



insider

ISSUE 49

SECOND QUARTER 2022

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...and much more



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Message from the **CEO**

Scott O'Reilly, OBE
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Welcome everyone to the 49th issue of our iPi Insider with the 2nd Quarter of 2022 the focus for this edition.

As I write this issue's opening remarks-my last as CEO- I'd like to express my sincere gratitude to each and every one of you. It has been my great honour and privilege to be part of the iPi Group for the past 16 plus good years. We as a Group have managed to overcome challenges and achieve goals. Your individual dedication and commitment have made that possible. Thank you.

I am transitioning to an Executive Director role providing Governance and Transparency, and so will remain on the Board of Directors of each company and also the Holding Board. Peter Long is going to take the reins for a transitional period while we conduct recruitment; and I've of course agreed to give firm support to a revised team as an Executive Director. I will continue to lend my support perhaps strategic guidance and the benefit of history with the Group to those who form the new team.

It is now time for me to give back to my family, to spend time with my children, and my wife, and to give a chance for someone younger, more energetic and enthusiastic to take the iPi Group on the next steps of its journey. PNG has given me so much. I love the country, the people, and my time here has been nothing but pure joy.

Looking back to my time spent in PNG, I arrived as a kid out of Uni and spent a decade in Milne Bay another between Port Moresby and Kimbe, and then a couple more between the Highlands, Lae and POM. The country has given me a beautiful wife, three beautiful children and so many wonderful memories that I could not possibly recount them all; from playing cricket as Provincial Vice

Captain in the Mobil National Championships, to winning the National Game Fishing titles six times, winning Provincial Squash titles, to representing the country and winning World Offshore Game titles, to being honoured as a Fellow of my professional society, to being granted permanent residence and then being honoured by my Queen and my Country with an OBE.

I've met people from all walks of life at village discos. I've trekked Kokoda 5 times; and more than once with staff of iPi that I count as dear friends and family. I've climbed Mt Paiam, Mt Wilhelm and the volcanoes at Rabaul, fished the oceans and the rivers in almost every province, and attended the Trobriand Yam Festival. I've sung the National Anthem representing the Lae Game Fishing Club at Kona for the Hawaiian International Billfish Tournament. I drove the Hiritano up to Bereina Government Station and then out to Oreke and Waima to spend time with my family absolutely countless times and have perhaps even more times driven the length of the Highlands Highway. And I hold dear the fondest memories of the beautiful staff of the iPi Group. You have all given me so much to be thankful for, so much to be proud of, so much to cherish.

Before I hit the road, do enjoy this issue as we begin with an update of Business Development activities by Trent Scott. Next Peter Long, Catering Boss, outlines this quarter's round of events across all Project sites in PNG. Then to this quarter's recipe for success, a classic French cuisine - Chicken Supreme- shared by the lovely Christina Kovenava over at SP Brewery in Port Moresby. Moving on, we mark our five-year long PNGDF Catering partnership. We are proud of our excellent foodservice delivery for the past five years and ever so grateful to continue feeding the Nation's troops. Next, we read about Nasfund presentation organised by our HR department. I'd like to extend my thanks to Julie Sema and her team for always ensuring correct information is conveyed to staff through such presentations.



Next in this issue, Christopher Poroda shares about the Group's assistance towards the Lae Urban Sports Tournament. Respect for our people and communities in which we work is the foundation guiding the iPi Group and an integral part of the Group's corporate culture. Through our CSR initiatives, we have supported and will remain supporters of sporting events that promote social inclusion, health and well-being and sustainability in the community. We continue to share some Goodnews as our IT guru, Sylvia Aihi continues her Leadership Program study through the Australia PNG Awards. The world is yours Syl, thanks for having us in it. Happy studies!

Further we profile iPi Transport Admin Coordinator Sarah Loa-Dou. Then ending this issue with raunraun photos from around the Group.

Once again, I thank my fellow Directors for their support over many years. I thank my management team for the successes we have shared to date and I thank each and every employee of the iPi Group of Companies for allowing me to be a part of your family both in the workplace and in your hearts.

You are all in my heart and I will never forget you. With warm regards

...**Scott**

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From the Business Development DESK...

Trent Scott
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Greetings olgeta and congratulations on making it to the midway point for 2022.. where did the last three months go?

It only feels like yesterday that I was putting together my notes for the first insider for 2022, but I guess as

we move somewhat slowly towards a more normalised operation with border restrictions easing, much has been happening and the time has just flown by. Reminding us that it is not necessarily what we do that has changed, but more how we do things, that is different.

Much of the second quarter has been busy working with our executive teams, suppliers and partners and looking at some of the challenges we have faced and looking at those ahead to be faced collectively as a team. Considering how we will move forward in what could be seen as exciting and uncertain times ahead can be challenging especially when faced with a model different to what we are used to working with.

After more than two years of CoVID19 protocols, Niupela Pasin, lock downs and the ongoing negotiations around the reopening of the Porgera Gold Mine, I am optimistic that we must now be commencing on an upward trend from the dip we have all be treading water through.

We continue to receive more requests for inspections of our properties at iPi on Airvos and iPi on Ugava.. resulting in us welcoming more tenants this quarter to our properties. This has again been based on businesses begin to get the confidence to build their staff numbers up again in preparation for projects commencing, those on the horizon and wanting to provide their employees, families with quality accommodation, for many a home away from home and the foundation for better work life balance.

This quarter also had me visiting the teams over in Lae and the opportunity to congratulate Alex Malaibe who successfully completed his Train the Trainer Certification through the PNG Human Resource Institute. I am always amazed at the breadth of talent iPi attracts and the many hidden talents our employees possess and Alex is testament to this, by incorporating his photography passion both on the practical front as a visual aid when training our drivers to maintain and develop their skills needed to navigate the notoriously unpredictable Highlands Highway. And also the value-added benefit of providing the most amazing photos of our beautiful country as evidenced by this issues front cover, taken by Alex on one of his recent training trips along the Highway.

I am sure we will be seeing more of Alex's photography and video skills in future issues and on our Social media channels.

In closing, I cannot go past acknowledging our CEO and his recent decision to stand down from that role and move solely to an Executive Director position. Scott's vision, enthusiasm and his nurturing of the Group over the last 16 plus years has without a doubt been a catalyst to the Groups success from its humble beginnings in the Porgera Valley and the Porgera Gold Mine to what can now only be best described as a proud PNG Brand, an Employer of Choice and true National Success story, one that we are all extremely proud of and most importantly proud to be a part of.

On behalf of the iPi Family we are delighted that you are staying on in an Executive Director role to support the Group during this transition period... we wish nothing but the best for you and your family and who knows maybe a Directors column for future 'insider' magazines could be on the cards so we can stay in touch!

As always readers, until next time, stay safe, keep smiling... and Always do the right thing - Even when no one is looking!

Trent

'EVERY BOTTLE HELPS FUND LIFE CHANGING PROJECTS IN PNG'





General Manager's THOUGHTS...

Peter Long

General Manager iPi Catering

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Hello everyone,

Once again, the pleasure is all mine; this in being afforded the opportunity to pencil out a few notes relating to the past few months of iPi Catering activity.

Busy is an understatement and all this across the raft of Project sites in PNG. Perhaps better that I start with all our work up in Porgera...indeed resident and day worker numbers are still very low compared to 2019 when we were in full flight. The PJV is still working through the many complexities of the Mine's re-opening and of course we wish the Senior Executives of Barrick and their business partners all the very best. We understand that all matters being discussed are sensitive yet we are 100% supportive of a fast-tracked re-opening and will do all with our capacity to help and assist where-ever we possibly can.

As you all know, the Porgera Mine is essentially our home base and we have over the many, many years partnered the PJV in all manner of opportunities and have done so proudly and with great professional delight. Yes, we have learnt much from the PJV and to this day still do. What is so pleasing is the consistent and quality foodservice delivered. We are again so proud of the brilliant catering staff we have up there on the hill and their commitment to the great people of the PJV remains unwavering. We are very much looking forward to partnering the 'new' Porgera and continuing with our long-term involvement in and with the Mining operation and this adding as much value as we can.

Our Porgera based foodservice has always been renowned as being the Papua New Guinea benchmark in large scaler catering quality and there is no question that has been underpinned by sheer and unfettered dedication across all facets of our business. I am so delighted in the

determination of each and every catering staff member all of whom ensure we deliver consistently the very best to the PJV. I cannot help but openly thank our Porgera based people for their participation in all we do.

Speaking of dedication and commitment, can I suggest that our Catering teams operating from both the South Pacific Brewery locations in Lae and POM mirror the above too. We are delighted with all we delivery to the South Pacific Brewery and the terrific people we serve daily. Interestingly enough, we have a 16-week mid-shift Menu format and with rare exceptions, that is followed to the letter. Whilst we have inbuilt flexibility to work with specific client wants and needs, our staff do an amazing job working alongside the Brewery Management and points of contact. Yes, we see every now and again certain Brewery functions popping up and with the external support of both our Lae Office staff (for Lae based specifics) and our POM based Defence Management, it is fantastic to see these functions coming together without hitch. Teamwork is paramount here and great to suggest that this happens naturally and smoothly. Great job folks – thank you for all you achieve too.

Defence – and our catering responsibilities across all Bases in PNG – goodness, where does one start I ask? Well, what is interesting and perhaps information for our readers is that some five (5) years ago when we first mobilised the Catering and Hospitality Contract for the Papua New Guinea Defence Force, we had a daily feed strength of some 1,500 Defence Personnel. Over the said years, that has now grown to something in the order of 2,500 personnel on average. Whilst each and every day and across many of the Defence Bases we have moving targets (pardon the pun) – alteration in numbers being catered for, our staff do a brilliant job. On many occasions they are given little warning of Defence personnel numbers either going up or in fact down, yet cope with the fluidity of feed strengths with ease.

Unfussed are our catering staff – I am stunned by the professional diligence our people put into their work and again, cannot help but thank each and all for the same.

So yes, we have successfully completed our first five (5) year term and now embarking on an extension of an additional four (4) years...we are delighted with our catering outcomes and over the moon with the foodservice delivery. Additional to thanking our staff for their involvement, I wish to acknowledge our supplier base as the support and tolerance offered by them has been amazing. There are many millions of Kina spent annually with our PNG suppliers (across all facets of our business and not just Defence related) and whilst there are times we experience complexities and issues, our supplier base indeed underpin our successful delivery and execution of the catering needs.

As a further but most important note, on behalf of all who sail in the iPi Group of Companies, we pass through/extend our sincere congratulations to the newly embedded and extremely committed and enthusiastic Commander of the Papua New Guinea Defence Force, Major-General Mark Goina. To your Sir and your senior leadership team, we wish you well and as a significant Contractor to Defence, we stand behind you in full support.

All in all, we have witnessed another amazing quarter of 2022...we have smashed all records by way of Easter functions, specialist dinners to all Clients, meals served even with low Porgera numbers, safety statistics remain at an all time record, tool box meetings happening regularly, on and off site training delivery running to schedule, our Quality Assurance/HACCP Audits being conducted and staff achievements being acknowledged on all Project sites.

Our work remains 'full on' best said and there is no question, when you need something done and done quickly and effectively, ask the busiest person you can find – and it will be done. And that encapsulates, without exception, all our catering teams across PNG.

Job well done folks...thank you.

Indeed, I appreciate the chance to pencil in a few words – I do trust you have enjoyed the read. As an aside, please, if you have the chance to get the jab and be fully Covid-19 vaccinated, we still encourage you to wander down that path – please do so.

I am delighted to restate my long standing mantra...work safe and play safe”.

Cheers and we shall talk soon...

Peter Long

Recipe for Success: Chicken Supreme

Christina Konenava

Site Catering Supervisor- SP Brewery Pom



Ingredients

2 Chicken breast skin on	¾ heavy cream (thickened cream)
2 small shallots	1 tbsp olive oil
8 white mushrooms	1 tbsp flour to coat chicken
1 garlic clove	½ tsp salt & pepper
2 cups chicken Stock (unsalted) if salted only use 1 cup & do not season sauce	

Method

- Step 1 Peel & finely chop the shallots. Slice the mushroom. Set ingredients aside.
- Step 2 Season the chicken breasts with in flour on each side. Dust off any excess.
- Step 3 Place frying pan on low to medium heat, add enough olive oil to almost cover the bottom of the pan. Place the chicken breast skin side down. Cook until nice & brown. Cook gently & turn over once brown. Remove from frying & set aside on a plate or container to keep warm.
- Step 4 To the same pan, add more oil if too dry, then add the mushrooms, Shallots & minced garlic cloves. Add the chicken stock & reduce by half. Add the cream, salt & peeper * bring to a gentle simmer. Return the chicken breast to the pan skin up. Simmer very gently for approx. 10 minutes.
- Step 5 Chop Shallot & set aside.
- Step 6 Place chicken breasts on hot serving plates & continue to reduce the sauce until it has the desired thickness. Add the chopped Shallot, mix well & the pour over chicken breasts.

Can be served with preferred side dish.

Serves 2

iPi Catering reach milestone: Long

The 10th of March formally marked five years since iPi Catering secured the PNGDF Catering and Hospitality Services Contract.

The longevity of our partnership with the Papua New Guinea Defence Force is an illustration of our commitment to Quality and Food Service delivery.

iPi Catering initially began with the capacity to feed 1,540 personnel in 2017.

That number has now significantly increased to over 2,600 on average.

iPi Catering provides foodservice to PNG Defence Force bases located in Port Moresby, Lae, Wewak, and company strength outstations in Vanimo, Kiunga and Manus.

The following bases are Murray Barracks, Goldie Barracks, Igam Barracks, Moem Barracks, FOB Vanimo, FOB Kiunga and HMPNGS Tarangau.

As iPi Catering commence into its sixth year of being the PNGDF caterer of choice, Group Catering general manager, Peter Long expressed his gratitude and commended the staff and management of iPi Catering.

“To each and every one who work tirelessly in service to the PNGDF, I cannot thank you enough for your commitment and dedication.”

He further thanked the PNG Defence Force for trusting iPi Catering to feed the nation’s troops and says iPi Catering is honoured to have partnered with PNGDF over this time and forward to the next number of years.

“On behalf of the iPi Group of Companies and importantly iPi Catering Limited, it is a unique milestone we have reached.

“Thank you once again for all you have contributed; this individually and collectively.”

The insider



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iPi Catering

"Qualified, professional, enthusiastic catering & industry personnel"



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ISO 9001:2015

Quality Management and HACCP Accreditation at multiple locations in PNG



iPi catering is one of the largest volume, industrial caterer and camp service providers in the Asia Pacific region, providing extensive food service operations to the PNG mining, resource and service sectors.

Whether your requirements are for a remote 50 person fly camp, or a 2000 strong multi facility mine site base - no matter what the location or how extreme the conditions, iPi Catering can deliver!

iPi catering successfully balances variety and taste with nutrition, consistency, reliability, food safety and value for money.

All meals are prepared with the best ingredients using the latest food handling procedures and safeguards.

Logistical support in terms of supply chain, storage and administrative assistance, all serve to promote exceptional solutions for all our valued client and partners.



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Nasfund informs iPi staff on its products and services

By Angela Peng



Naretha Pokowas (middle) assisting Margarett Guma (left) and Julia Fusele (right) to fill in their member detail forms.



Nasfund Officer, Teddy Ario presenting to SPB POM Catering team.

iPi Catering staff across all project sites were delighted to have National Superannuation Fund (Nasfund) visit them throughout the month of April.

Nasfund facilitated an informational session about its products and services to iPi Catering employees located in Port Moresby, Lae, Wewak and Vanimo.

“This Nasfund client site visit is important for staff to get accurate information, correctly complete their member detail forms and get their Nasfund ID shots taken with the new Nasfund logo,” said Catering HR officer, Naretha Pokowas.

It was an opportunity for staff both members and non-members to be informed about Nasfund’s specific products and services.

Nasfund Client Relations officer, Jordan Karo presented to staff in Port Moresby about Nasfund’s generic retirement funds, voluntary contribution, Eda Supa, Housing Advance and Will Kit. While highlighting the performance of Nasfund member funds, he further informed employees about what Nasfund is doing to safeguard, grow savings and add value to members.

Murray Barracks Catering manager Kaupe Talia thanked the HR department and Nasfund said the awareness was beneficial for staff in terms of helping them understand the importance of saving money for the future.

Staff mostly enquired about the Nasfund housing advance scheme and voluntary contributions.

The presentation ended with employees collecting a copy of Nasfund member detail forms and an ID shot session.



Murray Barracks staff during the presentation.



ABOVE: Nasfund officers assisting staff at Goldie Barracks.

BELOW: Moem Barracks Catering team.



ORGANISATIONAL ALIGNMENT

By Graham Haines

Achieving Execution To Die For

There is no one factor that stands above all others when it comes to great execution. However, given that, for any organisation, there are a limited number of business strategies available, the ability to execute – and to execute better than your direct competitors – is fundamental to remaining in business and achieving a competitive advantage.

Organisational Alignment is identifying the complete operational process from planning and execution to monitoring, measuring and modifying, the execution of each step in the process is dependent on those that precede it. The axiom that a chain is only as strong as its weakest link is particularly appropriate. Nevertheless, there is one factor that has more impact on the quality of execution than any other.

It's Organisational Alignment or OA.

And yet, despite its significance, in comparison with the airplay given to other factors such as Change Management, Leadership, Teams and Teamwork and Employee Engagement – to name a sample – OA seems to fly below the radar. It lacks the appeal of the aforementioned and is less easily packaged by academics, trainers and consultants alike. It can be likened to the hidden foundations of the towers of a suspension bridge or to an operating system that allows us to run the latest applications software.

Most observers tend to associate OA with the alignment of people within an organisation but it is more broadly based than that. It has three components:

- The alignment of business strategy
- The alignment of the organisational structure
- The alignment of staff

Great execution requires the alignment of all three, beginning with the alignment of the business strategy.

The alignment of the business strategy

Alignment with what you might ask? Put succinctly it's the alignment of the markets' needs – both now and in the foreseeable future – with the capabilities and resources of the organisation. Business strategies should have an external perspective. They are made up of five components – in the following order:

The markets the organisation currently serves – are they stable or are they changing? If the latter, do you have any control over the direction of the changes or do you need to adapt to them?

The products / services supplied to meet the needs of the markets

The activities the organisation undertakes to provide those products / services to the markets. If you are a manufacturer, for example, do you manufacture in-house or use a component supplier?

Competitive strategy – what broad strategy are you going to follow? Are you going to offer a Total Solution, Best Product or Best Total Cost

Competitive advantage – what makes your organisation 'different and better' from your customers' perspective?

When you have completed the above analysis, the next step is to assess its impact on each and every function within your organisation. Does your organisation have the capabilities to execute the strategy? Does it have the resources? If the answer is "no", you need to change the strategy. But if the answer is "yes", the second component of OA comes into play.

The alignment of the organisational structure

Traditional organisational structures owe far more to organic growth than they do to the need to execute a market-focussed business strategy. The structure is based on function – sales, customer service, distribution, operations, procurement etc. – with each function having its own manager. The functional managers make up the executive team. However, when it comes to implementing a market focussed business strategy, this type of structure has three major weaknesses:

It results in a stratified management structure where those functions in the lower strata – for example, procurement – have no direct or indirect contact with the external customer

Functional managers are focussed on optimising the performance of their own departments rather than the performance of the organisation as a whole

Rather than a collective approach to implementing the business strategy it leads to a disjointed one – “that’s your problem, not mine”.

Every function within an organisation contributes to customer satisfaction. Product or service quality, delivery-on-time, pricing, customer service, technical service, can-do attitude, the business relationship etc. Everyone has a part to play. Satisfying the customer is a collective task that crosses functional boundaries. It makes sense, therefore, to structure the organisation with an external perspective with cross-functional teams looking after particular customer groups or market segments. It might not look as neat and symmetrical as the traditional organisation chart but the adoption of an organisational structure best suited to the execution of the business plan is a key factor in Organisational Alignment.

The alignment of staff

There are three imperatives in the alignment of staff behind the implementation of the business strategy:

- Everyone understands where the organisation is now
- Everyone understands the destination and the journey
- Everyone understands their role in getting there

Fundamental to alignment – and to the management of change – is that there should be agreement on the current reality. Firstly, the current reality is an understanding of the environment in which the organisation operates now, how that environment is anticipated to change and the potential impact of those changes on the organisation’s markets, products / services and activities. Secondly, the current reality is an appreciation of the organisation’s current performance. It is very difficult to get everyone behind a strategy if people have differing opinions on the need for it in the first place.

The destination is the goal and the journey is the competitive strategy.

The former should involve everyone in its attainment and be understandable to the most junior staff member. If you look after the customer, the profits will look after themselves so a measure of customer satisfaction makes a great overall objective. The goal should also be SMART and it should be regularly measured and communicated to all staff.

That brings us to the third consideration – everyone understands their role in getting there. Goals spawn strategies and each strategy spawns a number of subsidiary objectives, the achievement of which leads to further strategies and so on. Each function will have its own objectives and strategies but the key point to make is that every strategy and objective can trace its lineage back to the corporate goal.

The aligned organisation

When your organisation is aligned in the manner depicted above, the foundations for great execution have been built. Consider the impact of OA on the five key execution factors:

- Alignment of staff
- Management of change
- Leadership
- Teams and teamwork
- Employee engagement

The first – alignment of staff – has already been addressed but what of the others? Change is a constant these days and it has been estimated that 70% of your staff would prefer a continuation of the status quo but will accept change – given a convincing reason to do so. Aligning your staff will provide the rationale for change and hence the implementation of the changes will be that much easier and effective.

When it comes to leadership, it’s important that staff at all levels take responsibility for their part in achieving the goal. And for any staff member to feel comfortable and committed enough to do that requires a high degree of alignment with each of the three components of OA.

If groups of people are to function effectively as teams and develop teamwork there are a small but vital number of prerequisites. The potential team must have a defined purpose and a goal. What’s more, the team’s purpose and goal must relate to the purpose and goal of the organisation as a whole. No amount of training and exhortation will compensate if these fundamentals are lacking.

The last factor is employee engagement – the employee’s emotional attachment to the organisation that results in greater discretionary effort. This is the most dependent of the execution factors and results from the development of all three aspects of OA.

Achieving and maintaining great execution is very challenging in today’s work environment. The underlying problem is change – both its severity and frequency. When change results in a drop in organisational performance, it is all too easy to treat the symptoms rather than the causes.

“We need to update our Mission and Vision statements.”

“Our teamwork needs improving.”

“What we need is a work well-being program to help our employees deal with stress.”

Whereas what is really needed is a realignment of the three components of OA beginning with a review of the business strategy.

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iPi Group Sponsors Prizes for Rosso Cup Tournament

Christopher Poroda

ICAO – iPi Catering, 10 Mile Warehouse, Lae

The (John) Rosso Cup Tournament is a sporting event held in Lae City during the festive season.

It is an initiative of MP for Lae Open, Rt. Hon. John Rosso to keep youths and children occupied during the festive/holiday period, and is seen as an opportunity to develop and identify sporting talent and develop leadership skills in the upcoming generation of Lae City's youth population. It also aims to provide an avenue for self-employed parents to earn extra income. During the tournament we have seen various people, especially mothers, set up their market stalls every weekend at the different venues that hosted the event to sell.

For Lae Urban LLG Ward 2, it was held at the famous 7th Street Field across Sandpiper Road from Huonville Primary School. In total, there were 17 'John Rosso Cup' tournaments going on simultaneously at various ward locations around Lae city during the school holiday/festive season period from December 2021 to January 2022.

iPi Lae received a request to sponsor grand final prizes and an invitation to attend by Tournament Secretary for Ward 2 Rudolf Raward and Rugby Touch Coordinator Jethro Agum, supported by Lae Urban LLG Ward 2 Councillor-Demas Michael.

The iPi Group's Business Development Unit, through our Catering arm based at our 10 Mile, Lae Warehouse, responded proactively and stepped up to support a worthy cause by the Lae Open MP where we donated iPi merchandise as awards for the men's rugby touch and women's volleyball grand final matches respectively, including a number of individual awards.

Led by Lae Warehouse supervisor Torong Giatulu, we also had the iPi branded marquee set up for the tournament officials executives to use on the day, and Dale Pode of iPi Transport Admin also lended them his PA system to use.

Both Ward 2 Councillor Demas Michael and Member for Lae Open Mr John Rosso, were very grateful and appreciative of iPi's support on grand final day.

In his closing remarks, the Ward 2 Councillor thanked the iPi Group for their support and sponsorship, "In light of recent economic downturns, when most business houses had reduced and tightened budgets for such sponsorship. It is good to know that we still have businesses like the iPi Group, operating in our community who are able to support community initiatives for the betterment of our children and youths. That to me shows vision, resilience and faith in the face of trying times. This in turn, should inspire us to do likewise," he said. Mr John Rosso also expressed similar sentiments.

From this recent show of support, the John Rosso Cup Tournament Organizing Committee verbally expressed an invitation and request through Christopher Poroda for the iPi Group in supporting the next Rosso Cup events where all top teams from the 17 tournaments in Lae are to take part. It is a great opportunity to enhance community presence and market the iPi brand.





GOOD NEWS STORIES...

Always a welcome invitation

Hello readers the 'insider' here...

On behalf of the team can I please pass on our sincere thank you for all the contributions to this edition of the iPi Group's 'insider' magazine.

Your stories and your photos are always embraced, and a reminder whilst we do our best to include the photos sent through it is far better that we receive high resolution shots as this does improve the overall look and quality of our publication.

Keep in mind that the iPi Group's 'insider' is your broadcast medium and we highly encourage you to use it. It is your message board and it is a wonderful means of highlighting to all in and associated with the iPi Group the things that are happening around you, your workplace, your community, your province, and your sporting interests and successes as way of example.

We warmly welcome your participation in the publication, and wish to see your happy snaps, hear about your suggestions, your favourite fashion tips, or your achievements.

iPi Group IT Manager, Sylvia Aihi recently completed her first block from the Australia PNG Short Course Award, a course is delivered by the University of South Australia. She is expected to complete three more blocks to be awarded a Graduate Certificate in Leadership...Best wishes in your studies Syll!

...the 'insider'

BusinessDevelopment@iPiGroup.com.pg



'insider' Staff Profile Sarah Loa-Dou



1. What is your role?

I am attached with iPi Transport Lae as the Operations Administration Coordinator.

2. Where is your hometown?

I come from the Autonomous Region of Bougainville and Central Province, PNG.

3. How long have you worked with The iPi Group?

I initially joined iPi Transport Lae as a Casual Operations Admin Assistant in 2014 and was kept on after 3 months in this role til April 2016.

I re-joined the company in February 2017 as the Driver Training Assistant til February 2021. On my 5th year anniversary, I was honoured to be considered for the current role I have now as the Operations Admin Coordinator.

It has been a challenging but rewarding 6 years with iPi Transport.

4. What is the best thing about being part of The iPi Group?

I love the focus on Training and Development as part of the iPi Group's staff development and am grateful I was granted the privilege to undergo further studies while being employed, an opportunity I took full advantage of.

5. What is your personal motto or mantra?

"We Live and We Learn" / "Today Is the First Day of the Rest of Your Life"

6. What does a typical day look like for you?

No day ever starts and ends the same way... one day may be made up of the routine task of entering data and doing reports, while other days may involve attending meetings or having to do runs from our 10 mile office to town for admin tasks.

7. What is your favourite meal?

There are so many to choose from cos I love food! ☺
But I would say Taro cooked over coconut shell embers with either: Chicken, Lamb or Beef to go with it and lots of colourful vegetables..... I also add my secret ingredients to make it tastier! ☺

8. Three words to best describe you:

- Versatile
- Diligent
- Fun

9. A favourite line from a movie?

"The only thing I learned from women is that, even when you're right, you're still wrong!" Hahaha...
- Julius [Everybody Hates Chris (The Series)]

10. What are two career lessons you've learned thus far?

- Read the room and speak right. You may have something useful to bring to the table.
- Always be professional in your approach, no matter how challenging a situation may seem.

11. What do you like to do on your days off?

Let's see... I love spending time with my family; I value the moments we have together... and last but not the least, catch up on some ZZZs...

International Women's Day

Josie Kong
iPi Transport - Lae



International Women's Day has been an annual celebration since 1911. The day is set aside to recognize and celebrate the social, economic, cultural and political achievements of women while speaking out against inequities including gender-based violence and discrimination.

In line with this years' campaign theme, Break the Bias which focuses on promoting gender equality for a sustainable future, we continue to create an inclusive work culture where gender equality and equity is promoted.

iPi Transport team in Lae joined forces with the global community on the 8th of March to observe International Women's Day. Over the years since I've joined iPi, I have witnessed iPi Transport transform positively where women thrive in their career. We have women stepping up and to play pivotal managerial, technical and operational roles not only within the iPi Transport team but across our diversified industry.

'Raun Raun' with iPi



HERE'S TO STRONG WOMEN

MAY WE KNOW THEM.

MAY WE BE THEM.

MAY WE RAISE THEM.



THE iPi GROUP OPERATIONS 2020

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The iPi Group's vertically integrated logistical operations are as varied as the needs of our many clients:

- Commercial Catering
- Fully integrated Camp Management
- Warehousing and dry goods storage
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- Property development and management



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