



IBD Convention

GHANA – 05 March 2013



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The SABMiller Technical Strategy

One of the four SABMiller's key Strategic intents is

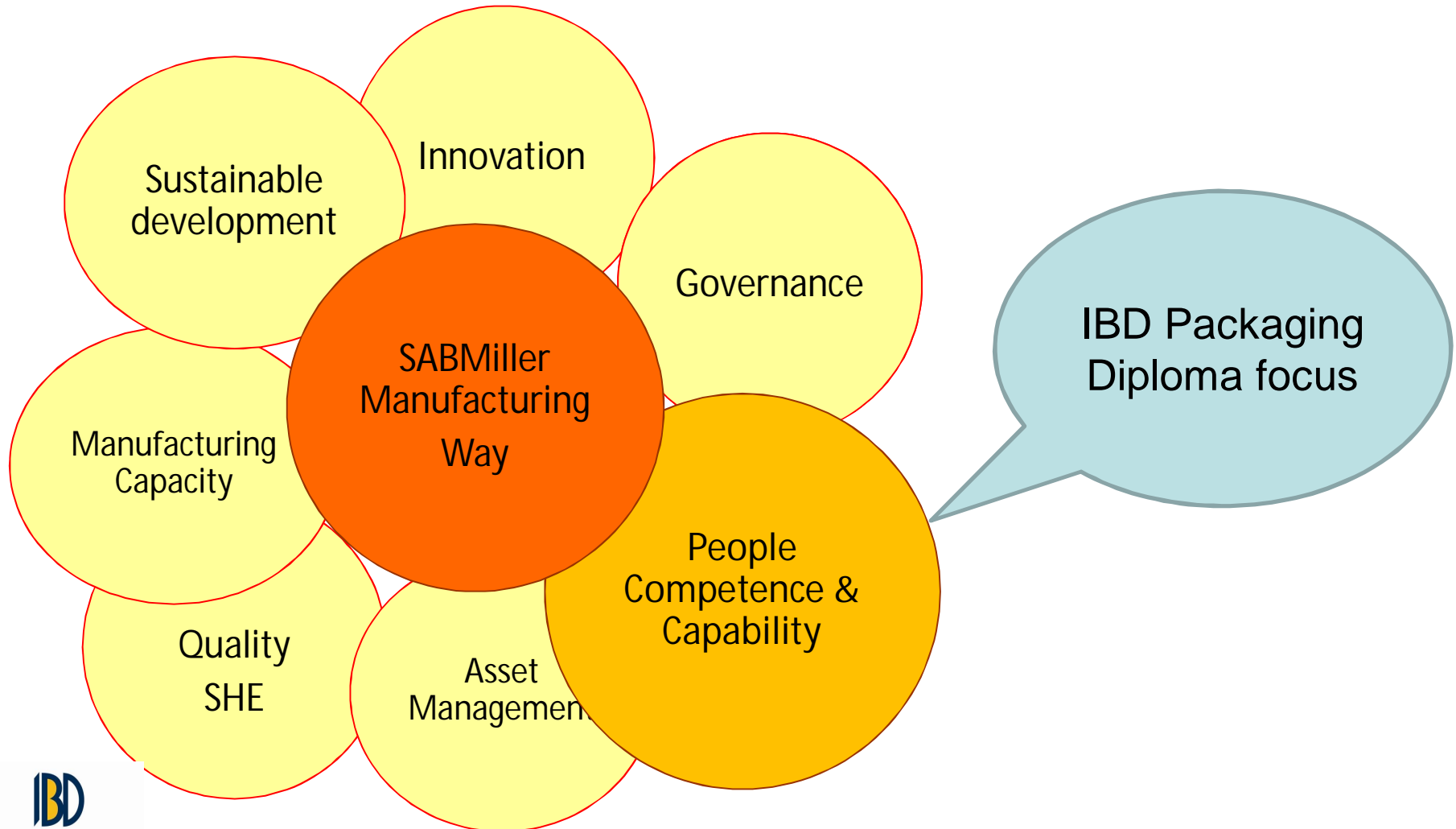
“Enhancing our reputation for Operational Excellence”



The Institute of Brewing & Distilling



Operational Excellence



People Competence & Capability

Objective

- Apply the most effective model of organisational design
- Drive a high performance culture
- Improve competence at all levels of the organisation
- Anchor the new way of working

Key KPI's

- % competence (CAP) – key Packaging positions
 - Packaging Manager
 - Packaging Engineer
 - Team Leader
 - Process Artisans
 - Machine Specialists
 - Maintenance Controllers
- Pipeline
 - Apprentices
 - Graduates

CAPABILITY	Organisational Enablers	Organisational Enabler 1	Performance Management
		Organisational Enabler 2	Functional Integration
		Organisational Enabler 3	Competency Acquisition
		Organisational Enabler 4	Integrated Change Management

Before partnership

IBD

- Brewing Certificate
- Brewing Diploma
- IBD Packaging Certificate
- IBD Packaging Diploma
- Etc.



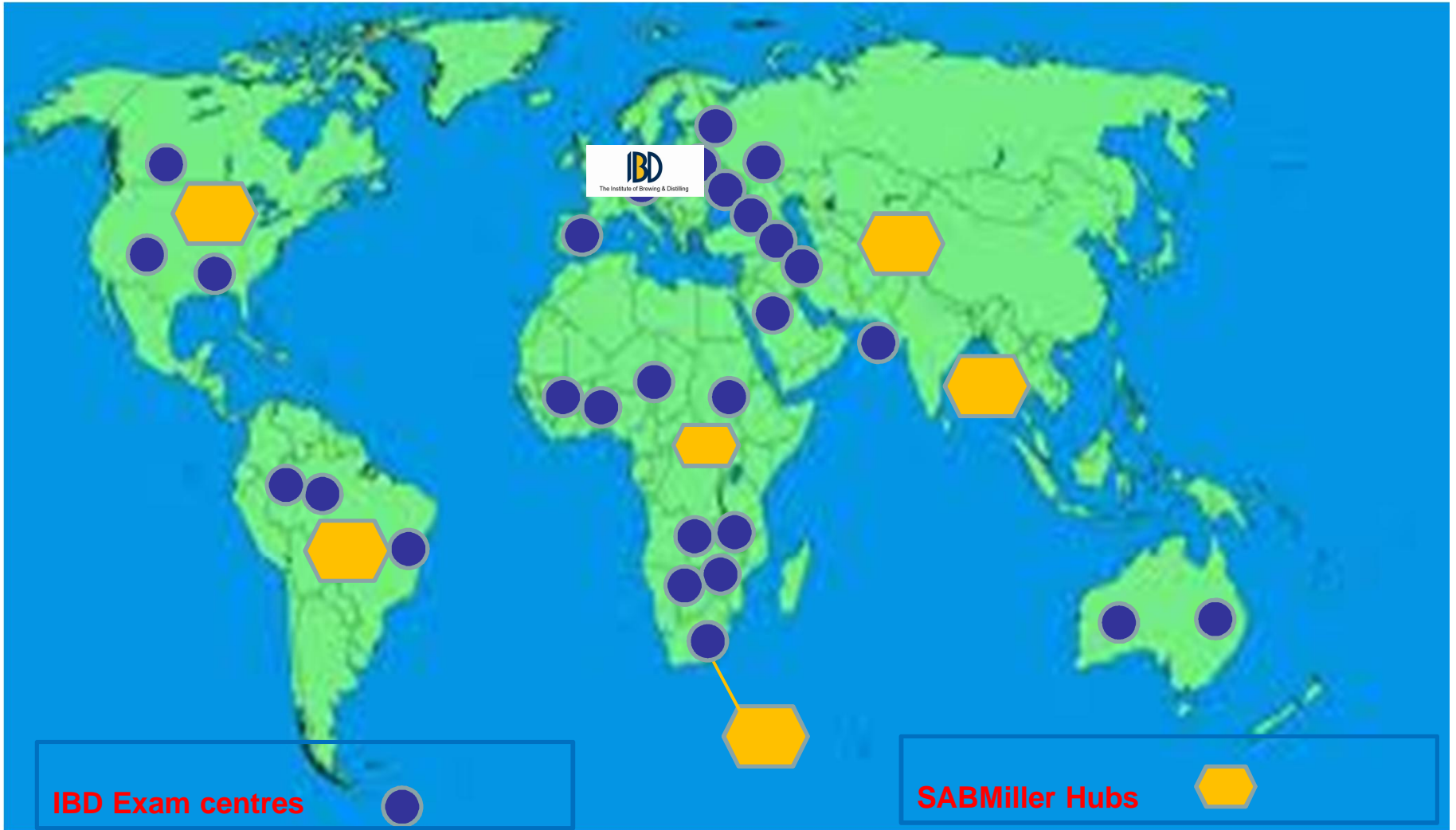
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SABMILLER

- Advanced Packaging 1-3
- Asset Management 1&2
- Packaging Certificate
- Packaging Diploma



Why the Partnership



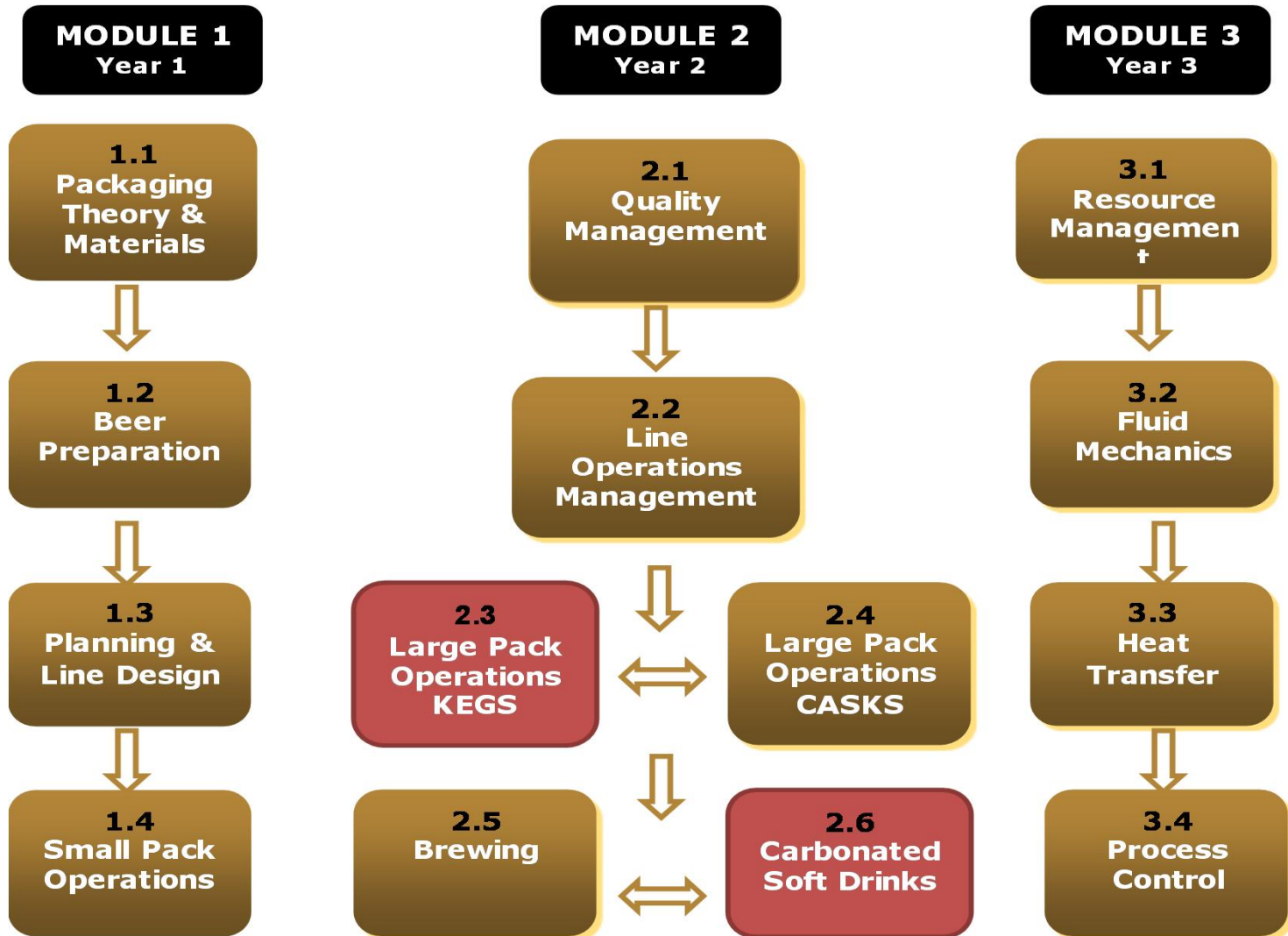
Why the partnership

- Credibility of IBD and SABMiller worldwide
 - Representation from Packaging community globally
- Portable International Qualification
 - Current content
 - Content relevant to beverage packaging worldwide
- Inter departmental flexibility
- Building capability for growth into Senior Technical Management role

Methodology to diploma development

- IBD and SABMiller material reviewed for
 - relevance
 - Logical sequence of modules
- SABMiller complimentary material developed to meet organisational specific needs
- Understanding and alignment of the IBD and SABMiller packaging terminology
- Balance of theoretical and experiential knowledge
- Experiential learning based on real work case studies and projects using SABMiller standards and procedures
- Recognition of Prior Learning for some of the units within the qualification

Final module sequencing



NO	UNIT STANDARD	RPL EXEMPTION FROM UNIT STANDARD
1	Packaging Theory & Materials	IBD GCB/IBD Dipl. Brewing
2	Brewing appreciation for Packaging	-
3	Beer Prep. Micro Stabilization for Packaging including small Pack filling operation	-
4	Quality and Hygiene	SAB Pack. Dipl.
5	Small Pack operations excl. filling	SAB Pack. Dipl.
6	Large container Packaging operations. Keg & Cask incl. dispense	-
7	Packaging Line design & Performance with Capacity Planning	SAB Pack. Dipl.
8	WCM, Maintenance, Safety, Utilities & Environment	-
9	Process gases for Packaging	IBD Dipl. Brew/BSc Chem. Eng.
10	Fluid Dynamics for Packaging & Materials of construction	IBD Dipl. Brew/BSc Chem. Eng. or Mech. Eng.
11	Thermal energy transfer for Packaging	IBD Dipl. Brew/BSc Chem. Eng. or Mech. Eng.
12	Process line control/instrumentation & materials	-

Diploma delivery methodology

- Blended learning
 - Learners in various plants supported by Sponsors and local Subject Matter Experts (SME)
- Support from HUB Consultants through facilitated workshop sessions
 - Workshops conducted at a plant where theory and experiential exposure is afforded to learners
 - Web Portal
 - Online Multiple Choice Questions (MCQ's)
 - Touchdowns

Diploma delivery methodology *cont.*

- Case studies based on SABMiller specific material to enhance learning
- Exam weighting

Short answer questions & Multiple choice questions	35%
Long answer questions	35%
Assignments	30%

Conclusion

- Entry prerequisite
 - IBD membership
 - General Certificate in Packaging
 - General Certificate in Brewing/Brewing Diploma
 - 2 to 3 years work experience in a Brewery
 - Relevant Tertiary qualification
 - BSc Mechanical Engineering
 - BSc Chemical Engineering
- SABMiller Africa piloted the qualification
- Started with 16 Learners in 2012
- Currently has 27 learners 2013
- First graduates to complete in 2014

