

# **KITWE VOCATIONAL TRAINING CENTRE**

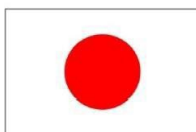


## **TEAM BUILDING - REPORT**

1<sup>st</sup> March 2024

Baluba Game Resort - Ndola

**THE PROJECT FOR PROMOTING YOUTH EMPLOYMENT THROUGH CONSTRUCTION  
EQUIPMENT OPERATING SKILLS TRAINING**



**HITACHI**

Reliable solutions



## 1. INTRODUCTION

The team building event held at Baluba Game Resort on March 1st, 2024, was an initiative organized in line with project activity 2.3 Staff development activities for Kitwe Vocational Training Centre (KVTC) management, trainers and Project staff. The event aimed to foster cohesive teamwork among KVTC management, trainers, and project staff to ensure the smooth functioning of the ongoing project. Recognizing the importance of friendly work relationships in enhancing productivity, team support, cooperation, and performance, this event was deemed necessary. By fostering bonds and connections, the event sought to create a strong dynamic team beneficial to both KVTC and the overarching project. Additionally, it aimed to improve employee engagement, morale, and communication.

## 2. THE TEAM BUILDING PROGRAM OF EVENT

The event was preceded with a short welcome remark by the principal in which he highlighted on the importance of team work. During his short remarks Mr. Kakoma the Principal stated that a team that work in oneness achieve better results. In the same manner we also had the project coordinator state his welcome remarks by encouraging the team members to interact and communicate effectively with each other for the productivity of the project.

The team Engaged in activities designed to promote teamwork, problem-solving, and communication skills, by playing a game that allows each person to participate and speak to the audience. We further, engaged in conversation about the team challenges that are being faced and the recommendations. This created an interactive session and allowed the team to express their concerns and suggested solutions to different challenges mentioned.

## 3. PARTICIPATES

Participants of the team building were as follows;

NAME	POSITION
Mr. Chrispin Kakoma	<u>Principal</u>
Mr.Freddie Mulenga	<u>Trainer</u>
Ms. Emily Mumba	<u>Trainer</u>
Mr.Osward Kabwela	<u>Trainer</u>
Mr.Bernard Simumba	<u>Trainer</u>
Mr.Hasford Silwamba	<u>Trainer</u>
Mr. Henry Sakala	<u>Trainer</u>
Ms. Clara Mwale	<u>Project Staff</u>
Mr. Chipso Nkomo	<u>Project Staff</u>
Mr. Harry Sianziba	<u>Trainers</u>

Ms. Leah Mwewa	<u>Project</u> <u>Staff</u>
Mr. Sunday Kalunga	<u>Project</u> <u>Staff</u>
Mr. Frank Malenji	<u>Project</u> <u>Staff</u>
Mr. Nephias Moyo	<u>UNIDO</u>
Mr. John Pratt	<u>UNIDO</u>

#### **4. OUTCOME OF THE EVENT**

The following were the outcomes of the team building event;

- The team-building facilitated networking and social interactions among participants.
- It served as a practical exercise in teamwork.
- It encouraged collaborations that will help with the project's implementation.
- It raised awareness of effective ways to address workplace challenges.
- It fostered means of positive communication, contributing to the project's success.
- Strengthened team cohesion by establishing a good rapport among members.

#### **5. MEETING DISCUSSION POINTS**

During the team building event, the team discussed about the challenges being faced by the project and further discussed about the solutions to mitigate the challenges. Outlined below are some of the challenges and recommendations that were tabled;

##### **5.1. CHALLENGES**

Discussion on the challenges faced in the project are as follows;

- Delayed acquisition of dump truck equipment,
- Vendor management issues,
- Limited training time for students on actual machine (excavator),
- Fuel delivery and management,
- Simulator lab maintenance,
- Shortage of teaching personnel, and
- Student meal allocation.

##### **5.2. FUTURE RECOMMENDATIONS**

To address the challenges identified, the following recommendations were proposed;

- Consider initiating training with a rented dump truck instead of waiting for the procurement and delivery of a dump truck. Additionally, consider procuring a construction dump truck based on specified training requirements.
- Trainers should consider suggesting suitable vendors for project supplies.
- Extend training time on actual machine (excavator) for each student from 10 minutes per day to 20 minutes per day.
- Provide comprehensive lesson plans for training.
- Engage a company to supply and deliver fuel on site.



- Maintain cleanliness in simulator labs and introduce special clothing to preserve the equipment.
- Consider providing lunch for all students and involve the Constituency Development Fund (CDF) for support.
- Introduce a catering department at KVTC.

## 6. TEAM BUILDING EVENT CHALLENGES

The following were some of the challenges that were faced during the team building event;

- Limited departmental involvement, as only one department participated in the activity.

## 7. RECOMMENDATIONS

The following recommendations should be taken into account for future events;

- Invite other departments in team-building activities.
- Host the team-building activities tri-annually.

## 8. CONCLUSION

The team building event proved to be invaluable in fostering a positive work environment and enhancing the quality of work at KVTC. It is expected to promote collaboration among team members, thereby improving productivity and overall team performance.

## 9. PHOTO FOCUS



*Photo of team building discussion*



*Group photo of team building participants*