



## **Frequently Asked Questions – October 2023**

### **What is the purpose and significance of Vision 2040 for our organization?**

Vision 2040 serves as a comprehensive, long-term strategic roadmap that outlines our organization's goals, objectives, and desired future state. It will provide a clear and inspiring vision that guides decision-making and resource allocation over the next fifteen years. A clear and inspiring vision inspires and motivates employees, stakeholders, and partners. It will give us a compelling picture of what the organisation aims to achieve, fostering a shared sense of purpose and commitment among all involved.

Vision 2040 sets the stage for goal setting and planning over our Strategic Planning 5-year windows. It allows our organization to establish concrete, actionable objectives and initiatives that align with the overarching vision.

### **Where are we in the process of developing Visions2040?**

Since May, we have met with over 1,200 individuals throughout the country, mostly in person but also virtually to seek out their views on what the future holds for protected areas and SANParks. We have received extremely valuable inputs during this process and over the past month or so, with the assistance of a team of futurists, expanded the discussions to start developing a wide range of draft scenarios of what our future may potentially hold. This process of scenario planning involves creating different stories or scenarios about the future based on different assumptions or factors that these participants helped us identify. Scenario development helps us prepare for various possible outcomes and make more informed decisions. Once we have all the possible scenarios (good and bad) we can then ask ourselves what is Possible, Plausible, Probable and Preferred for our organization.



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## What are these themes?

With the number of individuals participating, we have obviously heard wide-ranging views but certain themes have started to emerge. It should be noted and understood that these are EMERGING themes that may or may not find their way into the scenarios described above. *Some* themes emerging are:

- **Cultural and Social Aspects** & the role of heritage and culture, the role of spirituality/health and wellness in leisure time and the role of Traditional leaders and indigenous knowledge systems
- **Tourism and Leisure:** Wildlife tourism vs wild tourism, The role of tourism in 2040 as a source of funding, Former tourism vs future tourist, moves towards entertainment
- **Technological Advancements:** Future role of technology as a catalyst for change, Science vs anti-science and what is science? AI, AR, genetics
- **The role of the organisation** - should SANParks step into public service delivery? What does the organisation look like in future?
- **Future Workforce and Demographics:** Demographics 2040 – role of youth now and in 2040? Human Capital 2040 – changing expectations and the world of work and nature of work
- **Formal economy & informal economy:** Ownership models of parks and tourism products, Centralization vs decentralization in the organization, Informal sector is a potential disruptor
- **Safety and Conservation:** Safety of ecosystems, species, and people, Conservation 2040 – SANParks' role in biodiversity preservation
- **Decision-making & targets/ mandated authority on conservation (Global/local):** Sustainable sharing of resources, social, and economic impact of parks. Science vs anti-science and what is science?



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## **How can staff continue to be involved and contribute to Vision 2040 going forward?**

We have had four structured Vision 2040 virtual sessions with almost 400 individuals participating. The Project Team has also engaged with several Park Management structures as well as engaged a number of individuals who attended our in-person stakeholder sessions.

The Vision 2040 project team would really like to share the message about Vision 2040 much wider and SANParks officials are requested to approach your park manager or supervisor to set up engagements with the project team. Your input is crucial to ensure that we have a comprehensive list of inputs to consider in the development of Vision 2040.

## **What is the expected timeline for the completion and implementation of Vision 2040?**

The Visioning stage will come to an end in March 2024 when the board, who is leading the process, will make a decision regarding the Vision and concomitant strategy. We will then submit this Vision and Strategy to our shareholder, the Minister of Forestry, Fisheries and Environment. Phase 2 starts in April 2024 when we shift the focus inward and start discussing what SANParks should look like in order to deliver on the strategy.



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