race, gender, religion or disability. A culture of inclusivity is more important, and it should be the norm for people from different backgrounds who think differently to come together to share a wide range of experiences.
- The profession needs to build and showcase a reputation that it is valued and can (and does) offer exciting careers with a social purpose. So it needs to attract the best and the brightest, regardless of where they come from, because this will be the only way the profession to significantly evolve.

Each group will finalise the material developed and it will be published to be further discussed at the Africa Regional Network Roundtable to be held at the FIG Working Week in May 2016.

Consensus was reached on the next steps:

- End of January 2016: Each group responsible for review and refinement of their agendas for action in skill development
- February 2016: final edit, formatting and print production

- May: the draft agendas for action and mentoring to be brought to the roundtable held at the FIG Working Week, Christchurch, for final discussion on content.

Outcome of the workshop

The outcome of the two days' deliberations resulted in work that:

- Expressed a **call for action** for the next five-year period
- Enabled member associations to help their members to **acknowledge intergenerational diversity** in the work place
- Identified **priority areas that will affect** those operating in the land professional sector across Africa, such as mentoring
- Sought to build on **awareness** of the increasing use of **Big Data management** in the workplace and of the contribution land professionals should make to the **SDG land targets**
- Led to a draft communique attached to the **YSN mentoring development programme** and resulting from the Young Surveyors Network in Africa.

These outcomes will be fully discussed at the FIG working week in Christchurch in May 2016.

Closing remarks

In this first of three ARN workshops in the current FIG term (2015-17), addressing the *Challenges and Opportunities in Facing the SDGs*, we are looking ahead to the first real milestone of the 21st century: the year 2030. It may seem a long way off, but the pace of change is faster than ever before. This network forum has recorded before that change is inevitable, but it is being prepared that counts (ATF Futures, Ghana 2012) (<http://www.fig.net/organisation/af/africa/index.asp>).

In the context of the FIG work plan for 2015-18 with an emphasis on Big Data, the sentiment particularly applicable to the Africa region is that unfamiliar geographical markets will quickly become major sources of work. And, regardless of individual specialisms, computer technology is sure to change, with more professionals ditching personal computers "in favour of dynamic, flexible cloud-based systems connected to phones, tablets and laptops" (*Modus RICS*).

Underpinning the workshop deliberations was the challenge for individual member associations to work towards implementing the outcomes to facilitate intergenerational diversity and inclusion. The workshop built on a continuing conversation about the future of the profession in an advocacy role, and especially the opportunity to be taken up by the member associations.

Above all, the workshop reinforced the imperative that Land professionals across the world remain engaged in initiatives that will enable them to make a difference. For the first time, through the post-2015 development goals, targets specifically relating to land and societal development will be drafted. Thus the participant desire to renew this commitment in the work they do be ensuing their own capacity continue to be developed in a way that understand the huge society trends emerging across the globe.

The attending participants and those from the wider ARN network are proving that communicating to influence, purposefully collaborating and, in doing so, building connectivity to ensure that skills are developed that will reach out to all stakeholders' community networks. The upcoming workshops in 2016 and 2017 will continue to strive to optimise and continue the network's deliberations in Africa.

Website

The FIG web site is located at: www.fig.net and the Network website is located at: http://www.fig.net/organisation/networks/capacity_development/index.asp

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