**AMMZ**

Association of Mine Managers of Zimbabwe



STRATEGIC PLAN 2026–2027

# The world-class platform for mining professionals

Our first written strategy, set at the AMMZ Council Strategic Workshop in Harare, 24–25 April 2026.

| 5 | 6 | 8 | 170 |
|---|---|---|---|
| strategic pillars | core values | flagship programmes | members by end-2027 |

STRATEGIC FRAMEWORK

# Why we exist

**PURPOSE**

To advance the science and practice of mining and allied disciplines in Zimbabwe.

**VISION**

To be the world-class platform for mining professionals.

**MISSION**

To connect Zimbabwe's mine management professionals locally, regionally and internationally, and make them renowned for safe, sustainable and profitable mining.

CORE VALUES

# Six values guide everything we do

01

## Integrity

Acting with honesty and doing the right thing, even when difficult.

02

## Teamwork and collaboration

Working together to achieve shared goals.

03

## Accountability

Taking full responsibility for actions, decisions and outcomes.

04

## Respect

Treating colleagues and stakeholders with dignity, fairness and empathy.

05

## Diversity and inclusion

Welcoming and valuing members of every background, gender and generation.

06

## Innovation

Encouraging creativity, forward thinking and new ways of solving problems.

HOW THE WORK IS ORGANISED

# Five strategic pillars

1

## Collaboration, Membership, PR and AGM

AGM and awards · Member survey · Stakeholder links

2

## Fund Raising, Finance and Administration

Subscriptions · Sponsorship · AMMZ Desk

3

## Special Projects

Mentorship · Strategic review

4

## Technology, Innovation and Academia

Symposiums · Webinars and CPD · Tertiary partners

5

## SHE and Technical Visits

Mine visits · ASM training · Safety and ESG

Each pillar has its own objective, programmes and KPIs →

MEMBERSHIP

# Growing a stronger, more active association




## 50% → 90%

Member participation by end-2026

## Online

Application and registration at ammz.co.zw, plus new student and junior associate tiers

WHAT MEMBERS GET

# Eight flagship programmes

## Annual General Meeting

Council elections, keynote technical and policy talks, awards

**Annual**

## Technical mine visits

On-site safety, environmental and operational benchmarking

**Quarterly**

## Regional technical symposiums

Peer-reviewed papers on safety, ESG and productivity

**Twice a year**

## Webinars and CPD sessions

Regulatory and ESG updates, case studies, CPD credits

**Quarterly**

## ASM training programme

Safety, environment, mine planning and formalisation support

**Annual**

## Member satisfaction survey

Your feedback, turned into a Council-approved action plan

**Before the AGM**

## Mentorship programme

Mentor–mentee matching, leadership and ethics sessions

**From H2 2026**

## Strategic review

KPI scorecard, risk review and strategy updates

**Annual**

AMMZ Strategic Plan 2026–2027 →

ACCOUNTABILITY

# How we will measure success

**≥75%**

**AGM attendance**

of paid-up members

**≥75%**

**Members satisfied**

with at least 60% responding to the survey

**≥4**

**Webinars a year**

100+ average attendance, CPD credits for 90%

**≥4**

**Technical mine visits**

a year, 20+ participants, reports in 30 days

**≥20**

**Mentor–mentee pairs**

per cycle, with 85% completing

**≥50**

**Miners per ASM session**

at least one session per region a year

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Council is reviewed every year in the Strategic Review, with a goal of meeting at least **70% of annual targets**.

THE PLAN SUCCEEDS ONLY WITH ACTIVE MEMBERS

# Be part of it

**1 Join or renew**
Keep your subscription up to date.

**2 Attend and earn CPD**
AGM, mine visits, symposiums and webinars.

**3 Share your expertise**
Present a paper or host a mine visit.

**4 Mentor**
Guide an emerging mining professional.

**5 Tell us what you think**
Complete the annual member survey.

**6 Partner or sponsor**
Support AMMZ events and programmes.

## Join or renew at ammz.co.zw

Enquiries: the AMMZ Desk at the Chamber of Mines of Zimbabwe · info@ammz.co.zw · +263 (242) 334517/507