

PRODUCTIVITY, COST & INNOVATION KEY FOR PLANTATION TO STAY AHEAD



SPEAKER : P. RAJOO

DATE : 23 – 24 MARCH 2020

VENUE : ISP HEADQUARTERS, Suite 3A01, Level 3A, PJ Tower, Amcorp Trade Centre, No. 18
Persiaran Barat, 46050 Petaling Jaya, Selangor

OBJECTIVE

1. Able to sense the changing conditions in the real world of business and look for opportunities. Your mindset to think different. Rethink and reexamine. Learning skills to observe and ask the right questions.
 - Look for changes and trends in the plantation practices
 - Changing customer preferences or demands in quality
 - Process and system mechanization to streamline work activities
2. Able to frame and reframe the mindset: Cost & Productivity is the rule number in plantation practices. A new way of thinking to improve cost and outcome.
3. Able to identify and implement incremental initiatives to reduce the waste in plantation
 - Transportation... unnecessary movement from field to mills
 - Waiting at stations
 - Inventory
 - Overproduction
 - Fruit defects
 - Processing.
4. Develop skills – step by step approach to improve manual activity to mechanization thinking.

METHODOLOGY

Interactive learning using gamification and inquiry base learning. The gamification of learning is an educational approach to motivate students to learn by using game design and game elements in learning environments. The goal is to maximize enjoyment and engagement through capturing the interest of learners and inspiring them to continue learning.
The Current State:-Identifying Key Issues in the plantation industry
Explore the Future State:- Where we could be..... Strategic Focus Areas
Outcomes: Meeting the expectation of the Stakeholders
Plantation Process drivers
People and System
Propose initiatives to close skill gaps

LEARNING OUTCOMES

- Better productivity and innovation are key components in keeping the labour-intensive plantation industry competitive and stay relevant. We need sustainable practices to maintain leadership positions. Mechanization has become a buzz word in oil palm industry over the last 2 decades. The challenges are for the leaders to focus on two parameters of the business drivers.
- A. Efficiency in the process not only output but outcome:
 - From planting material to fruit delivery to eliminate waste
 - ✓ Visualization of the industry in the supply chain
 - i. Plantation
 - ii. Oil mill
 - iii. Oil refineries
 - ✓ Challenging your current practices in the process
 - i. Why are doing what we are doing?
 - ii. Challenging assumptions with hard facts. Separating facts versus opinion
 - ✓ Innovation in the plantation process
 - B. Innovation from end to end – Step by step improvement to increase yield
 - ✓ Planting process
 - ✓ Field maintenance
 - ✓ Harvesting process
 - ✓ Delivery process

TARGET AUDIENCE

- General Managers, Visiting Agents Managers, Assistant Managers, Executives

REGISTRATION FEES

- ISP MEMBER RM550** (Inclusive of 6% SST)
NON-MEMBER RM650 (Inclusive of 6% SST)

What Will You Cover?

DAY 1

MORNING SESSION
(9.00 AM – 12.30 PM)

The Plantation Scenario. A new way of thinking in the plantation practices

- ✓ Down Cost
- ✓ Up Yield from end to end processes without area expansion
- ✓ Certification. The rebranding in the real world of business
- ✓ Leadership position in the region
- ✓ Best work practices. Efficiency & innovation work activities
- ✓ Research new breeds

Workshop practice 0: Operation challenges in estate leadership.

How the leaders must think to look for opportunities in an environment of uncertainty?

- ✓ Assessing the current practices
- ✓ Questioning. Why are doing what we are doing?
- ✓ Determining what is most important?

The Fundamental in Plantation Business: What is Plantation Business is all about? Cost & Productivity

Operation Efficiency from plantation material to ripe fruits delivery to the mills. The greatest enemy of profitability is waste

- i. Real value added
- ii. Business value added
- iii. Non value added

Process Innovation. A Step by Step Approach from manual to mechanization

Planting material

Weed management

Application of fertilizers

Harvesting methods

Transportation

The Plantation Manager as a business leader thinking of the industry. The Sense intent mindset

The Current State of the business. What is

- i. Manual activities
- ii. Labour content operations
- iii. Yield
- iv. Sustainable to the market
- v. Competitive

The Future State of the business. What if

- i. Environmental
- ii. Technology
- iii. Cost of doing business

Looking for innovation opportunities in the changing conditions

AFTERNOON SESSION
(2.00 PM – 5.00 PM)

The business model thinking. Manager Mindset Practice

The Target User

- i. Oil Mill
- ii. Oil Refinery

The Value Proposition

Outcome meet the need the user in the following dimensions

The Cost of Production

The Quality

The lead time to delivery

The relationship – user experience

KPIs must reflect the plantation business to trigger actions for improvement

What are your organizational objectives?

How do you measure success or best practices?

Are we measure the right things?

Workshop Practice 1

COST MANAGEMENT AND PRODUCTIVITY INITIATIVES

- ✓ Mechanisation and automation programmed to reduce reliance on manual labour.
- ✓ Research and development ("R&D") in the planting material
- ✓ Applying best management practices, to maximize yields and outputs in a sustainable manner:
- ✓ Accelerate replanting efforts
- ✓ Lower production cost, via further mechanisation, which will in turn lower labour and overhead costs, and increase palm productivity.
- ✓ Certification. Regulatory practices to gain recognition.

Tool 1: Map the business model of plantation

- ✓ The Target User

What are the needs?

What are the unmet needs?

What are the opportunities for value creation ... sustainable plantation practices?

Map the Core Process to deliver output and outcome - the value proposition.

DAY 2

MORNING SESSION
(9.00 AM – 1.00 PM)

Review day 1

1. Workshop Practice 2

Tool2: Map the User Journey Map. The plantation practices every touch point in the plantation process

- ✓ The touch points from replanting to fruit delivery
- ✓ The User Experience

1. Workshop practice 3: Six step improvement model

The improvement of process efficiency: - Elimination of waste – what are the unprofitable activity in the estate operations.

Identify and select process

Identify the 7 waste

Map the Strategic Issues in delivering outcome

Measure the cost of doing business

Cost Efficiency

Throughput

Bottlenecks

Quality

Cycle time

Governance/ controls

AFTERNOON SESSION
(2.00 PM – 5.00 PM)

KPI Implementation challenges

Close performance gaps- propose initiatives

Workshop practice 4: Using the KPIs to improve the outcomes

Collect data and monitor performance

KPI Reporting and Sharing Information

Performance analysis and draw conclusion

Improvement - IIAA Framework

TRAINER

P.Rajoo is an experienced management consultant in Strategic Management. From early in his career, he has been involved in Corporate Performance Management, involving setting strategic direction and process measurement and aligning to reward management.

Prior to his consulting career, P.Rajoo gained 20 years in multinational semiconductor environment , providing strategy, process, logistic supply chain and capability performance improvement services to the organization. He was a retainer consultant in local financial institution focusing on Quality Management and design, implement and use of performance measurement systems.

He has gained wide experience and as a practitioner in the implementation of KPI measurement tools and framework. He has facilitated in design and build roll out for EPF, MRCP. Harris Semiconductor, Petro Vietnam, Affin Bank the Government of Brunei and agencies in Sarawak

Certified BSC TRAINER



REGISTRATION FORM

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TERMS AND CONDITIONS

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For **REGISTRATION**:
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Ms. Siti NurNabilah Mohd Said
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For **ENQUIRIES**:
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