GO FROM GOOD TO GREAT, TO REMARKABLE!

The management consultancy, tasked with facilitating the business simulation, believes after this training, the Inyatsi team can go from good to great, to remarkable.

Mohale Emmanuel Management Consultancy Services Chief Executive Officer Shandu G Mamaila says the three main aims of the workshop were to create awareness about running a business at all levels, develop teamwork, and create a common vision of uniting for success.

"We do not take only about great we talk about remarkable. What got us where we are may no longer be good enough, and we need to ensure that we go to the next step. If we think we are great, then how do we make sure we are remarkable? We must not be comfortable because we will get complacent. If we get complacent we will go down," Mamaila emphasized.

He encouraged all the participants to think unconventional and think outside the box.
"Progress is gauging on the relationship with your peers," he says. Part of the business simulation was that the participants were divided into groups and they formed imaginary companies. Then they were given tasks on how to run the companies over the next two days. The application of that was meant go into our jobs.

The companies formed were all meant to build boxes and supply a market. The exercises included understanding profit and costs, equipment as well as monthly sales. The CEO said the most important thing was that the lessons let should be applied in everyday situations after the training.

The team from the consultancy also provided the groups with learning materials and equipment to run their 'companies' including spreadsheets to report monthly performances. These exercises made the conference practical and engaging.

Shandu G Mamaila

BOXED UP SUCCESS ON DAY 1

The first day of training provided a lot of highs for the participants through the business simulations. Equipped with card boxes and equipment to create boxes for sale, each group formed themselves into a company then the participants delegated themselves into staff roles as part of production—practical work! Interestingly was that the exercise was on making boxes and Inyatsi is a company that builds things making it very relatable for the participants who got out rulers and got down to work.

They were given indicators to set as measures of success for each month, starting with a practice month. This was to expose them to a structured and systematic process that analyses a critical business or management issues. It also helped them to develop and assess opportunities to address any challenges. The desired outcome, according to the facilitators, is an agreed way forward with a high probability of implementation.

The activities were fun and engaging allowing for teamwork and a lot of interaction between the participants on how to produce the boxes. With each month of 'business' then they would report back on their production chart pasted on the walls which allowed all team members to view their progress of sales, costs and profit.

A truly practical way to understand business from all levels!

BOX ALL

We were good with the production process and looked at how we can do it better. We looked at how we can put resources to best use at all. Our planning processes also worked very well.

What we did not do well is that we were slow on technology but once we used it and understood it, we saw we have a system that works well. If you were to plan forward what would we do different? We would not focus on just the one product line of boxes but also have three product lines. Overall well done to all our team members.

MAVERICK TRADING

We were able to adapt to strategy and if someone didn't do well we changed. But we did well as a team. We monitored our costs and we were innovative and were able to eliminate useless things like scissors to increase production. We however spent too much time planning instead of production but we then improved.

We didn't understand customer requirements initially which is something we can fix. For the future we would eliminate raw material, find better and innovative ways to do better. Also it is important to simplify, eliminate downtime and review cost of production.

UBUNTU

We wanted to produce high-end quality and separate ourselves from the competition, we started with quality as number 1. We found that we could not glue though. In January we sent our guys to the market to research but we doubled production in that time. They came back with market research to tell us what unique boxes are wanted with lifetime guarantees. We then decided to also offer self-assembly boxes for the market. We also produced limited-edition boxes with high prices. We cut down on some of the equipment after the first month. Overall we did very well.

A1 ENTERPRISE

We were spectacular on production, we were flexible in our positions, we multitasked well which was fantastic. We would improve on technology as we discovered that we can do better and not be old fashioned in thinking. Think out of the box. We saw we could do industrial espionage and copy good process from other manufacturers and also import more glue. We also can do market research and ensure that we can see what the market wants and are willing to buy.

FRIGJ

We communicated very well, got to understand the business process and we appreciated integrity. However, we got caught up on specifications and had to eliminate few employees. We could do better in terms of that. We will now look into Research and Development for the future to be an even better company. We will carry forward and also have come up with some new products and concepts.

ZERO - 6

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PHAMBILI GROUP

For us optimization of processes and labour were our biggest costs. We cut down costs by putting most paid on unpaid leave and our marketing was one of the best. We could have been less conservative because demand was high. We could have used market indicators that were on the booklet throughout the session. We learnt training on technology and we will not waste time in future. Market research is key to see what the market looks like and maximize that.
We want to also look at how to use our waste.

MATRIX

Things that we did well is we communicated and delegated well as a team, planned well and managed cash flow very well for the company there. We managed well for looking to the future. We initially did not understand the market well and could not get many sales. We had a low skill set so we had to spend money on training.

Other things are not enough so we need research and development. We looked to the future but we had a constant percentage to manage profit. We learnt that we should have read the specs to understand the market in the beginning.

EL CHAPO

We had poor planning and we identified South America instead of Europe, we had poor skills and our resources were not too good as rulers were not used so much. Positives are that we took collective decisions and this was great. We identified strengths and were able to produce better in subsequent months.

Lessons include enhanced teamwork, better decision making. We spent time looking at production instead of the whole spectrum of the business. So for future we can improve on our quality and production method and we want to purchase a construction company for their resources.

PHAMBILI CONSTRUCTION

We managed costs consistently and improved sales and our strategy were to maintain our quality and produce well. We had good relations to ensure we meet our target. We need to improve production output and reduce waste to get more sales. Also for future we learnt we need to make good decisions and maintain good quality values to grow sustainably.

At the end of day two the teams each had a chance to share their experiences. Their presentations included sharing what they did well as in their 'companies' what they did not do well at, what lessons were learnt and moving forward what they could do differently. Here are the various submissions from the companies after the business simulations.

STIMULATING OUR FUTURE

The facilitators of the Back to Basics business simulation, Mohale Emmanuel Management Consultancy Services, believe that Inyatsi Construction Group Holdings is ready to stimulate its future after this training.

The consultancy's CEO Shandu G Mamaila, says the company's participants showed good energy throughout the training and now all that is left is to constructively direct that energy such that it builds. "The passion for the business is evident. Inyatsi has teams that have good energy, actually very good energy. It needs to be harnessed to build. From all that has been learnt here we trust that they will take it to use daily into growing the business," he says.

He notes that it is important to combine everything, in terms of resources and skills so that it gels. "We believe that the energies will all be focused on building because now there will e no different understanding of where Inyatsi is going into the future. The input we received from the teams on the expectations for the future means that when they go back to the office they all know what they are working on together," he says.

He says objectives we met and fun was had in the process.
"The big thing with everything is 'so what?' well the teams have to take the learnings and go and apply. We have focus and understanding where we are going and we need to answer that through the application," he says.

He summed it all up in three words saying, "Go do it!"