

# Introduction of the Training & Development Center (TDC) for Lao Wood Processing Sector

The importance of Middle Management/Supervisors in Production Companies

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## Phase Approach

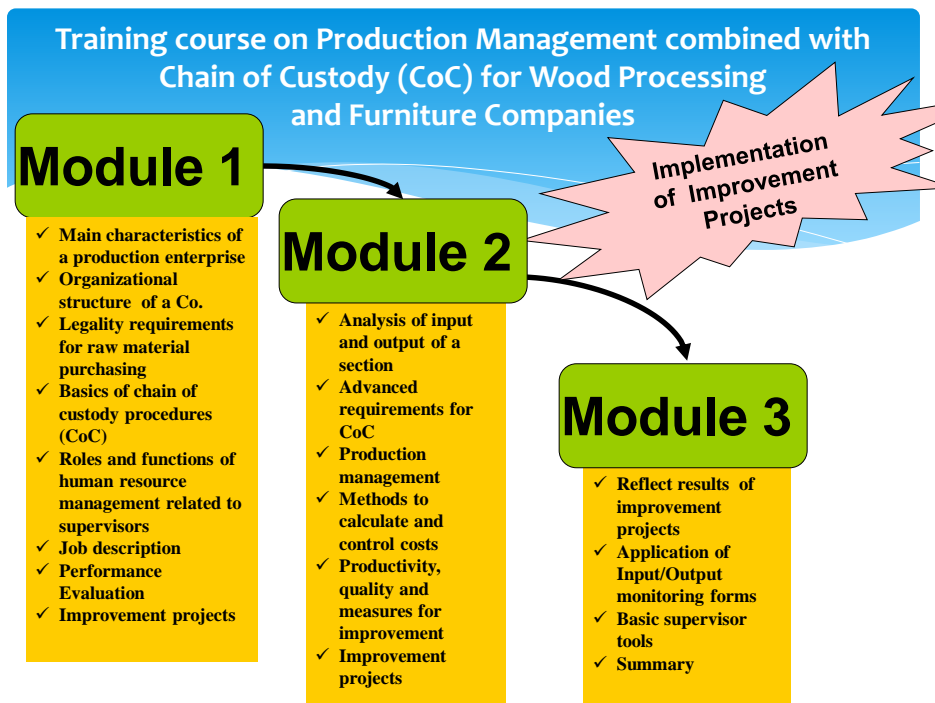
	Objective	Partner	Funding Type	2017	2018	2019	2020
Phase 1	Set up	GIZ ProFLEGT	Local Subsidy	█			
Phase 2	Operating TDC	GIZ ProFLEGT	Public Private Partnership	█	█	█	
Phase 3	Small & Micro Enterprises	EFI	Grant; Coordinator		█	█	
Phase 4	Upscaling	WWF;FAO; ACIAR	Grant; Trainer		█	█	█

## Development of the first training programme (Phase 1)

- \* Identify 5 – 6 wood processing companies and assess their knowledge and capacity in Chain of Custody (CoC)
- \* Design and prepare training materials to reflect the need of wood processing companies including small companies
- \* Conduct first practical training on introduction of COC and production management
- \* Evaluation and reporting on the trainings provided to the FLEGT Technical Working Group (TWG).
- \* Develop further training modules based on the training need assessment of the private companies
- \* Upscale the activities to more companies (Phase 2 and following)

## Three Training Modules: Combine CoC and Production Management

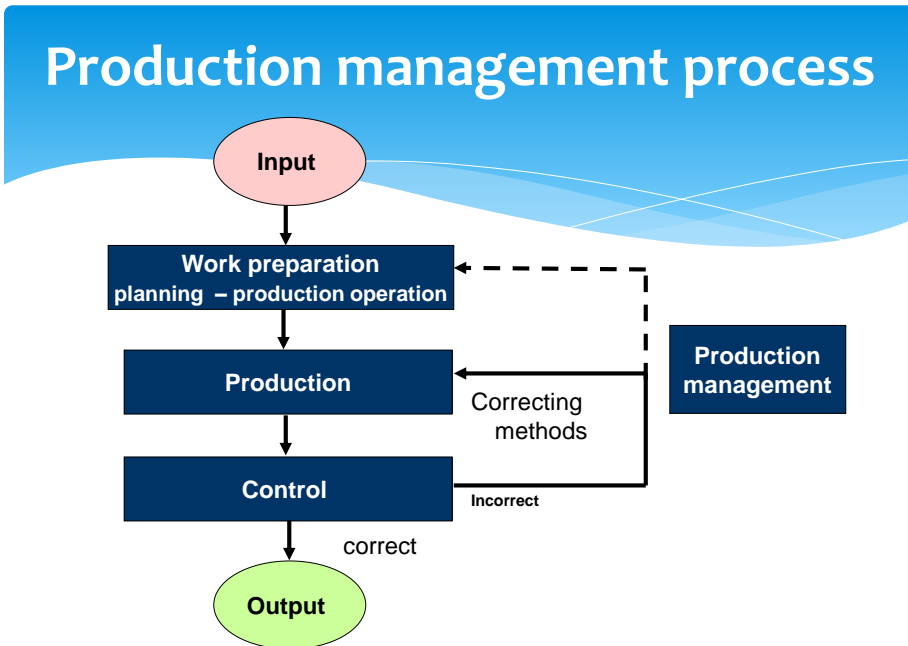
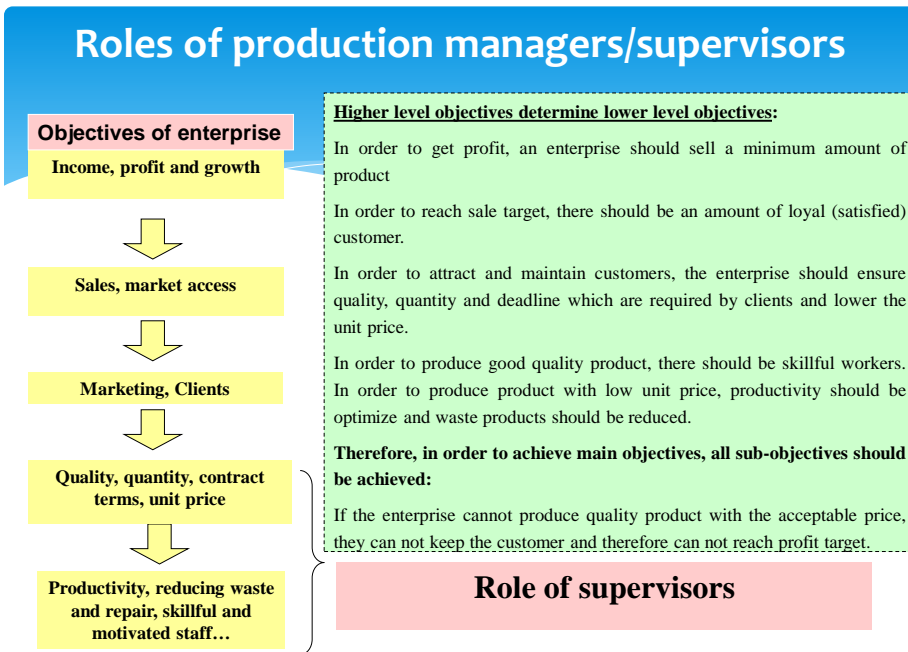
- \* **Module 1:** Overview of company and basics of Chain of Custody (CoC) with focus on the new MOIC decision on Input/Output monitoring
  - \* Introduction of improvement projects
  - \* Homework between Module 1 & Module 2: how to formulate an improvement project in the own work area
- \* **Module 2:** Production Management & Advanced CoC
- \* Homework between Module 2 and 3: Implement the formulated improvement project with measurable results
- \* **Module 3:** Presentation of the results from Improvement Projects; Summary of Modules 1 & 2



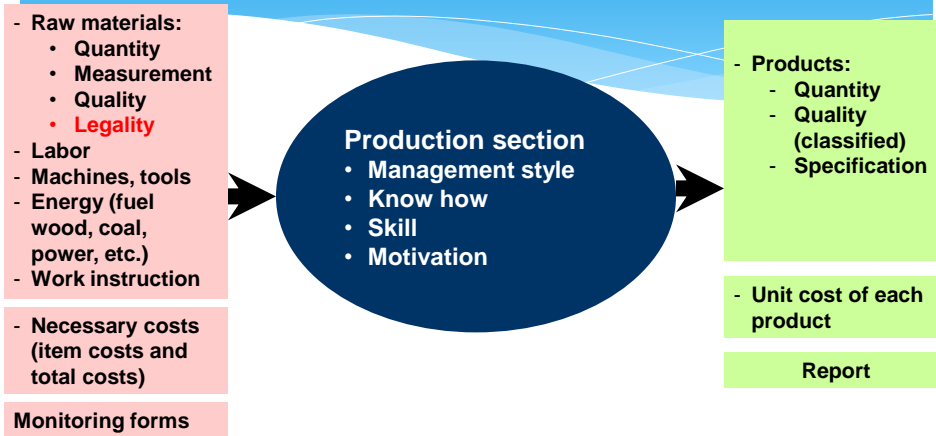
## Why we choose supervisors/middle management as main target group of this training programme?

### Objectives of different management levels

- \* Each management level should have their own objectives. However, all these objectives should be inter-related. If one objective from one level is not reached (even in lowest position) then it will badly affected higher objectives and in the long term affect the existence of the enterprise.
- \* Therefore line manger should be responsible for reaching objectives and be part of the management board.
- \* The next slide shows us valuable objectives for every production enterprises, however, each enterprise should have their own adaptable objectives.



## Input and output of each section (con.)



## Production planning

### SHORT-TERM PLANNING:

- To list materials
- To plan activities
- To plan short processes
- To distribute work position
- To build support devices
- Documents

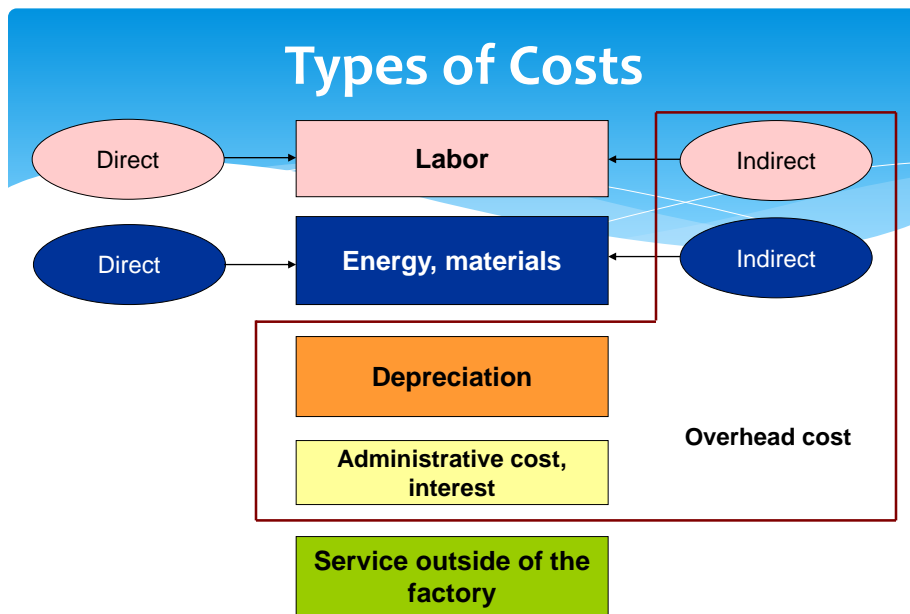
### MID-TERM PLANNING:

- To cost initial expenditures
- To plan on materials
- To plan on duration and work

**HOW DO YOU DO THIS?**

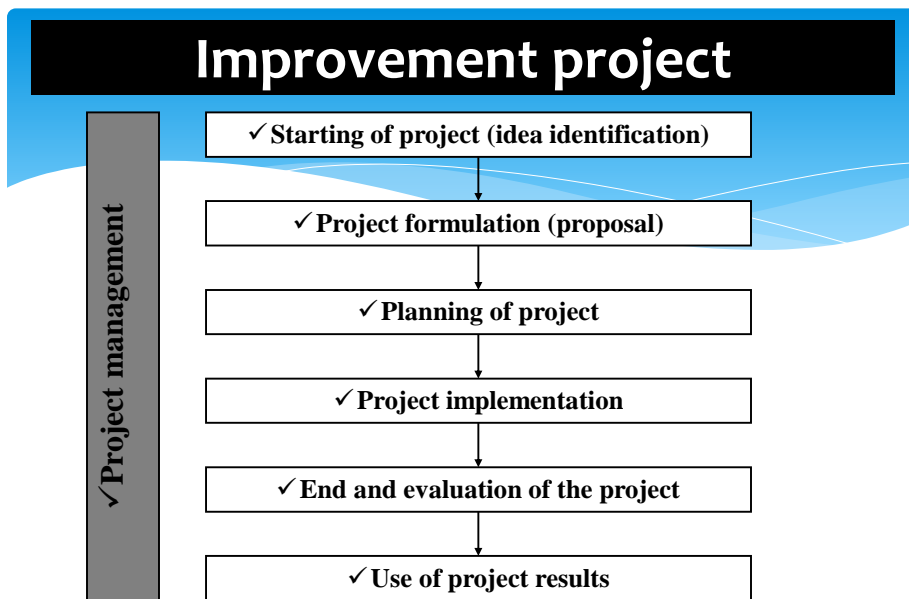
### LONG-TERM PLANNING:

- To plan and develop measure and production processes
- To plan on production facilities (purchasing new machines, build new factory)



## Basic Management Tools

- Authority
- Work planning (advices on daily work planning)
- Effective communication
- Effective group working
- Effective meetings
- Rules in giving orders/assign tasks
- Steps to have proper decisions



## Examples Improvement Project

- \* How to increase the quality of a production step
- \* Example: The defects through timber drying are reduced from 12 % to 4% only trough an improved control system for the chamber climate
- \* How to improve the production capacity in an identified bottle neck;
- \* Example: The drycircle is reduced from 12 days to 10 days trough a combination with forced pre air drying
- \* Further examples from companies in Vietnam in work space optimization

# Before



# Improved working space



Material shelf by Tan Thanh Group



Tools shelf by Tan Thanh Group



## Improved working space



Tools and devices shelf by  
Danh Moc company



Sawblades shelf by  
Danh Moc company

## Improved working space



Tools and devices shelf by  
Tan Thanh Group



Safety guide in Vietnamese  
by Tan Thanh Group

**THANK YOU!**

