Mandate. Africa Field Operations

The strategy TeamMx follows is to engage the world's peoples in assuming responsibility for their collective destiny, a strategy based in the conscious reality of the oneness of the human race.

TeamMx operations are guided by the Field Advisory Board who work in tandem with Regional Coordination (coordinators) to administer Field Unit activities within assigned geographic regions and localities within the African continent, close-in islands, designated territories, and others with a non-specific classification.

Provided below is a brief outline of Africa, its history and culture. It's expected that the TeamMx advisory, regional coordinators, and assigned field unit members will avail themselves of all opportunities to become thoroughly familiar with their respective areas to better perform their duties.

Above all, we work intimately with stakeholders and members of stakeholder communities, especially those who serve as elected and/or appointed representatives, and those recognized within their respective communities as respected local leaders.

AFRICA

"There are over 3,000 different ethnic groups speaking more than 2,100 different languages in all of Africa. The people there practice a variety of religions, including Christianity, Islam, Judaism, Hinduism, and traditional religions specific to their ethnic group."

Our Africa inquiry denotes the intellectual, artistic, musical, literary, culinary, political, culture, and social elements that makeup the continent and the history of its peoples; a view of their role in the world pre-colonial imperialism and the decadent roles played out by the Europeans in the Africa since the fifteenth century; with understanding of Africa in antiquity when through a series of migrations out of the continent that spanned several plural millennia, took with them strong elements of civilisation that would later morph into distinct cultural entities throughout the globe.

The early migration of people out of Africa and whose discoveries went with them, started approximately 7000 years ago.   For millennia this process provided an interplay of forces that helped shape early agrarian societies and economies, propagated the rise of distinct cultures throughout the world. It happened long before a sense, notion, or concept of a 'Europe'.

This point is extremely important. It challenges us to move beyond the euro-centric intent (post-fifteenth century) to undermine Black Africa's contributions to world,   i.e., civilization.   Failing to do so means that sustainability will remain illusive.

The transformation of human society must be grounded in scientific facts, i.e., if we are to understand the true nature of being human.   This will be amplified by continuing scientific discoveries and (hopefully) unbiased documentation.

Noteworthy.

The words 'people' and 'agrarian' are often mis-characterised in popular literature as being "primitive" especially when used in descriptive 'Africa' context.

It's worth noting that each region, locality, and community has its own individually unique challenges to face. These need to be resolved within

Leadership, law, and governance are unified as a trilateral operative to foster sustainable achievements through justice and sacrificial endeavours.

their respective social-economic situation and condition. One size does not fit all.

These regions have contributed their own distinct "flavors" that saw the infusion of a plethora of unique "ingredients" that now make for a diverse people and culture groupings not only in the northern regions but also throughout the entire Americas; thereby, engendering a varying degree of genetic admixture now expressed through myriad social, ethnic, and cultural heritage. These groups remain impacted, to a degree, by being still stuck in a social and economic quagmire due to centuries of warfare, slavery, colonialism, and associated imperial adventurism by former European colonial powers.

However, today these geographic areas are ripe with human resources from which to fuel the rise of sustainable communities based on inclusion, humanity's oneness, and principles of justice.

Time and persistent efforts will continue to lessen the challenges people face due to the lingering effects of divisive acts perpetuated by former colonial powers; but who now must confront the disastrous effects of a more recent insidious scourge: a deeply engrained crass materialism forcefully influencing human populations, and led by powerful and callous market forces endemic to and perfected in the 'northern geographic region'.

Fieldwork

TeamMx field unit members are involved in building a culture of concern to address local community needs and achieve social and economic viability. Their efforts are guided by the agency's core philosophy, work ethic, principles of justice, and its overall intent as a foremost consultancy in the arena of sustainable development.

It's advisable that team members reside in their assigned areas. In this way they are then better able to provide assistance to stakeholders and stakeholder communities in ways that support their efforts to plan strategically, collaborate to make quality decisions, and undertake decisive action to create and implement those policies and procedures deemed necessary to achieve local community sustainability.

Conditions

This process will uncover not previously expected *'deep unknowns'*, conditions of a negative nature. It will require willingness for objective analysis coupled with penetrating

insight into the human condition to bring forth *'new knowledge'* needed to create and place into effect lasting solutions. Therefore, the following guidelines are not all inclusive but are revised and updated periodically to reflect *'lessons learned'* and *'best practices'* gained while working under unique and challenging circumstances.

GUIDELINES - AFRICA

Field unit guidelines are intentionally of a general nature to allow for changes to be made as more is learned from stakeholder assessments of regional and local community needs in order to realise sustainable achieves.

TeamMx operates with support provided by the Field Advisory Board, and who also administers the Global Reach Initiative at the field level. TeamMx is composed of field units whose members work within assigned geographic regions and locations. Their assigned tasks are to coordinate agency strategy, and guide and manage its goals and objectives at the local community level. In no way should they be considered the ultimate in problem-solving, but only assisting to bring about positive change.

Team members collaborate with stakeholders, local stakeholder communities and others to provide onsite education and training for planning, policy, implementing procedures, and assessment. This is designed to provide the level of expertise needed for community leaders and members to address their sustainability needs, resolve issues, and plan and implement development policy.

Stakeholders

At the outset, field units strive to alleviate stakeholder concerns about their work and what they propose to facilitate sustainable development at the local level. Unit members believe it important to imbue strategic planning, decision-making, policy frameworks, initiatives and implementing procedures from a spiritual perspective. This taps into the very heart of human existence to provide knowledge and understanding of humanity's true nature and purpose.

Barriers

Because people come with various belief systems, cultural identities, ethnic persuasions and religious affiliations, we seek

to transform how people view themselves in relation to how they see others. This means finding ways to break down barriers, eliminate misperceptions, and promote collaborative efforts among people from diverse backgrounds.

This creates space for a diverse people to capture the free-flow of ideas and learn how to demonstrate wholesomeness when they express their views. People are then much more willing to contribute of their time, talents and abilities in unique ways that best suits individual modes of expression.

Spiritually is relevant to break down barriers and reveal capacity for people to make meaningful contributions to sustain society, a process that's know to advance human civilization.

Commonality

Recognition of qualities innate to humankind's spiritual core draws attention to those commonalities shared by all humanity. This both creates appreciation and manifest respect for human diversity, fosters the 'diverse-unheard' to voice their opinions in collaborative venues, and engage in strategic planning and participatory decision-making in a collective effort to deliver sustainable results for the entire community. In this way, external resources join together with community acumen and embrace as capable and equal partners.

Frameworks

To build new frameworks for societal advancement, we must rely on moral and spiritual principles such as equity, solidarity, empathy, justice, and compassion. These are character builders and bedrock needed to inspire paradigmatic change in thinking. When they are aligned with empathic consciousness, unique ways are found to bring people together, determine how they can best interrelate with one another, and provide new frameworks from which to strengthen human affairs and advance society.

Advantage

It is well understood that high-status areas located in urban settings have no more knowledge or expertise than local communities in remote areas in building cohesive and vibrant patterns of social life. Perhaps less 'polluted' environments in remote areas have an advantage.

Spirituality

Returning to the topic of spirituality. The success for any development project is dependent upon the degree of spiritual energy being generated at its core. Its strength provides humans with capability to supersede their frailty and unburden their minds. People are then better able to engage through collective efforts to collaborate, plan and pursue sustainable goals and objectives, and do what is required to realize long-sought objectives in order to bring about sustainable futures.

Performance

Performance is where 'rubber meets the road' (automotive slang). Human performance is the determining factor that will highlight success or the lack thereof will determine failure, and with little middle ground between them. Mistakes made are immediately assessed and corrective measures applied. The entire experience is considered as 'lessons learned', providing tools to enhance future undertakings.

Building Capacity

Field operators work with stakeholders and local stakeholder communities to provide innovative and inclusive approaches for development planning. They are well aware that success or failure of sustainable undertakings are borne on the backs of those who have the most to lose. Therefore, they strive to build human capacity in ways that allow meaningful contributions to be made inclusive to all actors and human populations.

Justice

To support community activation, field unit staff interact with local stakeholders and stakeholder communities to encourage inclusive criteria for strategic planning guided by principles of justice. The net effect is to garner assurance that through demonstrative ability, personal conduct, balanced decisions, and decisive action will inspire the creative potential necessary to advance local community development over extended time-horizons.

Relationships

Field units are required to be consistent in their working relationships with stakeholders and local stakeholder communities. This is done to determine the effectiveness of

their efforts to build and expand a viable knowledge base of community activities, inspire creative thinking, lessen fears of the unknown, and foster individual and group potential to build frameworks that manifest positive social change.

Targets

Social capital accumulates through citizenry participation in all aspects of the development process. Targets set for sustainable accomplishments are essential and assessed based on how current activities are perform in order to appropriate social capital. This improves the way in which stakeholders, local government, the business community, institutions, and others interact to achieve mutually agreed goals and objectives.

Program

Our sustainability program helps communities thrive based on values derived from diversity, its inclusiveness, the willingness to join together to undertake collective activities:

• Involves community actors in regional discussions and decision -making to establish priorities for development plans, policy implementation and procedures refine regional and local community integration.

• Achieve a participatory form of stakeholder engagement where potential leaders are identified as those with insight into the community's social and cultural dynamics. They understand local concerns, are able to identify problems and community needs, and are willing to navigate existing networks to appropriate social capital and provide additional opportunities.

• Field unit staff, local stakeholders and local stakeholder communities identify major issues and address community concerns, keep abreast of new developments, enhance interactive working relationships, and promote volunteerism as means to improve community well-being.

• Create and implement community and/or regional initiatives that enable communities and/or regions to identify and address problem areas. Take corrective action as needed to ensure the availability of opportunities for progressive activities.

• Strive to build community capacity in ways that does not adopt, advocate or set fixed concepts or preconceived notions about procedures and solutions to achieve sustainability. To

the contrary, be flexible. Your purpose is to engage with stakeholders and local stakeholder communities in view of newly revealed fundamentals which they, as the main drivers of sustainable development within their respective areas, are free to assess and use as opportunity permits.

Specifics

• TeamMx operations are guided by agency goals and objectives, policy and core principles, philosophy and modus operandi.

• We are not an advocacy group but a leading consultancy that seeks to achieve sustainability at all levels of society, especially at the local community level.

• We encourage acquiring a spiritual perspective to assist your efforts in creating sustainable undertakings that strive to integrate ethical performance criteria into systems of governance (or government). This should not be misunderstood as an attempt to promote religion or religious concepts, nor does it symbolise an effort to engage with or promote partisanships or encourage political divides.

To the contrary, we recognise spirituality as an innate quality of the human species that manifest understanding, encapsulates the totality of the human experience, and recognises each person individually but also as an integral part of humankind as a whole.

So, ethics in governance (or government) acts as a bridge that provides quality managerial performance to pursue sustainable outcomes and secure the publics' welfare.

• We rest comfortability in the scientific reality of humankind as an entity of one, and as a practicing is becomes the primary driver to advance human society.

• The full value of sustainability and benefits to be derived will only be realised when there is full recognition and complete acceptance of gender equality as a practicing social norm.

• Engage the experience and expertise of local actors and give due consideration to strengthening, when and where possible, their collaborative undertakings as means to lay the ground work upon which to build sustainable communities.

• Bring together stakeholders and local stakeholder communities with attention given to those at the grassroots level. History and experience has shown that creating space for them to interact with their local institutions at various levels help build a climate of trust and collaboration.

Social Capital

TeamMx supports local community efforts to accumulate social capital to support the level of sustainability to be achieved. This is accomplished through collective action, ethics in governance (or government), and by partnering with affiliated networks and agencies to make the process more efficient.

Roles

Engage with stakeholders and local stakeholder communities to play an essential role in helping them to achieve sustainability.: Assist them in creating an environment where citizens are able to empower themselves and others to collaborate and decide on the rules needed to guide their participation in planning and decision-making processes.

• Identify key individuals who can bring together the various resources needed and involve them in the process.

• Partner with local government, the business community, social and education institutions, and private citizens to share responsibility for achieving agreed upon sustainability goals and objectives.

• Special attention must be given to local talent with abilities in all aspects of artistic endeavours; i.e. music, painting, sculpture, pottery, drawing, painting, weaving, etc. as ways to inspire individual and collective endeavours to achieve sustainable development.

SUSTAINABILITY

Since the launch of Agenda LA 21 at the Earth Summit in Rio de Janeiro, Brazil, 3-14 June 1992, governments in many countries have sought to upgrade their sustainability efforts at the local level. Since then, now some twenty-eight years later, stakeholders and stakeholder communities have made progress after having implemented agenda-setting goals.

Approach. Taking a multi-dimensional approach to achieve sustainability at the local community level may cause a degree

of concern and confusion among some community members who will resist the effort. To ease concerns, seek to instil pride for an inclusive approach to development strategy based in collective involvement.

Concept. The approach outlined above harks back to the concept of spirituality where the goal remains unchanged: foster individual, community and inter-community relationships inline with human commonalities and spiritual receptiveness.

Features. The 'approach' and 'concept' are necessary and will remain as prime features in sustainable development. They resist the possibility of becoming entangled in divisive activities, ethnic strife, social discord, aligning with political partisanships, or spark religious controversy; but seek to deepen cross-cultural communication, promote unity in diversity, and build consensus for quality decisions.

Consumerism. The quality of human experience is essentially spiritual in nature. Its roots are intertwined with the inner reality of human existence. It is the source that facilitates the need to construct a more just and sustainable social order based on moderation, collective endeavour, justice, love, reason, sacrifice, and service to the common good. This desire is shared in common by all humanity, but now faces a severe challenge; one that poses an immediate danger to sustainability, identified as the 'culture of unbridled consumerism' that thrives based on an excessive desire for material consumption.

Consumption. It has a tendency to reduce human beings to competitive, insatiable consumers of goods not necessary for survival, but mainly consist of items manipulated by powerful market forces to increase human desire for consumption.

Conflict. Therein exist an intractable conflict, the difference between what people really want (i.e. to consume more) and what people actually need (i.e. equitable access to quality resources); problem: the former gains traction and the latter recedes.

Contradiction. We must resolve a paralysing conflict (contradiction) that, on the one hand, realises the basic human desire for peace and prosperity, while on the other being dominated by economic and psychological theory that depict human beings as slaves to self-interest.

Bedrock. TeamMx appropriates bedrock (listed above) to guide its efforts to counter negative character flaws such as ego, greed, apathy and injustice; now aligned with patterns of commercialism to increase insatiable desire for product consumption.

Impact. The economic impact on local stakeholder communities can be severely damaging due in part to the high and increasing cost of consumer goods. But due to a high desire for product consumption, community members may sacrifice their hard earned resources to acquire what they can least afford, a process that imperils sustainability.

Challenge. It this regard, it must be understood that often rewards given by market forces are used to garner the support of partisan and political divides, yet another force in play that further endangers community efforts to achieve sustainability. There are no easy solutions to such challenging conditions that now, in many situations, malign sustainable development goals.

CONSIDERATION

TeamMx is not expected nor is it equipped to resolve all major challenges (crisis) faced by human populations. It operates as an extended arm of the consultancy through its field operations to provide different perspectives on ways to resolve many ages-old problems more effectively with efficient and lasting results.

Working to achieve sustainability is an ongoing process that will take much time, creativity, and unbridled effort. It will also require collective engagement, proactive response, long-term planning, collaborative undertakings, quality decisions, the creation of viable social and economic frameworks, and policies that when implemented become foundations for sustainable pathways that lead to systematic and progressive achievements. Such efforts by increasingly larger segments of human society will hasten humanity's quest for maturity, and where its long-sought goal to secure a prosperous future comes to fruition.

Market Vender