

## From the Chairman

The final quarter of the D&S year is always the busiest with this year being no exception. The key event has been the **Management Conference** where we review the past year and plan for the next, this year's theme being **'Winning in the Digital Era'** - most appropriate for the fast changing world we live in! Though D&S is already relatively advanced in the digital space with a sophisticated **ERP system**, the new **D&S FLO App** and a prominent on-line presence there remains much to do. We had various internal and external inputs on the theme, though I was particularly grateful for the contribution made by the principal speaker, **Dr Bitange Ndemo**, one of Kenya's digital pioneers who opened our minds to many new possibilities!

An important tradition at the Conference is the **Manager of the Year Awards** and I was particularly pleased to present the overall winner's award to **Ephraim Wainaina**, MD D&S Uganda. He is one of the Group's longest serving staffers with over 40 years' service and has achieved many things, particularly the creation of D&S Uganda and its current success. I also congratulate the Commended Managers, **Lena Sumuni** for the excellent work she has done in developing the HR function and **Ken Muturi** on his



**Manager of the Year Award winners Ephraim Mbugua, Lena Sumuni and Ken Muturi are pictured with Group chairman Alec Davis and the D&S executive team at the 2018 Management Conference.**

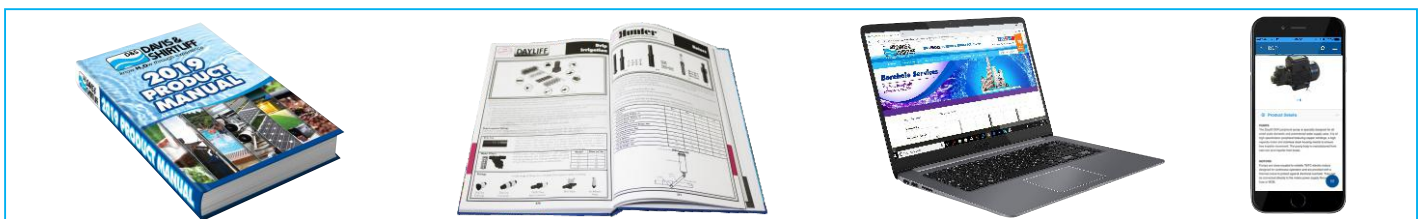
achievement in developing D&S's high profile on-line presence. All awards were thoroughly deserved and I am very grateful for the winners' contributions.

Another notable event has been a visit to D&S by the **Grundfos Group CEO Mads Nipper** who was very supportive in his comments. Grundfos and D&S have been partners for over 50 years and

we were honoured to host him. Good discussions were held on how to build on the already strong relationship and we look forward to continued growth of our mutual business.

Finally I must mention D&S Kenya's biggest ever project, the drilling and equipping of **100 solar powered boreholes for Meru County**. This is an ambitious initiative by **Governor Kiraitu Murungi** to bring water to the people of his county and D&S is working closely with his team to complete the project in record time. Negotiated and managed by COO **Dr MAS Waweru**, the project is progressing well with a number of sites now commissioned and is an excellent example of what can be achieved when there is commitment by all parties to achieve the common good. This project is pioneering an approach to bring water to remote communities in a sustainable way and D&S is proud to be involved in it.

## 2019 Product Manual



The new 2019 D&S Product Manual is available in hard copy as well as online at [www.davisandshirliff.com](http://www.davisandshirliff.com) and on the **D&S Flo** application

As has become the tradition, the latest edition of the D&S Product Manual was unveiled at the recent D&S Management Conference by Business Development and Marketing Director **Edward Davis** in readiness for the coming year. This edition, the ninth in the bound format that was first introduced in 2010, is also the largest ever with 412 pages including **40 new data sheets** that feature an expanded range of **Irrigation items** as well as a new product segment featuring **Borehole equipment**. Since 2011 over 50,000 copies of the Product Manual have been distributed across the region and as a result, it has become the default industry reference.

Edited by Group Chairman **Alec Davis** and prepared entirely in house by a team led by Marketing Manager **Jos Musima** and

Product Development Manager **Lilian Maigo**, the Product Manual represents the full D&S range of products and solutions, which number **over 8,000 lines**, all of which are made available through the Group's network of branches and stockists.

In addition to the hard copy, the Product Manual is offered online on D&S' principal website, [davisandshirliff.com](http://davisandshirliff.com), as well as the **D&S FLO smartphone App** which is available for free and unrestricted download on both **iOS App Store** and **Android Google Play**. Additional features such as share functions, spare parts, service support and sizing tools are also available on this increasingly popular format.

## 2019 Management Conference



Conference participants are pictured with the keynote speaker Dr. Bitange Ndemo during the recent event held at the Lord Errol Restaurant.

The annual **Management Conference** is now a well-established D&S tradition where the Group's senior 60 or so managers meet to review the past year and strategise for the coming one. Held in the relaxing environment of the Lord Errol Restaurant and themed '**Winning in the Digital Age**', the focus was addressing D&S's digital presence both in terms of market interaction and also internal control and systems to see how the Group can improve efficiencies and customer support.

A tradition of the conference is external speakers and contributions were made by representatives from **Safaricom**, **Grundfos** and **Microsoft** as well as by **Dr Bitange Ndemo**, one of Kenya's leading digital experts. Also presented were **Manager of the Year Awards**, the principal accolade being presented to **Ephraim Wainaina**, MD D&S Uganda. The conference concluded with a greater understanding of the importance of implementing wider digital initiatives.

## D&S Marsabit Branch Opens



Branch Manager Bella Akinyi and her team are pictured in front of the new premises in Marsabit.

The latest D&S branch to open its doors to the public is situated in the remote town of **Marsabit**, some 500kms to the North of Nairobi. Almost entirely surrounded by the Marsabit National Park, the unique town enjoys spectacular scenery including the famous Chalbi desert which make it an increasingly popular tourist destination and a thriving hub as the capital of Marsabit County.

Situated in a prime position on the town's main street, the new D&S branch is part of the Saku Guest House complex and has already become busy servicing local clients with the D&S range of products and solutions. Newly appointed Branch Manager **Bella Akinyi** located the premises and oversaw the refurbishments to the highest D&S standards and is now settling in with her new team.

## D&S Tz Celebrates 20 years



Beatrice Roman, CEO David Gatende, Guest of Honour Water Aid Country Director Dr. Ibrahim Kabole, MD Ben Munyao and Fausta Kwesigambo are pictured as they cut D&S TZ's 20th Anniversary cake.

**D&S Tanzania** in September marked an important milestone, its **20th Anniversary**, with a cocktail event at the Dar-es-Salaam Head Office. Hosted by Group CEO **David Gatende** and D&S TZ MD **Benjamin Munyao**, the event was well supported by over 150 of D&S TZ's partners and staff.

The program included speeches by the CEO, MD and Guest of Honour, Water Aid Country Director **Dr Ibrahim Kabole** as well as live entertainment from a local band. Dr. Kabole spoke glowingly of the D&S culture of integrity as well as its proven track record and positive contribution to Tanzania before offering a toast and cutting the ceremonial cake. In the period since its establishment in 1998 the company has grown from a small operation to being the industry leader with over 60 staff spread across 6 locations including **Dar-es-Salaam**, **Dodoma**, **Arusha**, **Mwanza**, **Kariokoo** in Dar and **Zanzibar**.

## Meru County Borehole Project

**D&S Meru** led by Senior Branch Manager **George Ndege** together with the D&S Projects department under COO **Dr MAS Waweru** have been busy implementing the ambitious solar pumping project for the County Government across Meru County. The scope of works involves the turnkey installation of **100 solarized borehole pumping systems** complete with storage tanks, security fencing and water kiosks. The installations, which will be managed by the local communities, are all situated at existing public facilities including schools, hospitals, Police stations, dispensaries and county offices and the availability of plentiful safe drinking water at these key locations is expected to greatly enhance and improve living conditions for the local communities. As the solarized water supplies have very low operating costs they are expected to offer superior sustainability and long term performance for the benefit of stakeholders.



Students of Twale secondary school are pictured enjoying water from one of the Meru County solarised borehole water projects.

## Staff News

### Appointments



**Lee Bundi**



**Josephine Wanjiku**



**Rose Magomere**



**Linus Ekajapu**



**Gordon Oduor**



**Leperes Topoika**

D&S is pleased to welcome **Lee Bundi & Josephine Wanjiku** (Kitui), **Rose Magomere & Linus Ekajapu** (Nanyuki), **Gordon Oduor** (Kisumu), **Leperes Topoika** (Nakuru).

### Commendations

Commendations were recently awarded to **Nickson Kimani** (D&S Nakuru), **Nancy Macharia** (HO Government Sales), **Ken Muturi** (HO Digital Business), **Abdurehman Muhamed** (D&S Mombasa), **Kennedy Owitchira** (HO Control & Instrumentation), **Patrick Mufwoya** (HO Business Development).

### Manager of the Year Awards

|                            |                               |
|----------------------------|-------------------------------|
| <b>Manager of the Year</b> | Ephraim Wainaina (D&S Uganda) |
| <b>Commended manager</b>   | Lena Sumuni (HO HR)           |
| <b>Commended manager</b>   | Ken Muturi (HO Marketing)     |

### Births

Congratulations to **Scholastica Githua** (HO Irrigation) and her husband Titus on the arrival of their daughter Eliana, **Rose Musau** (HO Finance) and her husband Tuya on the arrival of their son Toroitich, **Nancy Taka** (HO Retail) and her husband Shadrack on the arrival of their son Rowan.

### Death



With great sadness the passing of **Martha Muia**, formerly an accountant at D&S Head Office is announced. Deepest sympathies are passed to her family and friends. May God rest her soul in peace.

### Marriages



**Emma Chepngeno** (D&S Eldoret) and her husband **Mick Kirue** pose with colleagues on the joyous occasion of their recent wedding.

## Staff Profile - John Lubango



**John Lubango** is the well-known and well respected Sales Manager of D&S Tanzania working closely with Managing Director Benjamin Munyao at the Dar-es-Salaam country Head Office. He joined D&S in 2012 and in 2013 became the founding Manager of the busy Kariokoo Branch in downtown Dar which he built into a successful business

before taking up his present responsibilities overseeing commercial activities at the Dar-es-Salaam office. Hailing from Mwanza, John attended Ilemela Primary School before heading to Kitangiri Secondary School and then finally the University of Dar-es-Salaam where he attained his BSc in Industrial Engineering and Management. Prior to joining D&S he worked in the motor industry first hearing of the company through a friend and was impressed by the levels of professionalism and the potential for career development.

A family man and a man of faith, John is married to Evamery and they are blessed with daughter Christina although he himself is no stranger to large families being one of 15 siblings born to his Father the late Lubango and his Mother, also called Christina. In his spare time he enjoys listening to gospel music, travelling to exotic places, reading books like the 4 Hours Work Week, Thinking Fast and Slow and Start with Why. His favourite activity of all, however, is football.

Of his D&S colleagues John describes them as his lovely family of people with good hearts and they describe him as friendly and polite. He enjoys the challenge of working at D&S as well as the culture of discipline, integrity and continuous improvement and looks forward to developing his management role within the company in future. Of life in general, he mentions that trust and faith are the most important qualities and that in order to succeed one must be both flexible and adaptive in order to master the ever changing environment. Sage advice for both business and indeed life!

## D&S Lodwar Borehole Rehabilitation



**D&S Lodwar Branch Manager Shadrack Langat** and his team have made good on their CSR promise to Namoroputh village school in Loima and rehabilitated their defunct borehole. The 500 students previously had to walk 1km to use a hand pump but now can access abundant and free clean water from the Dayliff solar pumping equipment installed at their school. Pictured is the D&S team at the jubilant commissioning.

# D&S Pictorial

## D&S Coast Pride Inn RO Installation



D&S Coast under GM Mohamed Farook have installed a large high brackish RO plant at Pride Inn Paradise, a leading resort in Shanzu. The plant, manufactured at D&S HO by Technical Manager Charles Kebaso and his team can process 12m<sup>3</sup> of pure water per hour. Pictured at the commissioning is Pride Inn CEO Hasnain Noorani with Mohamed and other D&S staffers.

## Grundfos CEO Mads Nipper Visits D&S



As part of his first ever trip to Africa Grundfos Group CEO Mads Nipper recently visited D&S and met the management team. After a tour of the HO premises he joined a general discussion that focused on general strategy to develop the Grundfos business. Pictured are Mads Nipper with his Grundfos colleagues Kim Nohr Skibsted, Henning Sandager and David Githendu together with Alec Davis, David Gatende, Edward Davis and Dr MAS Waweru from D&S.

## D&S Garissa Solar Pumping Project



D&S Garissa under Branch Manager Leonard Njiru have successfully executed a series of large solar pumping installations for the local community funded by NGO Islamic Relief. The installations will provide a total daily output of 120m<sup>3</sup> which will greatly improve local living conditions. Pictured are D&S Leonard Njiru and Moreen Njagi during one of the project commissionings.

## D&S HO KIWASH Seminar



D&S HO Water Treatment Segment Manager Alex Mucheru hosted a training seminar for USAID-funded KIWASH Engineers at the D&S Training Centre. The training focused on general water treatment with an emphasis on chemical dosage and disinfection. Pictured is Alex with the trainee engineers as they examine a D&S containerized Water Treatment plant.

## D&S HO Lake Naivasha Resort



D&S Water Treatment Engineer Bernard Rono has successfully handed over a large treatment plant to Lake Naivasha Resort, a major new development. The system utilised both ultrafiltration and Reverse Osmosis to process up to 20m<sup>3</sup>/hr of clean water from a range of water conditions including lake and borehole water. Pictured is Bernard Rono with resort representatives during the commissioning.

## Future Energy Expo at KICC



With a focus on renewable sources of energy and in particular solar, the Future Energy Expo was recently staged at KICC in Nairobi where D&S under Solar Manager Norman Chege took the opportunity to exhibit its range of solar products and solutions. Pictured are D&S staffers on the stand as they field questions from interested visitors.

## D&S Package Water Treatment Plants



Business Development Manager Patrick Mufwoya has successfully supplied a number of containerized water treatment systems for export to Somaliland for humanitarian relief. The plants, the largest of which is housed in a 40 foot container, were manufactured, tested and delivered in record time. Pictured is Patrick and Logistics Manager Stephen Mugo during loading.

## D&S Zambia Water Treatment Seminar



D&S Zambia under MD Jonathan Mainga has taken the initiative of holding a Water Treatment Seminar for partners and industry professionals at D&S Lusaka's Training facility. The sessions covered the full range of D&S water treatment solutions including nano, ultrafiltration and RO. Pictured are the large group with D&S staffers after the successful event.