



Program For Leaders of Employers' Organizations and Former Successful Participants

January 30th 2023

Tokyo, Japan

About Me

Name: Hong Lina

Country: Cambodia



Organization profile

Company's Name: Grandis Timber Commercial Reforestation Company

Business: Agriculture (Forestry plantation), species; Teak, Mahogany, Acacia and Eucalyptus.

Certification: Forest Stewardship Council (FSC™)

Total area: 7,900 hectares

Final product: Timber logs



Mission:

- To develop sustainable high-value timber and other agricultural assets in Cambodia,

Goals:

- Creation of long-term value for our shareholders
- Establish industry leadership within the regional emerging markets in the following areas:
 - ✓ Profitability / Return on Investment
 - ✓ Tropical Hardwoods Plantation Technical Expertise
 - ✓ Operating Procedures and Efficiencies
 - ✓ Environmental Sustainability
 - ✓ Social Responsibility



Director

Operational
Manager

Management
Forester

Site Manager

Finance Manager

Corporate Service
Manager

Gvt & Community
Relations
Manager

Roles & Responsibilities



Over-all responsibility for and provide leadership and direction for Grandis Timber Ltd (the "Company") operations at both the economic land concession located at the plantation in the Province and at its head office in Phnom Penh.

Human Resources & Industrial relations

- Implement and ensure maintenance of the processes for selection, hiring, training, development, succession planning and mentoring of employees to achieve business objectives and performance standards.
- Coach and develop senior employees to ensure they reach their full potential including communicating and rewarding improvement.
- Adhere positive relations with employees, community and other keys stakeholders (government, customers and partners).



Experiences with AOTS/HIDA



- Joint online instructor's course on MTP; 2 weeks (June and July) in 2021
- Applied good knowledge at workplace and walking steps.
- Shared to director and senior managers.
- Agreed on action plan **"Work Improvement"** focuses on improving job allocations, job enrichment and improving work methods for subordinators.
- The reason for "Work Improvement"
 - ✓ Shortage of manpower
 - ✓ Focuses on productivity, yet the well-being of the employees are still our main priority.
- Difficulties in implementing the work plan
 - ✓ Feeling of too details and control
 - ✓ Lack of monitoring



Challenges during the Covid 19 outbreak

- Human Resource Management
 - ✓ Skill development
- Industrial relations
 - ✓ Suspension of employees' contract



Thank You For Your Attention

Q & A