



January 2016

Established in 2008, we are one of the largest cropping and livestock businesses in Malawi. We are committed to the development of a multi-generational business that makes a meaningful difference to people we work with & the environment. We farm around 7,000 ha on 14 estates, of which approximately 3,000 ha are arable; around 400ha are under irrigation. We facilitate substantial community development activities, through a dedicated Development Services team. This is focused on improving food security and small scale agribusiness. We currently have over 650 full time people in our team; in addition, between 1,500 and 4,000 seasonal workers.

We were delighted to welcome Ian and Gareth from Caplor Horizons to Lilongwe, Malawi, in late 2015.

Working with the senior team and myself, they facilitated a week long review of our vision, mission, values and 5 year strategy. They also conducted a day long leadership and team development session with our key farm management colleagues.

They worked tirelessly for the whole period taking the entire team through the process, prompting important discussions and guiding us towards the production of our final strategy.

I would highlight a number of factors which made the week a success. They were both excellent at motivating our team to contribute towards the process. They demonstrated a good understanding of our business and both had valuable experience which fed into the process of reshaping our strategic direction.

They listened, questioned, clarified and helped in the drafting of the correct text - a great mixture of the theoretical with practical solutions.

We produced a great vision and mission for the business. We were able to hone our values to 4 clear words. We produced a succinct strategy and created a platform for more work on business objectives and departmental level objectives.

At the end of the process we had plenty of work to do on details. However, as a testament to their work with us, I am pleased to say we maintained the momentum with each department working on its critical success factors and key performance indicators.

The leadership and team development session was also very well received by the farm management team.

We very much hope to stay in touch with Caplor Horizons and to gain further from the wise input that we have received.

Tim de Borde
CEO
Exagris Malawi