



SLAZEISI

STRATEGIC LEADERSHIP ASSOCIATION FOR ZIMBABWE
ENGINEERING IRON AND STEEL INDUSTRY



QUATERLY NEWSLETTER

... 1ST ISSUE





QUATERLY BULLETIN

"However beautiful the strategy, you should occasionally look at the results".

Winston Churchill"



WELCOME TO THE FIRST ISSUE OF OUR NEWSLETTER

We are pleased to share the first issue of our new quarterly newsletter, keeping you up to date with all the latest news from the Strategic Leadership Association for Zimbabwe Engineering, Iron and Steel Industry (SLAZEISI). Through Quarterly Newsletters, the Association shares some of its key milestones since the time it was established. In this Bulletin we share some of the key actions being pursued towards the implementation of the engineering, iron and steel sector strategy for the benefit of our members, the industry and the nation at large. We hope through these success stories, the Association will encourage other stakeholders to see the value of collaboration. Hellen Keller said, *"Alone we can do so little, together we can do so much"*. We therefore wish you a happy and edifying reading,



SLAZEISI Board Chair ,Mr C.F Dube 4th from left with representatives of firms from the Engineering Iron and Steel industry at the Association's inauguration ceremony held on 26 June 2023 in Harare.

SLAZEISI INAGURATION CEREMONY

The Association held its inaugural ceremony at Cresta Lodge Msasa in Harare on 26th June 2023. The event was attended by 162 stakeholders including a Chief Director of the Ministry of Industry and Commerce who stood in for the Honourable Minister, Dr S Nzenza as Guest of Honour. Speaking at the inauguration ceremony, the SLAZEISI Board Chairman was quoted saying, "SLAZEISI is an Association created to implement the sectoral strategy, it draws its membership from corporate entities within and outside the sector. It has a constitution which creates it, premised on its sectoral strategy I have referred to. SLAZEISI's vision is "A vibrant, dynamic, and competitive sector anchored by smart and strategic value chain linkages that fully

embrace adaptive and smart technologies to locally produce world-class value added engineering, iron and steel products and services, thereby generating USD6 Billion annually and employing 50, 000 people by 2026." Our mission is "To be the preferred provider of quality and globally competitive value-added engineering, iron and steel products and services for the domestic and regional markets through the use of smart, sustainable and locally adapted technologies to create employment for the nation and improve the country's gross domestic product". Since the inauguration, the Association has recorded significant markers towards the implementation of the sector strategy.

GOVERNANCE

In order to drive the implementation of the Engineering, Iron and Steel industry's strategy, SLAZEISI has put in place a structure which drives the sectoral strategy. At the top of the hierarchy is the Association's Board of Directors which leads and governs the organisation. The board is composed of eminent and prominent persons who have a wealth of experience and bring to the board an impressive mix of skills. The board is also inclusive in terms of gender, age, race and region and it is truly national.

The Board Elected Mr Canaan Farirai Dube, a seasoned corporate governance and legal expert as its chairman and is deputised by, **Mr David Stally** Managing Director of Architecture Aluminium which is part of the group of Almin Metal Industries and Lupane Timbers.

Other Board members includes,

- **Dr. Engineer Quinton Kanhukamwe**, Vice Chancellor of the Harare Institute of Technology (HIT)
- **Blessing V Munatsi**
Managing Director of Jacob Bethel Corporation (JBC)
- **Bridget Dzimwasha**
Director for Strategic Planning, Monitoring and Evaluation Department in the Ministry of Industry and Commerce,
- **Christopher Mushiwokufa**
Head of Human Resources for Steel Brands
- **Andrew Bradnick**
Finance Director at Brown Engineering,
- **Chiedza Chigombe**
Co – Director for Kubota Engineering and Foundry
- **Rose Nhamo**,
A seasoned Human Resources Professional, Strategist, Labour expert with over 30 years' experience in both the public and private sectors



SLAZEISI's Board Chairman Mr C. F Dube 2nd from left and Deputy Board Chairman, Mr David Stally 3rd from right with Guest of Honour, Dr Douglas Runyowa, Chief Director, Ministry of Industry and Commerce 3rd from left and other representatives from the Ministry of Industry and Commerce at the Association's inaugural Ceremony held on 26 June 2023 in Harare.

The Board has created the following committees to pursue the objectives set in the sector strategy as read in conjunction with Association's constitution.

- a) A Resource Mobilization, Marketing and Membership Committee was created for the purposes of sourcing of financial and non-financial resources from government; industry members and donors.
- b) A Business & Technical Viability Committee was established to redress business and technical viability issues affecting the industry and ensure high performance of companies or businesses in the sector whilst observing national aspirations.
- c) An Audit and Risk Committee was created to review in depth the annual financial statements of the SLAZEISI, monitor the integrity of the SLAZEISI business' financial reporting system and internal controls, review the accounts and consider accounting issues arising in respect of the SLAZEISI's affairs.

- d) ESG, Nomination and Remuneration Committee's was created to consider the size and balance of the board and to run the Association as an environmentally and socially sustainable business, capable of generating long term value for its stakeholders.



Mr. David Stally

SLAZEISI's Deputy Board Chairman and MD of Architecture Aluminium



PERFORMANCE OF COMMITTEES

Respective Committees of the Board have demonstrated passion, commitment and motivation towards delivering expected goals and objectives over the past three months. Low hanging fruits from the sector strategy document were identified and below are some of the highlights of work being carried out by the committees.

1.0. Whereas the Sector Strategy has so many strategies that are relevant for attainment of the industry's vision and mission, the Business & Technical Viability Committee chaired by the Board's Vice Chairman, Mr David Stally has started working on the following key aspects which have high impact on the industry's business.

1. POWER & ENERGY SUPPLY

The Committee commenced work on ensuring availability of affordable, reliable, uninterrupted and high-quality energy and power to support the critical operations of the industry by bringing together the key stakeholders in the power supply value chain such as ZETDC, ZESA, ZERA, SAPP, IPPs etc and negotiate for viable take-off and tariff agreements. There has been communication with

the Ministry of Energy & Power development outlining the Association's mandate and the committee is now looking forward to engagement with key stakeholders in the power supply value chain like IPPs, SAPP and ZETDC

2. IMPORTS SUBSTITUTION

The Business & Technical Viability Committee established a sub – committee to look into ways that save the economy by promoting imports substitution which will positively affect a lot of downstream industries in the engineering, iron and steel industry. The Sub – Committee is in the process of identifying products with the strongest business cases and will establish a value chain linkage and cluster with inclusive participation of subsector actors based on baseline information contained in the industry's sector strategy document by 30 October 2023.

3. RESUSCITATION OF LOCAL MINES

At its meeting convened on 8th August 2023, the Business & Technical Viability Committee identified the need to conduct a feasibility study on resuscitation of local mines which provide feedstock such as copper, zinc, iron ore, limestone etc. to the engineering iron and steel industry. The aim of the feasibility study is to establish a database of mines or entities that can be resuscitated so as to improve raw material supply to the Engineering iron and Steel Industry. In this regard, the committee has initiated discussions with the Mines and Minerals Development Ministry. Once the feasibility study is complete, the Association shall embark on lobbying for investments to resuscitate the non-active mines or those struggling to continue with operations.



Guest of Honour, Dr D Runyowa Chief Director of Ministry of Industry (seating at the center on the front row) with SLAZEISI,s Board Members & Executive Management



Mr. Andrew Bradnick

Resource Mobilisation, Marketing and Membership Committee Chairperson and Finance Director at Brown Engineering

4. **SITUATIONAL ANALYSIS OF SCRAP METAL VALUE CHAIN**

The Association through its Business & Technical Viability Committee noted that Scrap Metal is a key raw material for the industry and its exportation in large quantities has remained a major cause for concern for over two decades. In this regard, a full study has been instituted to understand the scrap value chain on issues such as sources/suppliers of scrap in the local market, consumers of scrap, prices, export quantities, local industry capacity utilisation and types of scrap being required against exports. Once a full report is available, the Association will engage authorities to ensure that a clear national policy on banning of scrap exportation is put in place.

5. **REVIEW OF POLICIES THAT GOVERN THE INDUSTRY**

The Business and Technical Viability Committee has through its sub-committee worked on reviewing relevant policies that govern operations of the engineering, iron and steel sector. More than 15 policies have been reviewed to ascertain whether or not they are relevant to the industry's business. The results from the sub-committee will culminate into advocacy and lobbying with the government where gaps have been identified. An example is a provision in the Minerals Marketing Corporation of Zimbabwe (MMCZ) Act which stipulates that steel is classified as a mineral as opposed to it being a product. This policy makes it difficult for players in the industry to export the product as MMCZ procedures have to be followed.

The Resource Mobilisation, Marketing and Membership Committee under the Leadership of Mr Andrew Bradnick - Finance Director for Brown Engineering, produced an annual budget for the Association supported by a resource mobilisation plan.

The budget anchors on income from the Association's members, Government and donor Community. Funding will address catalysts that the sector needs to promote innovative approaches to support sector activities, such as capacity building of local businesses, enhancement of investments through other Development Finance Institutions (DFIs) and private investors and promote platforms for investments and reform in alignment with the African Continental Free Trade Area (AFCFTA).

The Committee has obtained a letter of support from the Ministry of Industry & Commerce empowering the Association to approach co-operating partners who may assist with funding towards the fulfillment of the sector's objectives, mission and vision.



Board Chairman Mr C.F Dube 4th from left with representatives from the Academia who include Vice Chancellors of National University of Science and Technology (NUST) Prof Mqhele E. Dlodlo 2nd from right and Harare Institute of Technology (HIT) Dr, Eng Quinton Kanhukamwe far right.

Appetite for membership to the Association from within and outside the industry has been quite significant over the past three months with 17 members coming on Board in July 2023 who include, National University of Science & Technology (NUST), Jacob Bethel Corporation, Almin Metal Industries, NEC Engineering, Brown Engineering, JVS Projects etc.

2023 LEADERSHIP SUMMIT

Lastly, we would like to inform our readers that the Association's ESG Committee is organising a Leadership Summit to be held in the resort town of Victoria Falls at Elephant Hills from 19 to 22 November 2023. The Leadership Summit offers unparalleled opportunities for leadership training, sustainable competitive strategies, and intellectual growth.

This conference attracts participants from universities, businesses, and corporate governance players nationwide. The event will be addressed by local, regional and international speakers. Join this year's summit to engage with modern-day leaders, share skills, and get inspired by the greatest minds. You will be able to expand your professional network and forge lasting partnerships at this perfect opportunity with access leadership tools for a better future.

MEMBERSHIP APPLICATION

Stakeholders interested in becoming members of the Association should contact our marketing team on the following contact details;

📧 slazeisi2023@gmail.com

☎ +263 719 470 368

☎ +263 719 535 312

UNTIL NEXT TIME

The Editor

Strategic Leadership Association for Zimbabwe Engineering, Iron & Steel Industry (SLAZEISI)

+263 0719 470368

Email – slazeisi2023@gmail.com

MEETING ETIQUETTE

RULES TO FOLLOW



Be punctual

Show up to the meeting on time so that you are respectful of other people's time.



Give others the opportunity to speak

Be patient in waiting for your turn to speak and look for the right cues to contribute to the conversation..



Come Prepared

Send your agenda far in advance so that you attendees can add to the agenda and prepare ahead of time



Follow the agenda

Stay on topic to make your discussion more productive and ultimately save time.



Speak Clearly

Speak loudly enough and clearly enough so that everyone can understand.



Ask clarifying questions

Ask questions at the appropriate time when the question is relevant to what is being discussed.



Actively listen and participate

Find a good balance between listening and participatin in discussion. A good rule of thumb is to listen at least 2x as much as you speak.



Be attentive to your body language

Try to avoid actions such as clicking your pen, fidgeting, rustling paper, checking your phone etc, which semms to be disrespectful

