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DAVIS & SHIRTLIFF

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NEWSLETTER

Issue No 101

From the CEO

After the quiet summer holiday period schools are now back and the usual high levels of activity have resumed at D&S, this year being busier than ever. The most important event has been the annual **Company Conference** themed **'Leadership through Technology'** and is reported in more detail elsewhere. It is always an enjoyable and thoroughly motivating experience, particularly the contributions of the external speakers that always add an interesting alternative perspective. My personal thanks to **Linus Gitahi**, **Jonathan Somen** and **Frank Maina** for their participation. The other important tradition is the annual Management Awards, this year's recipients being **Lilian Maigo** and **Patrick Mufwoya**, who were commended and a thoroughly deserved Manager of the Year awarded to **Margaret Kuchio**. They have all made enormous contributions and I am most grateful for their efforts.

Manager of the year Margaret Kuchio and commended managers of the year Lilian Maigo and Patrick Mufwoya pose with their awards with the executive team and non-executive director Stuart Eastwood.

Due to the D&S's continuous expansion, what was a select event, has grown considerably to the extent that it is now not possible to include everyone. As an alternative, focus events are held, one earlier in the year for Accountants and Administrators and recently one for the Kenya Branch Managers, all 23 of them! Again Performance Awards were presented and I congratulate **David Ngure** from D&S Nakuru and **Kennedy Ojunge** from D&S Karen for being commended and **Benedict Kutu** from D&S Westland's for being selected as Branch Manager of the Year. Benedict has made a great contribution over the years and his award was particularly deserved.

Finally, I would mention an initiative we're all proud of at D&S, **iDayliff**, a system for remote monitoring and control of pumps using GSM technology. This was developed by the Technical team under **Philip Holi**, particularly **Charles Kebaso** and **Gilbert Barasa** and is an internationally comparable technology that has been internally engineered and supported at a most competitive cost. It has particular applications in the remote areas and is an excellent example of application of the conference theme!

New Products - iDAYLIFF

Davis & Shirtliff's 2016 focus is **'Leadership through Technology'** and an excellent example of this is the **iDayliff innovation**. This is a remote monitoring and control facility that can be used for all D&S supplied pumps and utilises GSM GPRS technology. Depending on sensors fitted, the system can monitor various parameters including performance and fault conditions and can also remotely control pump operation through a phone App. The system was designed in-house and the hardware is incorporated into D&S manufactured control panels giving considerable benefits in terms of cost and serviceability. The GSM technology means that communication can be made wherever there is a mobile signal, even in a different continent! A number of systems have already been successfully installed and they have proved especially useful in alerting maintenance requirements so pump down time is minimised, especially when combined with a D&S Service Contract. The technology is especially applicable in remote sites where water supply is critical and there is no doubt that iDayliff will soon be widely fitted in many Davis & Shirtliff pump installations across the region.

2015 Management Conference

Participants of the Management Conference are pictured together with former Nation Media Group CEO Linus Gitahi during the recently held event at Windsor Hotel.

The annual **Company Conference** is an important D&S tradition attended by all senior managers throughout the Group, this year's event being held at **Windsor Hotel**. Themed **'Leadership through Technology'** the focus was on how to leverage technology to support growth. External speakers **Jonathan Somen**, MD of Access Kenya, **Frank Maina**, MD Sponge Consulting and **Linus Gitahi**, formerly MD of Nation Group all looked at the theme from various perspectives and some excellent ideas were generated. Other activities included the annual Management Award presentations and a dinner with entertainment by comedian **Dr Ofweneke**.

Another event held immediately after was a conference for **Kenya Branch managers**, where the focus was on improved branch operation. This was the first such gathering, which has become necessary with the expanding Branch network.

Both events were great successes and all participants are now energised for another year of progress!

Participants of the Kenya Branch Managers' conference are pictured together wtih D&S executives after a successful event.

D&S Kitengela Opening

Executives David Gatende, Margaret Kuchio, Edward Davis, Branch Manager Amos Mutunga and guest of honour, Chief Water Officer Kajiado County Leonard Ritei cut the ribbon during the opening ceremony.

D&S Kenya's Eastern Cluster of branches under GM Sales **Margaret Kuchio** recently celebrated the opening of their latest addition, **D&S Kitengela**, with a partner cocktail at the newly refurbished premises in Kitengela town. Situated directly on the Namanga road and with ample customer parking, the branch enjoys a central location in this bustling satellite town. The event was hosted by Kitengela Branch Manager **Amos Mutunga** and was also attended by executives **David Gatende**, **Edward Davis** and **Margaret Kuchio** who welcomed the 50 guests to a program of refreshments, the corporate films, speeches and finally an open forum where guests shared their experiences and quizzed the panel of D&S executives on key issues. The event was a success and, early signs indicate that the branch will also be.

Customer Events at D&S

D&S enjoys a long tradition of holding customer events in order to interface with key partners and stakeholders in the various markets. These events offer a good opportunity to showcase **new products** and **services**, **share knowledge** and **expertise**, gather vital market feedback and, most importantly of all, collect ideas that could lead to improvements in the services provided. All D&S business units are encouraged to engage with key stakeholders in order to remain in touch with market dynamics and in the last two months, events were held in **Kampala**, **Dar-es-Salaam**, **Garissa**, **Lodwar**, **Kitengela**, **Eldoret**, **Kisumu**, **Meru**, **Mwanza** and **Naivasha** along with the ongoing program at D&S HO.

Participants of the D&S Dar-es-Salaam Emerging Business Segments Seminar gather after a successful event at the New Africa Hotel together with D&S staffers Lilian Kityege and Tamim Dikula.

Staff News

Appointments

Alvin Ndungu

Moses Ndalila

Reuben Kinuthia

Angela Monda

Paul Muchiri

Joseph Kimani

D&S is pleased to welcome **Alvin Ndungu** (D&S Mombasa), **Moses Ndalila** (D&S Downtown) **Reuben Kinuthia** (D&S Kitengela), **Angela Monda** (D&S Kisumu), **Paul Muchiri** (D&S Meru) and **Joseph Kimani** (D&S Nanyuki). They are all wished long and successful careers with the company.

Commendations

Commendations were recently awarded to **Harriet Ochieng** (D&S Eldoret), **Stephen Mwega** and **Desmond Rao** (HO, ICT) and **Jos Musima** (HO, Marketing), for making exceptional efforts in executing their duties. Everyone's commitment is greatly appreciated.

Births

Congratulations to **Juma Waithaka** (D&S Machakos) on the birth of his wife Emma on the arrival of their daughter Jasmine and **Wamaitha Ndungi** and her husband Cliff on the arrival of their daughter Ivanna.

Deaths

With great sadness the passing of **Nickson Simweene**, formerly stores assistant in D&S Zambia is announced. Deepest sympathies are passed to his family and friends. May God rest his soul in peace.

Weddings

Christopher Muli (D&S Mombasa) and his bride Mary pose with colleagues on the joyous occasion of their recent wedding.

Staff Profile - Philip Holi

Philip Holi is D&S's first and incumbent Technical Director with group wide responsibilities for the technical division which includes manufacturing, local assembly as well as the emerging business segments (EBS) of Solar, Power and Water Treatment.

Philip is a Kenyan born in Kisumu although he knows the country well having also resided in different counties before finally settling in Nairobi where he schooled at the famous Starehe Boys Centre. He then moved on to Nairobi University and Manchester Business School for his BSc in Mech. Eng. and his Executive MBA respectively.

Philip is in a select group of D&S staff - he has joined the company twice - firstly as a fresh graduate in 1996 and secondly in 2009 when he re-joined at senior management level. In the interim he worked with KWS, PwC and finally G4S and so on his return brought back a wealth of experience. Philip is a family man blessed with wife Sharon, a senior Safaricom official, and children Jasmine and David and has a love for the outdoors - he lists his hobbies as mountain biking, rock climbing and camping.

Of D&S, Philip says he was drawn to the company because of its progressive nature and for sure his championing of technology has driven the company forward in recent years. Ever keen to be at the forefront of product development, his most memorable moments at D&S were the installation of the first ever RO plants which were commissioned in Mombasa in the late '90s. Philip is known for being highly organized, methodical and logical and his philosophies of life reflect this as he observes that change is the only constant and that learning never stops.

D&S HO Community Activity

D&S Meru under branch manager George Ndege in October stepped in to assist the 60 children at Ngaremara Rescue Center by donating and installing a replacement solar structure and re-commissioning the borehole. Pictured are the D&S staff as they enjoy the re-connected water with some of the center's children.

D&S Pictorial

Lorentz Visit

D&S HO recently welcomed Lorentz officers Stephan Ohmsinger and Kai Reinecke to the Management conference. Stephan gave a fascinating talk on the future and opportunities of solar pumping as part of the conference theme, 'Leadership through technology'. Pictured are the pair at the D&S Training Centre with D&S executives.

D&S Uganda Customer Seminar

In order to maximize the benefits from the recent Management Conference, D&S UG MD Ephraim Wainaina in October hosted D&S UG managers to a retreat focusing on Customer Relationship Management facilitated by expert trainer, Peter Kimbowa. Pictured are the team at the successful event.

D&S Zambia Management Conference

As a follow up to the HO Management Conference the D&S Zambia team under MD Jonathan Mainga held their own two day management seminar at Villa Executive Lodge where the focus was to strategise for 2016 and implement the 'Leadership through Technology' theme. The team is pictured after a successful event.

D&S Nakuru Borehole Instalation

D&S Nakuru under branch Manager David Ngure have been carrying out a major water infrastructure project with Japanese Government aid agency JICA for the installation of 70 boreholes across the Rift Valley. Pictured are D&S Engineers as they commission one such site.

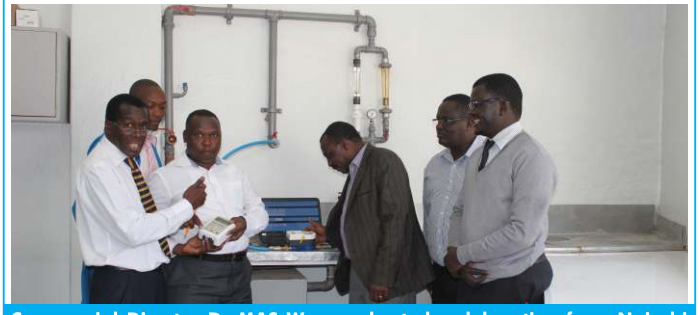
L'Oreal RO Plant

D&S has recently been commissioned to upgrade the factory water supply for Interbeauty Ltd, the local subsidiary of the famous L'Oreal cosmetic company. The work involved the supply of several new design Reverse Osmosis plants that incorporate stainless steel for the frame and piping. Pictured is one of the units with L'Oreal's John Wachira and D&S staff.

Kohler Training

Key D&S partner Kohler recently sent experienced trainer Paolo Zanti to carry out comprehensive practical training on the maintenance and overhaul of Kohler engines at D&S HO. 15 senior technicians from around the Group participated in the 4 day course. Pictured discussing the operation of a Kholer diesel engine are trainer Paolo Zanti together with D&S staff.

Nairobi Water Metering Demo



Commercial Director Dr MAS Waweru hosted a delegation from Nairobi Water & Sewerage Company at D&S HO to demonstrate pre-paid water metering technology. The session focused on the benefits this technology offers both customers and utility providers. Pictured are the team examining a demonstration unit.

Stanchart Marathon

This year's Standard Chartered Marathon was held in support of charity organization Seeing is Believing and was well supported by D&S staff with 75 entering the race. The fastest staff member for the 21km race was HR Manager George Muthini who completed the course in 1 hour 51 minutes. Participants are pictured recovering after the event.