



# FIG MENTORING PROGRAM

Pilot Program 2022

# PROPOSED PROGRAMME

A mentoring programme piloted in the African Region, as a collaboration between the FIG Young Surveyors Network and the FIG African Regional Network, with strategic and conceptual support, and IP from the SSSI Mentoring Programme.

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*We're here for a reason.  
I believe a bit of the  
reason is to throw little  
torches out to lead  
people through the dark.*

Whoopi Goldberg

”

# BACKGROUND

One of the ways of sustaining any profession, and organization is, not just the transfer of skills, but also the institutional memory of the profession – the intergenerational transfer of knowledge, experience and inspiration towards building a stronger future. A mentoring programme is an important way of transferring the institutional memory of the profession, to support the future of the profession, and bring surveyors all over the world closer.

The development of the mentoring programme began at the 2016 FIG Working Week in Christchurch, where the concept of the mentoring programme was developed. At the 2017 FIG Working Week in Helsinki, the mentoring workshop, “Who Mentors You?” centered around facilitated working groups involving young surveyors and FIG members to resolve the issues and questions identified in the first workshop in a collaborative way. The results of these workshops were documented and used to produce the FIG YSN Mentoring toolkit, meant to guide young surveyors in the development of mentoring programmes in their regions. During the 1st Young Surveyors African Meeting in Gaborone, Botswana, in 2018, a workshop was facilitated on the development of a mentoring programme for African Young Surveyors.

The Surveying & Spatial Sciences Institute (SSSI) of Australia developed the concept for a structured mentoring programme in 2017, and has been running an international mentoring program with success from 2018. Over this time, over 700 mentors and mentees across the world over this time have participated, including strong participation from African countries. SSSI has responded to the approach from FIG ARN and FIG YSN with the intent of strategically supporting the development of a mentoring programme that can be piloted in Africa, that is tailored to the cultural context and specific career pathway focus of potential mentors and mentees in African countries. Discussions with the SSSI Mentoring Programme committee and SSSI CEO Tony Wheeler have extended to an agreement that the SSSI Mentoring Programme team is happy to provide this support alongside appropriate acknowledgement of team members and of the mentoring programme IP that is being shared.

This pilot programme is a joint mentoring programme undertaken by the FIG Young Surveyors Network and the FIG African Regional Network (ARN). It aims at engaging the youth leading to their integration into our professional and workplace structures providing them with opportunities and to promote resilience in the profession. This pilot will allow the FIG YSN and the FIG ARN to work collaboratively in exploring the ways to bring young and seasoned surveyors together as well as managing the programme for further upscaling. The pilot has been developed with conceptual and strategic support from the Australian SSSI Mentoring Programme, which has run since 2017.

# OBJECTIVE

The Pilot Mentoring Programme aims for the ARN and YSN to run a mentoring program across Africa, using the SSSI Mentoring Program IP as a model, to understand the elements required to make mentoring programs a success within this context. The end goal is to be able to scale up the mentoring programme for more participants within Africa and to provide a model of delivery which may be replicated in other regions of the world.

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*It is easier to build strong children than to repair broken men.*

Frederick Douglas

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# PILOT PROGRAMME STRUCTURE

## Participants

The number of participants will be limited to 50 i.e., 25 mentors and 25 mentees. The possibility of group mentoring will not be explored in the pilot project phase. The selection of mentors and mentees will be based on the answers given in the forms from the call for participants. The ARN will lead in the identification of mentors for the pilot. Matching of mentors and mentees will be based upon the experiences from the process used in the SSSI Mentoring Programme and based on the participants' geographical region and preferences of the participants as indicated in their response to the call.

## Meetings

Prior to the beginning of the mentoring period, an orientation meeting will be held between the mentors and mentees to get everyone in the programme acquainted with the general aim of the programme, as well as the acquisition of skills that will help enhance the mentoring experience such as cultural sensitivity and generational sensitivity. Meetings between mentors and mentees will be held fortnightly, with a joint meeting in the midpoint of the mentoring period and at the end.

## Programme Management

The programme will be managed by a team of ten representatives drawn from FIG Young Surveyors and FIG ARN, with strategic support from the SSSI Mentoring Program team. The group will have weekly meetings of an hour duration to keep the programme running smoothly. These meetings will be less frequent when we have a software running the programme.

## Timeline

Dates	Program elements
March 22	Call for Applications closes
March 30	Successful applicants notified
April 9	Participant Orientation Meeting
11 - 24 April	Mentoring Meeting 1
25 - 8 May	Mentoring Meeting 2
9 May - 22 May	Mentoring Meeting 3
23 May -5 June	Mentoring Meeting 4
6 June - 19 June	Mentoring Meeting 5
3 July	Mentoring Meeting 6
11 July	Final programme submission from mentees
18 July	End of programme feedback submitted by mentors and mentees
1 August	Certificates of participation issued from ARN/YSN to programme participants who fulfilled requirements

## Key contacts

Kwabena Asiamah, Chair, FIG Young Surveyors Network

Jennifer Whittal, Chair, FIG African Regional Network

Adewebi Olumide, FIG African Regional Network

Shirley Chapunza, FIG African Regional Network

David Elegbede, FIG Young Surveyors Network

Roshni Sharma, SSSI-YP, Australia/FIG Young Surveyors Network

Ferah Koksall, Vice Chair, FIG Young Surveyors Network



APPLY NOW

**Apply to be a mentor:**

<https://forms.gle/qkyT2cpE3odReqkR8>

**Apply to be a mentee:**

<https://forms.gle/vkNLoBuPZEEEcBTA8>

Applications close midnight March 22, 2022