SPECIAL IMPROVEMENT PROJECT – Purpose and Implications

Presentation by Tejan Ibrahim CEO BRATIM
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CONTENTS

▷ Theme & SIP

▷ Opening Thought

▷ The deliverables: *purpose & benefits*

▷ General Implications

Theme & SIP

2022 Theme

Repositioning NELMCO for greater **efficiency** in achieving it's mandate

The Link

▷ Efficiency is doing the right thing

▷ SIP is having the right things in place

What is NELMCO's Mandate

STRANDED DEBTS

PENSION

ATTAINING GOALS

NON-CORE ASSETS

PPA DEBTS

SELLING ASSETS

"

Opening Thought

What will be the state of an Organization without rules and regulations?

Special Improvement Project (SIP)

SAT ➡ Gaps ➡ SIP

1. Code of Conduct
2. Competency Framework
3. HSE Policy
4. Perception Survey
5. Performance Management System
6. Rewards System Policy
7. Stakeholders Management
8. Standard Operating Procedures (SOP)
9. Training Needs Assessment Policy

1

Code of Conduct

PURPOSE

This Code of Conduct sets out the standards of behaviour expected when carrying out NELMCO business and provides guidance in meeting those standards

BENEFITS

Sets the right culture
Builds organization's reputation
Helps remain in compliance with laws and regulations

2

Competency Framework

PURPOSE

To understand the complete portfolio of NELMCO's staff profile, and thereby identify the human capital readiness gap for the company, as well as areas where skills can be leveraged

BENEFITS

- Better recruitment and retention standards -
- Helps in succession planning -
- Tracking learning and development impact on performance -
- Linking personal and organizational goals -

3

Health, Safety and Environment Policy (HSE Policy)

PURPOSE

- Protection of employees through provision of safe working conditions, reducing occupational risks related to the performance of their duties
- Maintain compliance with all the applicable HSE Legal/Regulatory requirements
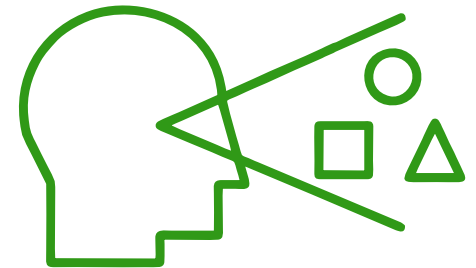- Improve HSE culture among NELMCO staff

BENEFITS

Staff protection
Lessens threats of legal action
Improves productivity

4

Perception Survey

PURPOSE

This will help with the planning, evaluating and communicating progress in any reforming agency.

BENEFITS

Understanding of stakeholders views
Helps identify and minimize expectations gap

5 Performance Management System

PURPOSE

To manage the capacity of the employees to achieve the full potential in favour of both the employee and the organization, and to define the expectations in terms of roles, responsibilities and accountabilities, and required competencies.

BENEFITS

Highlights training needs
Improves employees engagement and motivation
Improves organizational performance

6

Rewards System Policy

PURPOSE

Increase the motivation amongst the employees
Establish an appreciation culture
Encourage healthy and friendly competition
Improve and foster productivity
Boost employee retention
Create a positive workplace

BENEFITS

Increases productivity
Improve employee retention
Attracts new employees
Encourages positive attitudes

7

Stakeholders Engagement

PURPOSE

To establish the general framework for NELMCO's relationship with its Stakeholders in all of its activities and operations

Continue building trust among the Stakeholders to build long-lasting, stable and robust relationships
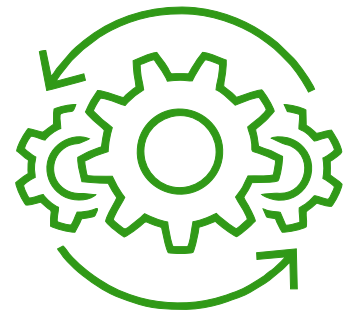
BENEFITS

- Ensures that NELMCO has greater clarity and a shared vision amongst its key influencers
- Effective decision making
- Builds trust

8 Standard Operating Procedures

PURPOSE

To facilitate consistent conformance to technical and quality systems requirements and to support data quality

To maintain quality control and quality assurance processes and ensure compliance with governmental regulations

BENEFITS

Provides room for easy compliance
Clarity in task performance is ensured
Quality of output is uniform across organisation
Staff commitment and motivation may be improved

9

Training Needs Assessment Policy

PURPOSE

To identify performance requirements and the competencies needed by the workforce to achieve the requirements

To direct resources to areas of greatest demand regarding human resources

BENEFITS

Helps to identify performance gaps
Helps to train the right employee for the right job with the right approach
Provides an opportunity for learning and development through proper training

General Implications

- Organized system   - Transparent system

- Staff Motivation   - Succession planning

- Clarity

What can you see?

Organization A

Organization B

Any examples in mind?

Organization A

Organization B

CAVEAT

- **Proper implementation**