



NEWSLETTER



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Wrapping up 2020



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2020 Training and Development Summary

A MESSAGE FROM THE MANAGING DIRECTOR



Owners, Pat & Margie
Duckworth

As we reach the end of a very challenging year, with the effects of the COVID19 virus still lingering and the economic downturn brought about by the Government not completing the renegotiation of various mining leases, I feel particularly proud that despite these challenges we've made many significant improvements to the company and set a strong foundations for further growth in the year ahead.

With 2021 fast approaching we have a number of exciting projects to look forward to starting with the Pronto – Go Live in February, the opening of Highlands Bakery, a new café restaurant in Hagen Central shopping centre and various initiatives with Hilans Fres and Highlands Butchery to name a few. Very exciting times ahead that we look forward to sharing with you.

I'd like to thank you all for your continued commitment to Tininga and for embracing all the new initiatives we have implemented. I feel the team we have built together is a strong team and that together we can continue to operate through adversity – this year has proved this.

To you and your families our best wishes for a healthy, happy and prosperous New Year.

Pat & Margie

TININGA CHRISTMAS DINNER

By Sarah Duckworth



On Tuesday 22nd December Tininga Management Team celebrated the year and festive season with a Christmas Buffet at the Highlander. The evening was enjoyed by all and Managing Director, Pat Duckworth, thanked the team for all their efforts this year despite the obvious challenges of COVID-19 and down turn in the economy. Merry Christmas team Tininga.

Above some images of the night

TININGA BRINGS CHRISTMAS TO THE HAGEN HOSPITAL PAEDIATRIC WARD.

By Sarah Duckworth

A generous donation of 100 presents was made to the Mt Hagen General Hospital Paediatric Ward on Christmas day by Tininga Ltd. The presents were toys for the children with various illnesses who were unable to spend the festive day at home and instead were forced to remain in the Hospital. The gesture was made to help spread the Christmas cheer and let the children know that they were not forgotten on this day.

A usual tradition for the Duckworth family on the 25th December is to visit the paediatric ward and hand deliver the gifts and lollies to the children. However due to COVID-19 and the obvious hospital restrictions we were unable to go this year. Instead we left it up to the amazing hospital staff to spread the cheer on our behalf.

Below images are from the same tradition carried out in 2019



HILANS FRES FARMER WORKSHOP



"from farm to plate"

On Tuesday 10th Nov, Hilans Fres hosted their very first From Farm to Plate Farmer Workshop with 90+ lead farmers attending.

The workshop was all about partnerships and quality. "The Farmers are the backbone of the business" our Managing Director Pat Duckworth told the group. "Without their partnership we wouldn't be where we are, but an equally important component in delivering quality produce from the Highlands to the rest of the country is the strict cool chain supply procedure that Hilans Fres provides."

The message of the workshop was clear - supply alone is not enough, Hilans Fres needs quality and quality is what is going to take this partnership to the next level. A message well received by the group who were excited about the opportunities being presented with the aim of improving quality that will in turn help their business grow together with that of Hilans Fres and deliver more quality fresh produce to Papua New Guinea.



Some images from the container's journey from Mt Hagen to Lae along the Highlands Hi-Way.

CLOSING THE YEAR WITH TRAINING AND DEVELOPMENT SUMMARY

by James Nentepa



At Tininga, we realise that human resource is one of our most valuable assets. It is for this reason that we dedicate more time and effort to providing ongoing Human Resources development initiatives to empower people within the Company to develop their talents and to go forward and take on additional responsibilities.

Despite, year 2020 being very challenging due to the pandemic, Tininga has successfully achieved key milestones in its staff development initiatives through its HR and Training Departments.

Looking at year 2020 at a glance, the following are highlights of achievements.

28th February 2020 - 2 x senior Information Technology (IT) Staff have Completed a course in Window Server 2016 Administration and Management at Datec Training Centre in Port Moresby – Tininga IT Manager Itaar Kisokau and Pronto System Administrator Tyson Garap after having attended a week-long course in Window Server 2016 Administration and Management have come back to have successfully installed and now managing the new server and hardware for Pronto Implementations and is going very well.. Course fully sponsored by Tininga.

27th of June 2020 – Establishing and opening of the new state of the art Tininga Training Centre by our Managing Director Mr. Pat Duckworth - The new facility is proof of Tininga's commitment to developing its human resources and to better our employees both professionally and generally in life – as learning is key. In the words of our Managing Director Pat Duckworth "Nothing gets done without people" therefore, for Tininga to remain ever competitive and successful, the step to developing our own employees in a

modern learning environment was a huge one, but one that was necessary.

30th June 2020 – Tininga Hosted Graduation of 10 x Managers in Certificate IV in Leadership & Managements – Ten Managers successfully completed a 6-month BSB42015 Certificate 4 in Leadership and Management qualification delivered by PNG IEA College of TAFE, an accreditation that is internationally recognised and better fitting for the Tininga Managers to lead as frontline Managers. The Graduates are the pioneer of this program. The program was fully sponsored by Tininga.

August 21st 2020 – 1 x staff successfully completed CPAPNG requirements - Tininga's Accountant Jessica Mawa has been awarded Certified Practising Accountant by Certified Practising Accountant PNG (CPAPNG) after having completed all requirements set by CPAPNG. Though it was a long and lonely journey taken by Jessica since joining Tininga in 2011, Tininga has been part of that journey in assisting with payments of fees for the last 5 exams over the years plus the final one in June, 2020 including Jess' CPAPNG memberships fees over the years. It's been a while but with determination and perseverance and support from Tininga and her family, Jessica is now a CPAPNG.

4th of September 2020 - 1 x staff completed Certificate IV in Agribusiness qualification – Daniel Kingal was the recipient of this qualification amongst 20 plus other participant around PNG. This program was sponsored by Australian Award of PNG (AAPNG) under one of its priority sectors which is Agriculture. This was a 6-month course where part of it was taken up in Australia but due to COVID-19 Daniel and others returned to

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by James Nentepa



PNG in earlier part of this year and have completed the program successfully on-line. Tininga was very supportive in ensuring Daniel completed the program successfully.

10th September 2020 - A 3 days Mentorship and Coaching Workshop delivered to 24 x Tininga Managers - To be better Coaches and Mentors in the workplace, Tininga engaged the service of Jerry Wemin, a very profound and experienced national who is well known in the circles of the corporate and business sector including the academic world who successfully hammered home the core skills on professionalism and personal effectiveness coaching and mentoring. This workshop concluded on a higher note with Managers returning to work equipped with new learned skills in Coaching and Mentoring. Certificates of attendance will be awarded to participants who meets all requirements of this course in January 2021.

6th of October 2020 - Internal Leadership Training program concluded with its 6th Batch of Participants - Since the inception of the program in 2019, the Internal Leadership Training Program has passed out a total of 62 staff through 6 batches with the 6th batch completed recently with 7 staff from Bakery who have acquired skills in leadership skills stand ready to step up to challenges ahead of opening of the new Highlands Bakery. The 62 staff that have passed through these batches have transited smoothly into their existing roles or have been appointed to new roles within the Company.

Other essential Training programs that have ran in 2020 are Pronto Key User Trainings, Safety Trainings, Cold Chain Management and Customer Service Trainings for key service areas in Check-outs, Counter Service and Kofi Kai Bars.

From HR and Training Team, wishing everyone a belated Christmas and looking forward to the challenges in the new year ahead.

"Nothing gets done without people" - Pat Duckworth, Tininga Limited Managing Director.



BRING ON 2021

Sarah Duckworth

With the new year shortly upon us, there are multiple exciting things to look forward to in 2021 which can only take Tininga further.

2021 will bring;

Go Live with Pronto

Opening of Highlands Bakery

Expanding of Kofi Kai into Tininga Hardware

Congratulations all on a successful 2020. Wishing everyone continued success for 2021.

