



ISSN 1694 - 0229 December 2019 - Vol. 13, No.5

Newsletter

National Productivity and Competitiveness Council

NATIONAL LEADERSHIP ENGINE NPCC awards best community based projects

The three best community-based projects implemented by the participants who followed the training on leadership under the National Leadership Engine (NLE) initiative were awarded in the presence of the Prime Minister, Hon Pravind Kumar Jugnauth, at the NLE Convention on Saturday at the Octave Wiéhé Auditorium, Réduit.

The three best projects were as follows:

Winner: Souillac Youth Centre

Project: E-Manners

1st Runner Up: Pamplemousses Youth Centre

Project: Sustainable Household Waste Management

2nd Runner Up: Rose Belle Youth Centre

Project: Saklocal

The Convention was a culmination point in the overall NLE project that aimed to develop a pipeline of leaders who will act as agents of positive change in the Mauritian society. The convention was attended by several hundreds

of youths who had participated in the NLE project. The Prime Minister, who was the Chief Guest at the function, encouraged young Mauritians to adhere to similar initiatives and to better participate in the socioeconomic development and progress of the country. He also expected the NLE project to become a source of inspiration for all youth across the island to grow as leaders.

“We should always take the right path in life. If we happen to take the wrong path, no matter the amount of energy and effort put into, then we should know what would be the consequences. Although the times have changed, our values have not changed. We should always take inspiration and listen to our elders as they have wisdom,”

the Prime Minister pointed out, making reference to the Mauritian youth as the big engine that will drive Mauritius ahead and continuously transforming the country. He also expressed his satisfaction to the fact that the participants were setting an example for others to walk on the same path as them and become future leaders.

A song on the youth and the journey of the country after the independence period was composed exclusively for the Convention, which was also marked by a cultural performance and a clip on the youth in Mauritius. The Convention was also an opportunity for the participants from different Youth Centres to meet with each other for the first time.

continued p2



**National
Leadership
Engine**

NATIONAL LEADERSHIP ENGINE NPCC awards best community based projects *continued*

A total of 42 projects that involved more than 300 youth, were successfully implemented. The projects focused on issues in the participants' respective communities, for which they had to come up with sustainable solutions and through the whole project demonstrate their abilities and leadership skills. Out of the 42 projects, one best from each of the 11 Youth Centres went through an assessment in June.

The NLE project kicked off in October 2018 with a training of trainers programme, followed by a training of participants in January this year. The participants, aged between 18 and 35, gathered in teams and were expected to work on projects for the community through innovative problem solving tools related to challenges such as illiteracy, unemployment, entrepreneurship, obesity, drug addiction, self-esteem, teenage pregnancy and poverty. Youth Officers of the Ministry of Youth and Sports, along with private individual trainers and staff of the NPCC, were involved in the delivery of the training in leadership.

The NLE project aims at building leadership capabilities among youth in Mauritius. The NLE is based on the "Leadership Brand", developed by the NPCC with various stakeholders, consisting of four differentiators: Together, Innovating, Trusted and Excellence. The project is the first of its kind in Mauritius and strongly involves the present generation of our people to learn and adopt leadership skills, which will in turn have a positive impact on our economy and society as a whole. The overall aim of the project is to influence the youth of today to emerge as self-confident leaders in the Mauritius of the future, thus creating a new breed of leaders at all levels, who can operate seamlessly in the public and private sectors and civil society.



The participants, through the NLE project, got the opportunity to demonstrate their talents as leaders and prove that they can bring a positive change in the country. The project laid strong emphasis on three elements namely Ignite, Drive and Inspire. The training that were offered freely to the participants has successfully transformed them and helped them implement community-based projects



The audience attentively listening to the speech of the Prime Minister, Honorable Pravid Kumar Jugnauth.



The overall NLE project has given us a really big opportunity to do something not only for us but for our wider community. We never thought we would achieve such a feat. Our next move will be to convert our group into a Non-Governmental Organisation (NGO)



Ashwinee Thacooree,
Rose Belle Youth Centre



Our project has witnessed a tremendous success through the NLE and we are now more confident to take it ahead with our group members. We have had some challenges but now we know how to tackle them and clear the hurdles. We are sure our project has a bright future.



Navin Seechurn,
Pamlemmousses Youth Centre



We have been able to show through our project that we can do something for the young generation of Mauritius. The e-manners project comes at the right moment when we can use technology to inculcate a better culture among our young citizens.



Pooja Sewmungul,
Souillac Youth Centre

STAKEHOLDERS PARTICIPATE IN WORKSHOP ON AGEING WORKFORCE RESEARCH PROJECT



Representatives from different organisations provided interesting inputs and suggestions to Mrs. Ramgutty Wong.

A workshop for the research project entitled “Ageing Workforce: Challenges and Opportunities for the Republic of Mauritius” took place on Wednesday 10 July at the Gold Crest Hotel, with stakeholders from the public and private sectors and the civil society.

The workshop, led by Dr. Anita Ramgutty Wong, the consultant for the research project, called on the stakeholders to comment on the strategic orientations as highlighted in her presentation for both Mauritius and Rodrigues and to validate the report.

The project involved desk research on the best practices around the world, focus groups with senior citizens, HR managers, trade unions and the youth both in Mauritius and Rodrigues. A street survey involving nearly 1000 persons in Mauritius and Rodrigues was also carried out. Besides, the research was backed by an online HR survey where 211 HR managers were reached.

The workshop was opened by the former Executive Director of the NPCC, Mr. Deepak Balgobin, who recalled that this important research project will better prepare us to face the upcoming challenges on both social and economic levels in the years to come.

The consultant, while presenting her findings, interacted with the audience to gather more input. The presentation was divided into four segments: presentation of an overview of the project; the interconnectedness of policies, including inter-generational solidarity; workplace health and productivity and lifelong learning and employability.

It is clear that as the population ages, so will the workforce. Managing this ageing workforce will pose a new set of challenges for employers, employees, trade unions and government in relation to employment, productivity, skill shortages, the ability to meet changing demand, working conditions, living standards, welfare and health care provision.

The participants were provided with case studies of Austria and Singapore.

According to Statistics, population growth in Mauritius has stagnated at a low rate of 0.1% in recent years. While total population at the end of 2018 was 1.26 million, it is expected to decline as from early 2020s. With improved life expectancy, the population age structure is expected to change, causing the dependency ratio to worsen and impacting on the size of the local labour force.

A rapidly ageing population implies that there would be fewer working-age people in the economy, leading to a mismatch between demand and supply of required talent to fill in necessary positions.



An ageing workforce represents many challenges for developing countries like Mauritius.

DR. FERRARI TAKES A DIP INTO THE REALMS OF INDUSTRY 4.0

How industries are continuously transforming themselves amid the current trend of automation and data exchange and what benefits can be derived by welcoming this trend? This is what the participants at the workshop entitled “Prepare your Organisation for Industry 4.0” learned from Dr. Andrea Maria Ferrari, trainer and expert in Industry 4.0, at the Holiday Inn Resort on Thursday 4 July.

This one-day workshop which was attended by professionals from local public and private organisations took a dip into the realm of Industry 4.0 and allowed the participants to obtain a thorough overview of how their organisations can benefit from this new trend. They also got a practical insight of the approach needed to execute and deliver results for a productive environment.

The different topics covered by Dr. Ferrari provided a comprehensive view and insightful approach on the potential of Industry 4.0. and exposed the participants to a host of solutions to help solve complex problems and issues at their workplace.

According to Mr. Sham Abacousnac, IT/MIS Manager at the Central Electricity Board, the course will be of tremendous help to him as he operates in a crucial economic sector, which is energy.

“The pace at which different industries are evolving calls for a thorough understanding of the way ahead, especially in an era of digitalization. We should be conscious of the fact that we can face tougher challenges ahead if we do not take into account the unprecedented changes occurring on a daily basis regarding the way we work and deliver outputs,” he explains.



Industry 4.0 refers to a new phase in the Industrial Revolution that focuses heavily on interconnectivity, automation, machine learning, and real-time data.

Industry 4.0 lays emphasis on digital technology from recent decades to a whole new level with the help of interconnectivity through the Internet of Things (IoT), access to real-time data, and the introduction of cyber-physical systems.

It offers a more comprehensive, interlinked, and holistic approach to manufacturing.



About Dr. Andrea Ferrari

Dr. Andrea Maria Ferrari, the Head of the Innovation Strategy team in RINA Consulting Industry Business Unit, delivered a talk on Industry 4.0 at the NPCC on 22 May 2019. Dr. Ferrari counts 15 years of professional experience in coordinating a large number of international research and innovation projects on frugal innovation, smart specialisation, innovative applications with high potential on societal challenges.

INNOVED 2019 GOES TO NEW HEIGHTS

InnovEd 2019 delivered on its promise to bring the level of innovation and creativity of young students to yet more dizzying heights. The best teams were rewarded at the Award Ceremony that took place at the Rajiv Gandhi Science Centre on Thursday 11 July. The NPCC innovated with the concept of “Mind to Market” for the 2019 edition. It meant the creative ideas from the mind of students were translated into prototypes which were further improved into products and services having a potential to be marketed.

Moreover, the InnovEd project itself with a number of novelties this time, demarcated from its previous editions in terms of the selection process, assistance to the teams to refine their projects and a higher level of teamwork. The novelties introduced in InnovEd 2019 included the Innovation Clubs at school level, a MasterClass on Innovation in Education that was held in April and a CREAThon in which prototypes in the Innovation Clubs were selected to be developed into potential products/ services with assistance from experts. In fact, during the CREAThon, the students and their facilitators had to improve their projects and prepare an ‘Elevator’ pitch to present within a limited timeframe.

For the 2019 edition, the teams presented projects under six different themes namely, Interactive Media, Cultural Heritage, Performing Arts, Visual Arts and Craft, Design and Languages and Publishing. The 2019 edition saw participation from 47 secondary schools, out of which 31 were selected for the CREAThon. A total of six teams that successfully presented their projects under the six categories, were declared winners followed by the announcement of six runner ups in the same categories. The whole project involved 31 teachers who acted as facilitators and more than 500 students in all the secondary schools combined.

“Innovation involves four underlying points namely Visioning, Sense Making, Relating and finally Inventing. Teamwork is another crucial element for a successful project. Once Apple founder, Steve Jobs, said ‘stay hungry and stay foolish’. What he meant was staying hungry for knowledge and have a passion to do something good,” pointed out the chairman of the NPCC in his speech at the start of the award ceremony.

“InnovEd is paving the way for the future of Mauritius. It is laying the foundations and tracks for an Innovation-led economy. And InnovEd is preparing our youth on this journey of innovation encouraging their curiosity and creativity. InnovEd is helping to develop the Innovation Quotient of our children for better lives, for better living, for a better Mauritius,”

Dr. Dhaneshwar Doobree, Manager at the Ministry of Financial Services and Good Governance, who addressed the keynote speech on behalf of the Minister of Financial Services and Good Governance.

It is worth noting that since 2005, over 50,000 students and 3,000 educators have participated in the InnovEd project. InnovEd is a project organized by the NPCC in collaboration with the Ministry of Education and Human Resources, Scientific Research and Tertiary Education and the Mauritius Institute of Training and Development (MITD).

The objective is to promote and instill creative, critical and innovative thinking among students. InnovEd aims to evoke and foster creativity in schools which will better prepare students for further education and employment.

InnovEd targets all secondary schools and MITD Centers in Mauritius and Rodrigues.



The runner ups of InnovED 2019: Ebène SSS Girs!, Sir Abdoool Razack Mohamed SSS, Prof Hassan Raffa SSS, Piton State College and MGI Secondary School



The team from Sebastopol SSS performing a song on the impact of drugs on youth



The team from Ideal College performing a song on the five elements of nature

INNOVED 2019 GOES TO NEW HEIGHTS *continued*



The winners of InnovEd 2019

Winners of InnovEd 2019

Theme	Name of school	Project Title
Interactive Media	Sebastopol SSS	Virtual Tour of the Mauritian Cultural Heritage
Design	France Boyer de la Giroday SSS	My pet coffin
Cultural Heritage	Royal College Curepipe	The comeback of Ros Kari
Language and Publishing	Prof. Hassan Raffa SSS	La fable revisitée
Visual Arts & Crafts	Queen Elizabeth College	Melted Plastic Art
Performing Arts	College Ideal	The 5 elements of nature

Runner Ups of InnovEd 2019

Theme	Name of school	Project Title
Interactive Media	Ebene SSS Girls	Anopsy Mobile App
Design	Sir Abdool Razack Mohamed SSS	Ecological Table
Cultural Heritage	Prof. Hassan Raffa SSS	The Light of the Ancients
Language & Publishing	Piton State College	While Lilies – Short Stories
Visual Arts & Crafts	MGI Secondary School	Upcycling – “Donner une 2eme vie aux déchets”
Performing Arts	Prof. Hassan Raffa SSS	Sketch ‘Dimal Ladrog’

TODAY'S TEENS TOMORROW'S LEADERS COURSE DELIVERED IN RODRIGUES

The National Productivity and Competitiveness Council (NPCC) conducted the “Today’s Teens Tomorrow’s Leaders” training workshop for Grade 9 students and educators in Rodrigues. The participants were given their certificates yesterday during a ceremony attended by the students, educators and representatives of the NPCC and the Rodrigues Regional Assembly.

In his address, the Permanent Secretary of the Ministry of Financial Services and Good Governance, Mr. Dhanunjaye Gaoneadry, said,

“the NPCC has a crucial role to play when it comes to increasing productivity and competitiveness. And we want to create the right environment for leaders to emerge and help in further building our society by boosting productivity and competitiveness.”

The course was delivered to the students and educators of secondary institutions at the Antoinette Prudence Human Resource Development Centre at Malabar in Rodrigues from Monday 5 to Thursday 8 August. The training workshop is part of the “Découverte des Métiers” project spearheaded by the education and training commission under the aegis of the Rodrigues Regional Assembly.

The educators and students came from seven secondary institutions across the island and the course was conducted in four different batches during the four days. The secondary institutions comprised Mont Lubin College, Le Chou College, La Ferme College, Grande Montagne College, Terre Rouge College, Rodrigues College and Marechal College.

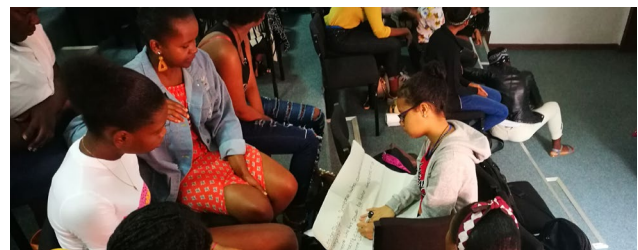
“The objective of this training programme is to imbibe leadership skills into our young generation of students. Our society today strongly calls to adapt to constant changes and evolutions at the global level. We also have the ambition to lift our country to the league of high-income nations in the years to come and create a better tomorrow for all our citizens. For these reasons, the need to help every individual emerge as leaders is increasingly being felt,”

the former Executive Director of the NPCC, Mr. Deepak Balgobin said.

He added that the workshop would help the students learn about leadership skills and better contribute in the advancement of the country in the future.

“I need to point out that leadership is very important for every individual, especially if we want to raise our standards of living and bring socioeconomic progress,” he further pointed out.

The Today’s Teens Tomorrow’s Leaders course is a popular course among Mauritian students and offered every year during school holidays by the NPCC. The course is designed to inculcate a culture of leadership among students and teach them how to work in teams.



The participants discovered the traits of a leader.



The trainer of the NPCC, Ms. Shalini Panchoo bonding with the participants.



One of the teams displaying their works to the class.

THE STAFF OF MIE AND PRINCES TUNA TRAINED IN DESIGN THINKING



Ms. Grace Tan

The staff of the Mauritius Institute of Education (MIE) and Princes Tuna were trained in Design Thinking during the month of September by Grace Tan, training, facilitation, coaching and consulting expert from Singapore. The course was facilitated by the NPCC as Ms. Tan had previously held a workshop on Design Thinking in June this year for employees of different organisations.

The training gave the participants a strong insight into the realms of Design Thinking and how they can use the tools provided to bring innovation into their activities. The course was held at Princes Tuna on 12 and 13 September and involved 19 employees. At the MIE, a first batch followed the course on 16 and 17 September while the second batch followed the training on 18 and 19 September. A total of 49 employees followed the course at the MIE.

Design Thinking is the ability to combine empathy for the context of the problem, creativity in the generation of insights and solutions, and rationality to analyse and fit solutions to the context.

During the workshop, participants were able to apply the steps of Design Thinking in creating innovative solutions and strategies with respect to their own projects. The course was aimed at staff engaged in operation, planning and innovation.

Grace Tan has worked as a Talent Development Manager with Holiday Inn Atrium and as an Associate Trainer/Consultant in the manufacturing, retail and hospitality industries as well as in the public service. She has been a trainer in Workforce Skills Qualifications (WSQ) modules under the Service Excellence, Employability Skills, Leadership and People Development frameworks. Besides training, she has developed both WSQ and Non WSQ programmes such as Problem Solving and Decision Making, Creativity and Innovation.

SCORE TRAINING DELIVERED AT THE NPCC

The training under the SCORE (Sustaining Competitive and Responsible Enterprises) programme took place at the NPCC from 11 to 29 November. The training was delivered by Mr. Kalyan Ganesh, an expert of the SCORE programme retained by the International Labour Organisation (ILO). Consultants of the NPCC as well as SME Mauritius and representatives from five Small and Medium Enterprises (SMEs) followed the three-week training that helped them understand the SCORE programme and its implication for a higher productivity in business operations.

“There are many ways to improve productivity but SCORE provides a simplistic but holistic approach to training people, help enterprises take the essential baby steps towards competitiveness in a steady pace, yet stay close to the speedy path of building the needed capacities. Unlike other similar training programs SCORE aims to build a strong improvement culture based on respect, trust and better communication at the workplace involving everyone—Managers, Supervisors and the worker”, says Mr. Kalyan Ganesh.

The training conducted by Mr. Ganesh was the first leg of the project, which will run up to next year and will involve the implementation of techniques and methods in the five SMEs.

Since inception, SCORE Training, an initiative of the ILO, has been delivered to over 2100 SME's globally. This represents a total workforce of over 403,000 workers who have benefited from enterprise improvements, including efforts to develop a culture of respect, trust and communication in the workplace. SCORE Training has improved productivity up to 50% in participating SMEs and boasts an 91% satisfaction rate.



The participants of the SCORE programme

LES ORGANISATIONS MAURICIENNES LIVRENT UNE BRILLIANTE PERFORMANCE À L'ICQCC 2019



Les représentants des équipes mauriciennes à l'ICQCC 2019 à Tokyo, Japon.

Les six équipes mauriciennes membres de la délégation menée par le NPCC à participer à l'International Convention on Quality Control Circles (ICQCC) 2019 ont livré une brillante performance à cet événement mondial qui a vu la participation de centaines d'organisations de 14 pays.

Les quatre organisations mauriciennes qui ont remporté les Gold Awards sont Phoenix Beverages, l'Employees Welfare Fund (EWF), la SS Business School et Neel Trading and Facilities. Les deux autres organisations, à savoir Natec et Rajiv Gandhi Science Center, ont remporté des Silver Awards. Les six organisations ont été les grands gagnants de la deuxième édition de la National Productivity and Quality Convention (NPQC) organisée par le NPCC en mai de cette année.

La participation des six équipes mauriciennes à l'ICQCC par l'intermédiaire du NPCC signifiait leur donner l'occasion de côtoyer et d'apprendre de l'expérience d'organisations étrangères ayant mis en œuvre des projets axés sur la productivité et la qualité. La participation fait également partie de la volonté du NPCC de donner une plus grande visibilité à ces organisations au niveau international et d'élargir leurs réseaux.

“La brillante performance de nos équipes à ICQCC 2019 témoigne du fait que les organisations mauriciennes ont le potentiel et le savoir-faire nécessaires pour relever les défis au niveau international. La plate-forme NPQC créée par le NPCC est en effet devenue une référence pour les organisations locales afin de mettre en valeur leur savoir-faire et leur expérience”, avait déclaré l'ancien directeur exécutif du NPCC, M. Deepak Balgobin du Japon.

Les membres des équipes représentant ces organisations ont bénéficié d'un encadrement animé par le NPCC avant leur départ pour Tokyo. Le coaching les a aidés à présenter leurs projets conformément aux normes établies. Il convient de rappeler que les équipes participantes avaient présenté des projets et des initiatives qui se sont avérées être un moyen d'accroître la productivité et la qualité de leurs opérations.



The experience in Japan has been one that will contribute in constantly uplifting our standards. The stakes are really very high for us now.

Yanasha Hurree,
Phoenix Beverages



Les membres des équipes ont défilé au couleurs mauriciennes à l'ICQCC 2019.

“Bien que nous ayons parcouru un long chemin, nous avons encore beaucoup à apprendre de toutes les équipes des différents pays présents à la Convention. Sans aucun doute, nous sommes maintenant dans la ligue des acteurs brillants au niveau international, tels que les Philippines. Cependant, nous ne devons pas oublier que nous devons nous préparer continuellement aux évolutions autour de nous pour maintenir et consolider notre avantage concurrentiel”, avait déclaré le président du NPCC, M. Sanjiv Mulloo.

Maurice, par l'intermédiaire du NPCC, a été officiellement admis l'année dernière en tant que 14ème membre de l'ICQCC. La Core Country Meeting de l'ICQCC avait validé l'adhésion de Maurice avec l'appui et la proposition de l'Inde. La proposition a été appuyée par les Philippines et le Bangladesh.

L'ICQCC 2019 a été organisé par l'Union of Japanese Scientists and Engineers (JUSE) sous le thème “Creating a Brighter Future Through Total Quality Management and Quality Circle Activities”. Il est à noter que le Bangladesh accueillera la prochaine édition de l'ICQCC en 2020.

“We have had the opportunity to learn a great deal from the culture of different organisations through their presentations. Indeed, the Japanese culture has inspired us very much. The EWF has still a long to go but we have no doubt we are now at another level when it comes to productivity and quality.”

Mr. Nawaz,
Employees Welfare Fund

“It was a really enriching experience to be part of such an event that gave us the opportunity to learn from others. The discipline practiced in Japan is something to be inspired of. Nowhere have I seen such strong attention to discipline and courtesy and I think in Mauritius, we really need a similar culture to emerge.”

Mr. Roumar Siddick Ramjan,
Neel Trading and Facilities

“There is no doubt that a participation to the ICQCC is a lifetime opportunity. We are proud to have been given the privilege to participate in this international event where we met with representatives of other companies beyond our shores and learned from their projects. I am sure we have a lot to learn from them and it's for sure we are not going to stop here.”

Mrs. Saada Shahid,
SS Business School

“The ICQCC was a good platform where we could give our organisation more visibility. Productivity and quality have taken a good prominence in all our activities and through the NPQC and ICQCC, we are sure to give a good boost to all our activities.”

Mr. Prakash Jhugaroo,
Rajiv Gandhi Science Centre

“Both the NPQC and the ICQCC have helped us in consolidating our activities relating to increasing our productivity, competitiveness and quality levels. We are proud to have been associated with such an event that has enabled us to make ourselves visible at an international level.”

Shehzad Gaboos,
Natec Medical Ltd