

**Vision**

Bringing back the natural forest and managing it sustainably

**Core Purpose**

To deliver consistent, predictable and sustainable supplies of quality timber from our NFM and ITP (BASIL) forests

**Core Values**

- Do the right thing, even though no one is watching;
- Love and respect for self, fellow man and nature;
- Recognise and promote teamwork, and never let your team members down;
- Continuous improvement of self and Sapulut through training and learning and practice "I see, I think and I do";
- Discipline- discipline of self, disciplined thoughts and disciplined action;
- Do ordinary things extraordinarily well;
- Know the rules, and know how to break them properly.
- Ideas are easy. Execution is everything. It takes a team to win.

Revised on 21 May 2018 by Mr Norman Wong

**We Value Your Opinion.**  
Feedback makes us better!



**As we build this newsletter, we're always looking to improve and feature content that you find interesting and helpful.**

**The best way for us to make this newsletter better is to hear from you. We'd love to get any feedback or post suggestions you think should be included.**

**You can simple email to us at [newsletter@sapulut.com](mailto:newsletter@sapulut.com)  
Or drop any feedback on the suggestion box provided at Forestry Complex.**

**Letter for End of 2018**

Dear All,

It is my pleasure to share my reflection for past year.

Despite all the negativities we experience (e.g. log ban since May, trade war between China and USA, delay in ITC etc), 2018 has been a "good" year for Sapulut. We see Sapulut growing to be a better and stronger performer. She is a work-in-progress, and there is no finish line.

**External Links**

In May 2018, we had GE 14 and experienced a change in Government. Along with it we had a new Chief Conservator of Forest and the export ban of logs was announced. The reassuring thing is that Sapulut is able to continue her business as usual, with her long-term strategic plans remain intact. If anything, it validates that its strategy of going up the value chain is a correct one.

The Timber Association of Sabah (TAS) has been advocating the role of forest plantation timber for the future of the downstream industries. This view is now being shared by the Government, but more discussions and hard work need to be done to ensure the forest industry plays a bigger part in Sabah's economic future.

**Internal Links**

In June, we were awarded the Certificate for Forest Management (Natural Forest) under the Malaysian Timber Certification Scheme (MTCS). My sincere thanks to Ted and his team, for making this happen. This journey has taken us six years. And the good thing (and perhaps the main difference between us and others) is that Sapulut being certified is accompanied by a change in our mindset and culture. This small change will make a big difference in our operations and performances in the years to come.

On the innovation side, Jesse and the MIS team have launched PRISM and LFISO, and will be introducing many other tools to help us improve information flow for better efficiency and decisions. Many thanks Jesse, Bearnerd, Norsaqilah and the rest of the team. Please continue to give your feedback to MIS so that they can improve their offerings.

On the planting side, we have not been achieving our targets, but the survival rates have increased substantially. Bryant and Edward have contracted with an external consultant/trainer on "Lean Six Sigma", initially focusing on the nursery and plantation sections, to help us improve our performance. Those participants in this programme are required to give it their full attention and learn from this opportunity. There will be other programmes in the future.

We also introduced MBO (Management By Objectives) at the beginning of the year, starting with BASIL. There were some challenges, with change of mindset e.g. payment by hectare stacked instead of by M3 cut (a planting approach vis a harvesting approach), promoting teamwork instead of individualism, and adopting a performance-based approach. After much challenges, while maintaining the MBO framework, MDO has decided it can sub-contract the BASIL work more efficiently and also concentrate its resources to develop the Integrated Timber Complex (ITC).

The MBO framework, which is a performance-based approach, will be introduced to other sectors of Sapulut.

**Future Links**

Investing in our ITC is in alignment with the Government's policy of adding value to our resources. By locating the ITC in FMU 14, it has the added advantage of reducing our logistic costs and at the same time lowering our carbon footprint.

Apart from providing rural employment, the ITC is an opportunity for us to provide **higher value employment** as our processes will be semi-automated or fully automated, thus we will be relying more on skilled workers. This is part of Industry 4.0 which the Government has also been promoting.

**Conclusion**

We just completed our year-end assessment, and I have had the pleasure of taking part in several of those discussions. I am pleased to see many of you are emerging as better leaders and managers, and becoming a better and more confident version of yourself at the same time. This growth will lead to more and better performances in the future.

With that, thank you for your contribution in 2018. And I look forward to an exciting 2019 with you, with constant improvement from all operations and from all participants.

Norman Wong, 26<sup>th</sup> December 2018

## Marshmallow Challenge ~ by Edward Lee



- What is a Marshmallow Challenge?  
A teambuilding game that require the participants to build the tallest freestanding structure and place the entire marshmallow on top of the structure and the tallest will be measured from the table top. The materials provided for building the tower include 20 Sticks of spaghetti (Normal Size), 1 roll of tape, 1 roll of string and a marshmallow. The team are free to use the materials in any mean they want and the marshmallow can't be eaten or cut from its original size. The game will last for 18 minutes.
- What we can learn from this challenge?  
Continuous improvement culture using **PDCA method (Plan-Do-Check-Adjust)** which we have to do it several cycles in a period of time.
- What is the conclusion of this challenge?  
a) Adults will do less cycles of PDCA as compare to children. **WHY?** Because adult tend to determine the leadership in the team first and spend more time in planning stage as compare to children they didn't bother to determine 'who is the CEO in the group', they plan a bit and start doing it already.  
b) Children will start with the marshmallow first rather than structure, they usually try many time to improve their standing structure by creating many prototypes.  
c) From trying many different type of prototypes, we can actually drive the things we do to a level of near perfection. Perfection is not an end point but rather than the journey of pursuing perfection that make us perfect.

In Sapulut, I hope we can instill this PDCA mindset in our daily lives and works, keep doing continuous improvement in the process that you had encounter by eliminate any process step that doesn't add value to your output and you will see the result.

## Sabah Job And Entrepreneur Fair 2018



Likas Sports Complex, Kota Kinabalu — Sabah Job and Entrepreneur Fair 2018 organized by the Sabah State Government with the collaboration with Wira & Wirawati Warisan Sabah was held on the 23—24 November 2018 at the Multipurpose Hall, Likas Sports Complex, Likas, Kota Kinabalu.

The purpose of this fair is to provide a platform for Sabahans to get enough employment opportunities in these challenging economic conditions. The fair also creates an appropriate platform for industry sharing knowledge related to entrepreneurship and elicit talent from prospective entrepreneurs from Sabah.

Sapulut Forest Development Sdn Bhd has also been involved in this event and is more specialized in employment opportunities for graduates around Sabah. The event coincided with the Universiti Malaysia Sabah's 2018 convocation ceremony which will be attended by thousands of graduates and families from all over the country. Indirectly, this is an opportunity for the industry to interact and find potential graduates from local institutions.

We have received many resumes from various educational backgrounds and in addition, we take the opportunity to share about our company and business background in general.

## 6 Productive Hobbies That Will Make You Smarter and Happier!!

Everyone needs a hobby, as the old saying goes - Hobbies help develop our tastes and our passions in life. However, very few hobbies are ever considered productive ones, unless you happen to belong to one of those rare few lucky people who manage to turn their hobby into a second job or who manage to utilize the skills they built in their hobby in their work to become more productive, efficient, and happier.



### COOKING

Cooking is one of the most productive hobbies out there, and something everyone should consider trying their hand at. Cooking forces you to be in the moment, focusing entirely on the product and processes at hand. It also forces you to plan ahead. As a bonus, with practice, you'll get really good at preparing and making food in advance for the days ahead, meaning you're being even more productive than you realized.



### HIKING

Hiking is one of those quintessential 'weekend' hobbies, for people with a passion for long treks and experiencing the beauty of nature. Studies have shown how hiking can benefit our brains. They can also have a beneficial effect upon your productivity, as hiking allows you to clear your mind of all worries and focus on the present, as well as providing you with exercise to improve physical fitness and stamina.



### RUNNING

Running is the go-to relaxation-slash-exercise sport activity for a significant amount of the population. However, it also allows productive benefits and is one of the most productive hobbies out there. Running not only improves your fitness levels, it can help with any kind of mental block by teaching you how to push through those same kind of mental barriers and obstructions, that are causing you delay.



### PLAYING VIDEO GAMES

Sure, playing video games might seem like a waste of time, but the roles and rules inherent within video games can actually make you more productive. Video games encourage focus, determination, trying again and again even if you fail the first time around, teamwork, and cooperation. These are all useful and admirable traits that will make anyone more driven and productive at work.



### GARDENING

Is there anything more inherently relaxing, at least in theory, than gardening? Gardening is not only a pleasant and relaxing pastime, it's also a fantastic way to boost your productivity. How? Gardening allows you to relax and unwind, conserving your energies for the frantic days ahead you might have. It also teaches you about managing different projects (or in this case plants) all at the same time.



### DAYDREAMING

Okay, so maybe this last one isn't what is technically considered to be a 'hobby', but it still has benefits when practiced regularly and will make you more productive if used correctly. Daydreaming awakens your creative side and allows you to explore ideas that you never even considered – even ideas that might just prove to be the solution you've been after. If daydreaming leads to napping, that's even better – studies have shown that a quick 20 minute nap in the afternoon can help provide clarity, memory retention, and help make you even more focused and productive with your batteries recharged.

Source: <https://www.bustle.com/articles/124477-6-hobbies-that-will-make-you-more-productive-happier>

## Congratulations!



**"Wishing you success—  
and most of all happiness—  
in your marriage."**

**Congratulation to:  
Theresa (October 2018)  
Noor Safinah (December 2018)**

**From All of Us at Sapulut!**

## 5 TIPS FOR REACHING YOUR GOALS IN 2019

New Year's resolution? It's about time to start popping up again.

As 2018 comes to a close, how many of your resolutions did you complete from the start of the year? If your answer is "not many" or "none", perhaps it's time to start thinking about how you can reach your business and personal goals in 2019.

Here are some of the ways you can change your mindset, get better results and make sure that this time next year, you can proudly say you complete majority—if not all—of your goals of 2019.

### BREAK BIG GOALS INTO SMALLER TASKS

- Big goals often require multiple steps. Take some time and think about the smaller steps required to accomplish your 2019 resolutions.
- Instead of thinking about the big picture, break it down into smaller, more manageable goals. If these smaller goals were put together, you're on the path to a better results of the big goal. Even if you don't become as successful as you'd hoped this year, you're still one step closer to your goal than if you just make the promise, get overwhelmed and quit.

### SET DEADLINES

- Deadlines are another way to get one step closer to achieving your goals. When you set deadlines, you're measuring out your time and making it easier to track your progress. When you don't set deadlines, you put yourself in a state of crunch.
- Deadlines allows you to establish a flow of progress so you're not caught at the end rushing through everything you hope to accomplish. If you rush, there's a good chance that the final outcome will not look as great as you envisioned.

### TALK ABOUT YOUR GOALS

- Whether it is about personal or business goals, communicating your desire helps increase the chance of success. When you talk about your personal goals to friends and family, they can give you the support you need to make sure you accomplish them.
- In a business setting, talking about your goals is even more important. Your employees need to know your goals for the company. If you set standards and tell them what you want to achieve, they can work more efficiently and help the company grow and develop in exciting ways.

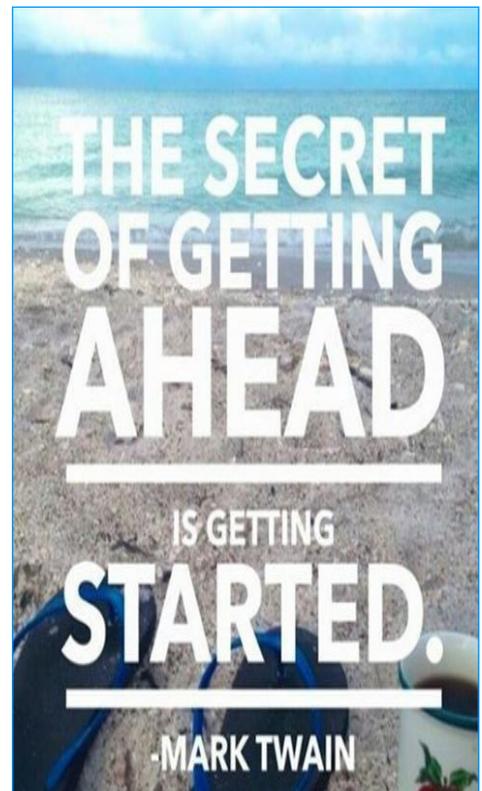
### REASSESS YOUR GOALS

- Sometimes you have to stop and reassess your goals throughout the year. Things change over time and if some things is not working the way you hoped, stop, reassess your goals and establish new deadlines.

### AVOID PROCRASTINATION—START NOW!

- "I'll start tomorrow" can be one of the worst mindsets to have. When you establish your goals for the year, it's important to start right away. Start thinking about the things you want and how you're going to get there. Procrastination can kill ideas. It's the enemy of success and growth.

Source: <https://www.inc.com/young-entrepreneur-council/5-tips-for-reaching-your-goals-in-2019.html>



It's time to unfold new pages and start a new chapter in your life because it's a New Year.

# HAPPY NEW YEAR



*If your actions inspire others to dream more, learn more, do more and become more, you are a leader.*

*Happy New Year 2019!*

From The Management and Newsletter Team.

**GET INVOLVED:** If you like to contribute articles, feel free to submit to [newsletter@sapulut.com](mailto:newsletter@sapulut.com) or contact any of the team members:-

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We welcome any feedback or comments to improve the contents of our newsletter. We also welcome any of the staff who wish to become a member of Newsletter Team.