

Governance 2021 Task Force

Dr Diane Dumashie, Chair
Report to FIG 44th General Assembly
Session 3

Amsterdam, Netherlands
FIG Working Week 2021
20th June to 25th June

Overview



1. Objective & purpose
2. Outreach
3. What we found
4. Engagement at the 44th GA

1. Objective and Purpose



What you asked:

By reference to our Statues and Internal Rule

- Is our organisational structure fit for the future?
- Purpose
 - To engage, listen and based on the findings....
 - To propose changes (if necessary), of an alternative internal structure of FIG
- TORS scaled down in 2019
 - Due to Presidents 2028 Futures initiative;
 - This is a positive

Who: Core TF members

Acknowledgment and thanks to

- Jakoba Kgopolelo, Botswana
- James Kavanagh, UK
- Kate Fairlee, Australia
- Louise Friis-Hansen, Denmark
- Maurice Barbieri, Switzerland
- Mikael Lilje, Sweden
- Melissa Harrington + USA/ NZ
- Pekka Halme, Finland
- Robert Sarib, Australia
- Chair: Diane Dumashie

2. Outreach: Our Journey

Two years on (2019 to 2021):

- Hanoi **Working Week** (May 2019);
- Online **questionnaires** (November 2019)
- A series of **online roundtables** during the FIG 2020 WW (Thanks **Pekka Halme!**), and thereafter
- Facilitating **meetings** with FIG officers notably ACCO + FIG Network Chairs
Thanks **CLGE** organised with their members, and
- **Throughout:** posted E news, web resources and reports.
- All of the detail and reports see the **FIG website** at:
 - https://www.fig.net/organisation/general_assembly/task_force/governance_19-22.asp
- Final report to Council (Feb 2021) and
- Presentation to 44th General Assembly



Health warning: predicated upon member engagement

You and Your feedback

Appreciation and thanks:

- Member Associations:
 - Last round= Austria, China, Denmark Finland, Germany, Latvia, Mexico, Netherlands, Nepal, Nigeria (SURCON), UK
- Affiliates
- Individual members
- CLGE
- Chairs of ACCO and Networks

- *Acknowledging impact on communications during the pandemic*

(Report Feb 2021 Appendix 3)



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3. What we Found

Effectively a rapid appraisal...

- The administration and organisational structure as defined in FIG statutes **broadly meets** the short term needs of member associations;

Evolution; not revolution:

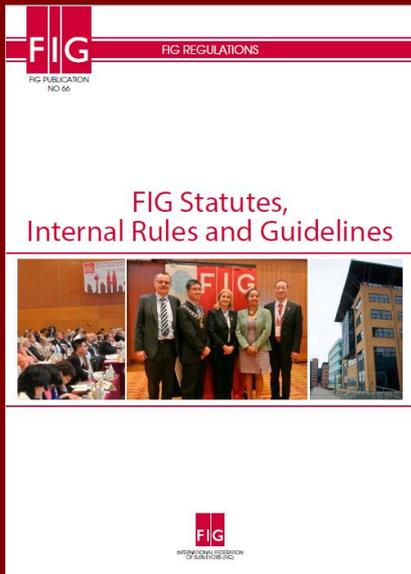
- To meet member's future expectations, **some purposeful changes are needed** with regard
- to how these statutes are **operationalised in a pragmatic way** that ultimately depends upon people rather than the rules.

Limited appetite for radical change.....

Evolution

Things do need to change:

- No clear evidence for change to statutes (Publication #66)
- Business should not continue as usual
- Be more collaborative, effective, drive inclusivity, above all, better at Communications
- **15 Recommendations....**
 - Grouped into three broad headings: Governance, Branding and Volunteering



15 Recommendations

Broadly grouped into

Governance: The assurance of working within our rules

1. That the GA business is streamlined and modernisation is undertaken at the next GA 2021. Such modernisation actions to include: time allocations, reporting and electronic access. Further request for feedback from the members is used to improve the subsequent GA (2022)
2. That an end of (calendar) year update is circulated by the FIG President/ Office Director to all member categories
- X 3. That FIG develops, publishes and implements a clear short document that articulates the benefits of FIG relevant to All member categories. (see branding)
4. That a short structural review of the collaboration mechanisms and purpose i.e between our task forces, networks and working groups is effective, enables cross relationship working, and that any inconsistencies in their respective terms of references are removed/ clarified
5. That a briefing paper is prepared for a facilitated discussion on the desirability to extend voting to academic and corporate members at the GA.

FIG Branding and Conferencing: What is FIG's Unique Selling point

- X 6. That technology is integral to the way we develop our conferencing, and consider how part of the meetings may be made available virtually, and review the ways in which emerging tech can better facilitate the full scope of FIG work.
7. That an independent consultant is appointed to help FIG consider what our conference brand needs to represent, including a commitment to carbon footprint reduction measures, and how it goes about leveraging our brand, and
- X 8. That we need to consider how and become better at measuring our brand strength regularly with our members and external stakeholders

People and Volunteering: How we ensure the ongoing resilience of FIG

- X 9. That Engagement Committee sub group be established to support Council. It will aim to identify a flow of, encourage diversity, and as required mentor interested parties, above all to be an open process to encourage people to come forward.

FIG's Strategic Plan

10. That we provide greater support to the chairs of commissions. This includes convening a detailed and purposeful induction at the beginning of office, holding an immediate discussion on what high level support would be beneficial (buddying with a VP?), and facilitate greater networking amongst chairs of all officer positions
11. That we work to attract nominations for commission chair elect, hold awareness raising activities, provide information resources online. And, to consider further what might be limiting individuals to stand for commission chairs.
- X 12. That the YS expectations on best means to continue their engagement are reviewed and an inter- generation sub group be established to develop a transition program for YS. MA's should be included in order that the learnings can be shared in-country
13. That a clear map of YS involvement is developed at commission level, working with the YS network and current and incoming chairs to investigate how YS may be embedded into the commission, and ensure that each work plan has a strategy to proactively engage with them.

And, further cross cutting strategic recommendations:

- X 14. That a purposeful and thorough review of FIG's strategic vision, and mission that will underscore the organisational structure be undertaken. This will require the upgrading of the FIG 2028 think tank initiative to become a full standing Council led strategy sub group
15. That the appointment of an independent assessor be made to assist the sub group, with a focus on benchmarking FIG operating structure, options for a resilient business model in the context of a volunteering member led organisation.

Evolution- Timelines

The What:

- We can do now
 - **Establish an independent engagement committee** (recommendation 9)
 - Evidence currently not attracting nominations
 - To encouraging at all FIG Officer roles
 - To promote a culture of diversity and inclusion
 - A process of mentoring, encouragement and to be a group people may make confidential contact
- We are going to look into more deeply
 - Council and FIG office to consider much further the wealth of members comments
- We would like to **engage with you today.....**

Is Your Organization
'Fit for the Future'?



4. Engagement today



Are our current efforts encouraging resilience of FIG and our profession worldwide?



Your turn:

- Participate in **break out** sessions
 - 3 options: Benefits, Brand, Transition/YS
- Return to **plenary** for summary responses
- Detailed consideration by FIG office

Close 13.00hrs (CET)

44th GA TF Governance - Break out sessions

- **Member Benefits** (recommendation 3) Outlining the Benefits of the FIG Network to members, moderated by *FIG Director Louise Friss-Hansen*
- **Brand** (recommendation 7 and 8): Understanding and defining the FIG brand, moderated by *VP Diane Dumashie*
- **YSN transitioning and integration** (recommendation 12 and 13): Increasing and enabling young surveyors to transition from the YSN, moderated by *Chair YSN, Kwabena Asiama*

Move to break out sessions

Plenary

- Summary feedback



Plenary - Feedback

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Thank You

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