Institutionalization
of
Africa Kaizen Annual Conferences (AKACs) and Africa Kaizen Awards (AKAs)

Working Group IV

Working Group 4

- Review the processes of AKAC and AKA and other related conferences and awards existing in member states and world best practices
- Develop a roadmap and recommendations to improve the impact of AKA and AKAC in the context of Africa

Name	Country (Organization)	Position and occupation	Role in the WG 4
Mr. Cyprian Mayamba	Zambia (NPDD)	Director	Member
Mr. Makhloufi Zouhaier	Tunisia (HUGPQP)	General Manager	Co-chair
Mr Habib JABROUNI	Tunisia		Member
Mr. Eng. Ramson Mwilangali	Tanzania (MIT)	Director for Industrial Development/Manager for KAIZEN Project	Member
Mr. Stephen Bondo	Tanzania (SIDO)	Master Trainer & Papa Member	Member
Mr. Albert Brink	South Africa (PSA)	Executive Manager, Regional Operations	Secretary,
Mr. Elia Shiwambi	Namibia (MLIREC)	Development Planner	Member
Ms. Francoise Marechal-Charlotte	Mauritius (NPCC)	Head Business Development and Consultancy	Chair
Ms. Conceptor Bamusi	Malawi (TEVETA)	Regional Center Manager and Productivity Consultant	Member
Mr. Tuguba Regassa	Ethiopia (EKI)	Staff	Member
Mr. Poloko Thobega	Botswana (NPC)	Consultant	Member
Mr. Sydney Theko	AIDC (South Africa)		Member
Mr. Sichikolo Fred	Zambia		Member

Planned Activities (January-August 2021)

	Activities/Items	Status of Performance		
S.N	**Planned Activities as per TOR**	**Fully Completed: mark (©)**	**Outputs attained as per ToR**	**Remarks**
1.1	Brainstorming on the tasks among the WG IV members	©	Agreed roles of members and activities assigned to each member	
1.2	Preparing complete calendar of the WG IV	©	Activity Calendar prepared	Calendar reviewed periodically based on the progress made in between each meeting
1.3	Meetings of Working Group 4	©	Formation of Taskforce	3 new members after first and second Stakeholders' meetings (from Tunisia, South Africa and Zambia) 7 meetings of WK Group 4 held
1.4	Preparing activity plan by the chairs/secretariat, informing the Taskforce members by e-mails, task force meetings	©	Draft contents of the interim report	Taskforce members shared information, promoted mutual support through online discussions/emails and prepared the interim report
1.5	Second stakeholders' meeting	©	Main findings of interim report presented	
1.6	Online interviews with the Examination Committee members of AKA/AUDA-NEPAD	©	Inputs for the interim report and the way forward	Interview with Prof Faull on 28 June Interview with Getahun Tadesse on 29 July Interview with Dr Martin Bwalya on 4 August

Contents of the Interim Report

- Introduction
- **Section 1**: Review of the AKAC: Inception, Processes and Performance
- Summary of world class good practices of QPI Conferences
- Observations on the international conferences and recommendations for AKAC
- **Section 2**: Review of the AKA: Inception, Processes and Performance
- Setting up and organization of National Awards by Kaizen Institutes (KIs), Kaizen Units (KUs), Agencies and NPOs
- Observations and recommendations on National Kaizen awards
- Summary of World Class good practices of QPI Awards
- Observations on the AKA process and outcomes
- **Section 3**: Institutionalization of AKAC and AKA and management of AKAC and AKA
- References
- Annexes

Observations and recommendations for AKAC

- The Conference can be held both virtually and in person to give access to more people
- Invitations sent to all Kaizen Institutes, NPOs, private sector consultants in Africa
- Marketing/communication about AKAC to similar international conferences, extend invitations to those organizers to increase partnerships opportunities and mutual learning
- The date of the conference should be well known to the organizing committee at least two years in advance to assist with the preparation.
- Establish a list of organizing countries – at least two countries assigned for next conference and decision validated during the Annual Conference
- Presentation by different presenters/speakers can be shared with NPOs/Kaizen Institutes
- Cultural evenings and entertainment, site seeing, study tours can be included (when conferences can be held physically)
- Awards constitute a strong part of the Program
- Continuous Professional Learning Units Awarded for attendance to the conferences
- Community of Practices Formed or Annual General Meetings/Core Council meetings held during the Conference
- Registration fees from participants can be considered and sponsors from the private sector to fund the event

Observations and recommendations for AKA

- Motivate nominees and nominators

- Name of the Award

- A standard definition of participating organisations

- Evaluation criteria :periodical reviews of criteria and weightings; reviewing the evaluation criteria based on the standard curriculum and certification system to be developed under the Africa Kaizen Initiative

- Assessment of projects: Year-on-year performance improvement v/s comparative performance assessment

Observations and recommendations for AKA

- Diversity of Awards in Africa and AKA becoming the forum where the best awardees represent their country at continental level

- Marketing/Dissemination: promotional videos, media coverage, logo used by winners

- Networking: Develop a network of certified award evaluators, Encourage partnership between AKA winners and Nominators

Institutionalization of AKAC and AKA

- **Establish a sustainable institutional setting**

WG 4 proposes to have a **feasibility study** on the options below

Option 1: Substantive support to AUDA-NEPAD from African countries

Option 2: Select one of the Kaizen promoting institutes/NPOs in Africa through a competitive process and entrust it to act as secretariat

Option 3 (long term): Set up a Productivity/Quality/Kaizen Organisation of African Countries in Africa

Highlights from interviews

AUDA-NEPAD

- The focal point from a policy point of view, in mobilizing and organizing member states as well as facilitating learning and exchange across various member states
- Advocating the domestication and scaling up of Kaizen by African countries

Entrust a Kaizen Institute/NPO as secretariat

- Set up on acceptance from the countries, recognized, legitimate, having a regional, continental credibility and legitimacy
- Need to develop and manage the right process

Highlights from interviews

- Selection of an existing institution promoting Kaizen in Africa which can take the responsibility of the AKI/AKA/AKAC for 3-4 years until we can go to continental level

-Write the proposal with Background, objectives etc.

-Develop the criteria for the selection of that institution (ex: qualified and professional institution, stable, experience etc.)

-Invite all Kaizen Institutes/NPOs in Africa for Expression of Interest

-Evaluation and selection

-Continuous transfer of knowledge from JICA to the selected institution/ training and development of staff

Highlights from interviews

- In the long term : Study, expand and communicate and set up an African Productivity Organisation; a self-financing, non-profit organization annexed to AUDA NEPAD with a very lean structure

THANK YOU

Looking forward to your feedback!