



COMPANY HIGHLIGHT

HIGHLIGHTS

KVTC Management Retreat

by Irene Mathew & Arlene Gomes

The Retreat

KVTC organized a retreat for its Sr. Management Team from 22nd to 24th of February. The retreat was facilitated by Empower Limited. For the KVTC Management this was the first time to step outside of the Kilombero Valley as a team and dedicate our brains to thinking strategically about our business. It was a very different experience than the regular training or workshops we normally conduct.

KVTC believes that investing in human capital is a must for the company to continue to lead in its field of business. The facilitator, Miranda Naiman, brought a wealth of experience in team building and strategic planning workshops and as a result we were able to apply new ideas and business concepts to our traditional forestry business. Although the retreat was intense it never became boring.

Stepping Out

The benefit of stepping out of our comfort zone and secluding ourselves at a [remote location Beach resort](#) was that we could interact with team members outside of the daily management routine. We learned a lot about each other personalities and backgrounds and as a result could explore

more effective ways to accomplish things as a team.

We had fun, we learnt about the importance of team work and created better alignment with the company's objectives and the drivers of our business. We have a better understanding of each other's strengths and weaknesses and how we can complement each other in our daily work

Going Forward

At the end of 3rd day we came to the point where we had to head back to our various work stations, offices, factory and plantations to turn our ideas into action. The management team has some very clear goals formulated for the rest of the year. One clear goal is to inspire the rest of the KVTC Team what we like KVTC to look like by the end of 2019 and the years after.

All the participants of the retreat will be measured against the agreed targets and their achievements.

Empower

The retreat was facilitated by [Empower Ltd.](#) Empower is a Tanzanian Human Capital Consultancy Firm specialising in recruitment and customised training programmes



P4F, MCDI & KVTC Project

In March KVTC kicked off a new project in partnership with Partnership for Forests (P4F) and Mpingo Conservation Development Initiative (MCDI).

P4F and MCDI will support KVTC in improving its management of the natural woodland and finding new ways of creating income generating activities for the surrounding communities. At the same time KVTC will support MCDI in the development of their commercial activities for the villages under its support.

[P4F](#) is a programme funded by the UK Department for International Development and the Department for Business, Energy and Industrial Strategy (BEIS) operating in Africa, Asia and Latin America. P4F aims to reduce deforestation by catalysing investment in sustainable forests and land use. To attract investment P4F incubates partnerships that offer attractive shared benefits for private sector, public sector and community partners

[MCDI](#) promotes forest conservation in south-eastern Tanzania by finding and creating opportunities where local communities can benefit from sustainably managing their forests

From Hans' desk

by Hans Lemm

Rains continue to be slow and whilst we are completing our planting season we would have liked to see more aggressive growth from our new plantings but let's hope the remaining two months of the season will bring some positive surprises.

On a more positive note the senior management team of KVTC had the opportunity to spend three days away from its daily routines and to think strategically about the direction of the business but also to come closer together as a team. Irene and Arlene share their experiences in the feature article

In March myself and the KVTC's new CEO had an opportunity to visit India and meet with

key clients. Irvine shares his perspectives on the visit in this newsletter.

As all good things come to an end so does my tenure at KVTC. It has been a privilege to lead the company for the past years and I am proud of its achievements.

I would like to thank our staff, customers, investors and all other stakeholders for the support you have given me and the company over the past 11 years and I am confident that you will continue supporting KVTC and push the company to greater heights.

I would also like to take this opportunity to wish my successor all the best in his new and challenging role and express my confidence that new leadership and fresh ideas are a good thing for KVTC and the company will benefit from this change.



Trip to India: KVTC's main market

by Irvine Kanyemba

India

India has a population of 1.4 billion people, making it the largest democracy in the world. It's a country with a proud history and rich culture. Africa on the other hand, has the largest population of Indians outside India.

Indians are known the world over for their strong work ethic and trading skills. This is equally evident in the teak timber trade and processing sectors in India. The sectors are dominated by relatively small family owned enterprises. Although they don't use a lot of modern equipment, they are generally efficiently run and are profitable.

Wood is Teak

India imports about 75% of the teak produced in the world. It imports about 100,000m³ of teak timber (logs & sawn timber) per month. This is mainly used in the manufacture of doors, door frames, window frames, mouldings and furniture. In India Teak is the wood of choice and it is highly prized by the market.

An emerging feature of this market is the importation into India of semi-processed teak from, often, Indian operated sawmills based in Africa, South & Central America. KVTC was

a leader in this trend by committing some of its log supply to third party sawmills and inviting several of its end-customers to set up custom cutting sawmills close to KVTC's log deck.

Market Trends

Currently, demand for teak in India in general is subdued, particularly small sizes and side boards face stiff competition from supplier countries such as Ecuador and Ghana. The demand for large sizes however remains firm.

KVTC is responding to this operating in different market segments and geographies in India. Flexibility has always been one of KVTC's strengths and whilst the competitive nature of the market is challenging KVTC is well positioned to deal with this.

Market consensus is that demand will pick up after the general elections to be held in India from April to May this year.



March '19: KVTC Team visiting customers in New Delhi; KVTC Teak in the background

FOREST WORKING GROUP

KVTC is a proud member of the Forest Working Group (FWG) which operates under the Tanzania National Business Council.

During January the first meeting was held, and we are excited to be able to assist in shaping the future of forestry in Tanzania.

LISTEN TO US

RADIO MITIKI

On Radio Pambazuko at 89.5FM

Every Friday at 07.30pm and every Saturday at 07.30am

CONTACT US

CONTACT US OR LOOK US UP:

kvtc@kvtc-tz.com / <http://kvtc-tz.com/>

PO Box 655, Ifakara, TZ

PO Box 12452, Dar es Salaam, TZ