



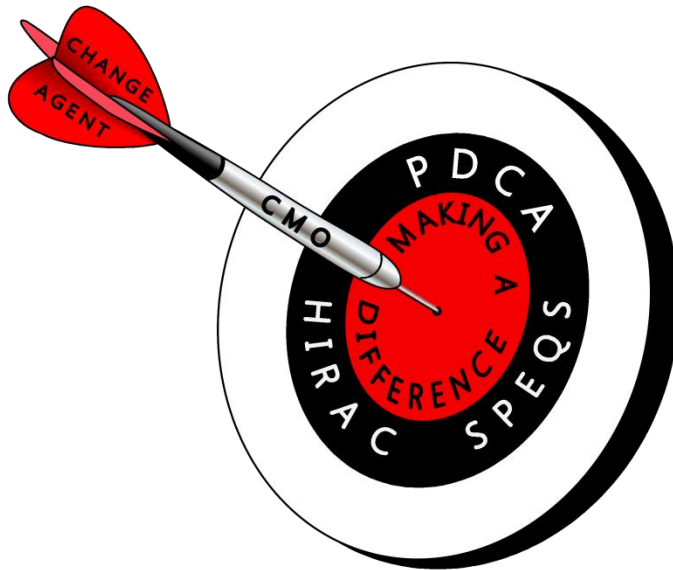
## **CMO Prospectus**

**For the 2017 calendar year**

[www.cmogroup.net](http://www.cmogroup.net)

## OVERVIEW OF CMO

CMO focuses on providing our customers with a turn-key training solution. What is important in the CMO approach is the obsession in making a difference in the performance of your operations.

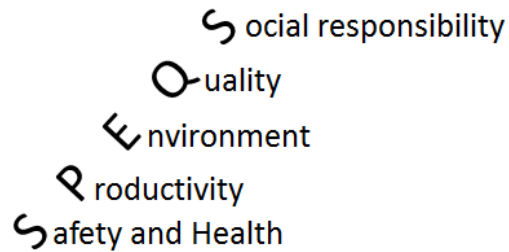


We also train/audit/consult holistically, focusing on our unique model that incorporates 3 concepts:

- The management cycle:
  - Plan
  - Do
  - Check
  - Act



- The performance indicators in forestry - the so-called “SPEQS”:



- The risk-based approach in running forestry operations – HIRAC

- Hazard Identification
- Risk Assessment
- Control measures

HIRAC	
HAZARD	IDENTIFICATION
RISK	ASSESSMENT
CONTROL	MITIGATION

In addition we focus on behavioural-based training which is systematic, assessment-based and thus includes refresher training focussing on the actual problems. It also requires determining trends over time and the relationship between operator/worker performance and supervisor/manager performance.

Where we do not have the in-house expertise available, we partner with hand-selected experts in the industry that we have evaluated and who we thus know can deliver the same quality of work that we are offering in-house.

## CMO PRODUCT AND SERVICE RANGE

### Performance-based training services

#### Timber harvesting

Course description		Who
Tactical harvest planning		Foresters Planners
Operational harvest planning		Foresters Contractors Supervisors
Course description	Mechanised	Motor manual
Managing mechanised harvesting operations	Foresters Contractors	
Supervising harvesting operations: <ul style="list-style-type: none"> <li>• Basic supervisor's course</li> <li>• Technical training for supervision activity</li> </ul>	Supervisors	Supervisors
Timber harvesting supervisor assessments	Supervisors	Supervisors
Machine operator training, assessments, retraining	Operators for: <ul style="list-style-type: none"> <li>• Feller buncher</li> <li>• Grapple skidder</li> <li>• Harvester</li> <li>• Forwarder</li> </ul>	
Cable skidder training, assessments, retraining		Skidder operators Cable skidder team
Cable yarder training, assessments, retraining		Cable yarder operator Cable yarder team
Chockermen training, assessments retraining		Chockermen
Machine operator commissioning onto a new machine	Harvesting machine operators	
Machine operator simulator training for harvesters and forwarders	Machine operators Contractors Foresters Supervisors	
Tractor operator training, assessments, retraining		Tractor operators
Loader operator training, assessments, retraining: <ul style="list-style-type: none"> <li>• Knuckle boom loader</li> <li>• Front end loader</li> </ul>	Loader operators	Loader operators
Harvester chain and guide bar maintenance	Mechanics Foresters Contractors Supervisors Operator	
Chainsaw chain and guide bar maintenance		Foresters Contractors

		Supervisors Operator
Chainsaw operator training		Foresters Contractors Supervisors Chainsaw operators
High risk chainsaw operator felling techniques (e.g. problem trees, steep areas)		Foresters Supervisors Chainsaw operators
Chainsaw mechanics course		Chainsaw mechanic
Mechanical training for mechanised harvesting	Mechanics	
Log scaling training: Sawlogs and poles		Log scalers Supervisors Foresters

### Forest roads

Course description	Who
Design and construction of forest roads	Foresters Contractors
Forest road maintenance	Foresters Contractors
Grader operator training	Grader operator
Excavator operator training	Excavator operator
Bulldozer operator training	Bulldozer operator
Tipper truck driver training	Truck driver

## Silviculture

Course description	Who
Managing mechanised silviculture operations	Foresters Contractors Planners
Machine operator training, assessments, retraining	Silviculture machine operators
Machine operator commissioning onto a new machine	Silviculture machine operators
Supervising harvesting operations: <ul style="list-style-type: none"> <li>• Basic supervisor's course</li> <li>• Technical training for supervision activity</li> </ul>	Supervisors
Annual scheduling chemical weed control operations	Foresters Contractors
Operational chemical weed control: <ul style="list-style-type: none"> <li>• Application methods</li> <li>• Calibration</li> <li>• Chemical handling/storage/dispensing/mixing/transport</li> <li>• Emergency procedures</li> <li>• FSC requirements</li> </ul>	Foresters Contractors Supervisors
Chemical store management <ul style="list-style-type: none"> <li>• Chemical handling/storage/dispensing/mixing/transport</li> <li>• Emergency procedures</li> <li>• FSC requirements</li> </ul>	Pesticide store man Foresters Contractors Supervisors
Pest Control Officer training (legal requirement in South Africa)	Foresters Contractors
Chemical spraying operator training, assessment, retraining	Operators
Tractor operator training, assessments, retraining	Tractor operators
Chainsaw operator training, assessment, retraining for silviculture operations	Foresters Contractors Supervisors Chainsaw operators
Brush cutter operator training, assessment, retraining	Brush cutter operator

### Forest Management

Forest valuation training	Managers Foresters
Training of forest inventory field teams for marking for thinnings	Supervisors Field teams
Training of forest inventory field teams for thinning control in selective thinnings	Supervisors Field teams

### Fire Risk Management

Course description	Who
Fire risk assessment and mitigation	Managers
Manage disaster fires (ICS)	Managers
Extended attack fire suppression	Managers
Initial attack fire suppression	Managers
Crew leader	Supervisor
Prototeam	Semi-skilled workers
Basic fire fighting	General labour
Lookout guards	Semi-skilled workers
Prescribed under canopy burning	Managers Supervisors
Planning for prescribed block burning of natural areas	Managers Supervisors
Fire simulation sessions	All levels combined
Airstrip loading crew	Semi-skilled workers

### Forest Conformance systems

Safety, health, environment and quality (SHEQ) representative course, based on PDCA, SPEQS and HIRAC	Safety Representatives SHEQ managers Foresters
Managing safety in forestry	Foresters Contractors Supervisors
Managing productivity in forestry (operational efficiency and work study)	Foresters Contractors Supervisors
Managing the environment in forestry	Foresters Contractors Supervisors
Managing quality in forestry	Foresters Contractors Supervisors
Managing social issues in forestry	Foresters Contractors Supervisors
Forest Law Enforcement, Governance and Trade (FLEGT) training	Government officials Foresters Civil society
FSC Forest Management and Chain of Custody training <ul style="list-style-type: none"> <li>• e-learning</li> <li>• classroom</li> <li>• blended</li> </ul>	FSC auditors Foresters Contractors Certificate holders
PEFC Chain of Custody training <ul style="list-style-type: none"> <li>• e-learning</li> <li>• classroom</li> <li>• blended</li> </ul>	PEFC auditors Certificate holders
ISO Standard 19011 training: Auditing techniques <ul style="list-style-type: none"> <li>• e-learning and classroom</li> </ul>	Internal auditors External auditors
Incident and accident investigation based on PDCA, SPEQS and HIRAC.	SHEQ managers Foresters Contractors Supervisors



**Processing plant training (sawmills/pole plants)**

Course description	Who
Supervising processing operations: <ul style="list-style-type: none"><li>• Basic supervisor's course</li><li>• Technical training for supervision activity</li></ul>	Supervisors
Processing plant supervisor assessments	Supervisors
Forklift operator training, assessments, retraining	Forklift operators

**Other training**

Course description	Who
First Aid Level 1 and Level 2 course	First Aider
Driver Operator assessments. All vehicles 4x2, 4x4, 4x6 up to 10 ton rating, excluding dangerous goods type vehicles.	Foresters Contractors Supervisors Drivers
Basic business principles for workers	Forest Workers

FP&M SETA Registration No: N000000452

FP&M-SETA: Cesle5ENER11111512

FP&M ETQA: FPM-Cesle510111115

### **Performance-based auditing services**

- Fire risk assessments
- FSC assessments as a pre-audit prior to CB 3<sup>rd</sup> party audit occurs.
- Compliance audit of performance management (Safety, Productivity, Environment, Quality, Social – individual or combined)
- Combined FSC/performance assessments
- Legality Assurance systems (FLEGT) audits
- Providing independent monitoring services to counties who are implementing or have implanted a Legality assurance system through the signing of a voluntary partnership agreement with the European Union

### **Performance-based consulting services**

- Fire management consulting
  - Fire risk management
  - Fire investigation
  - Planning for prescribed block burning of natural areas
- Forest Engineering consulting
  - Forest engineering (timber harvesting, forest roads and transport)
  - International harvesting and transport cost benchmarking
- Forest conformance systems consulting
  - FSC forest management and FSC Chain of Custody implementation
  - Implementing/managing FSC group schemes
  - PEFC Chain of Custody implementation
- Forest Planning
  - Forest valuations
  - Field inventories
- Forest Biomass/biofuel feasibility studies
- Social impact assessments in forestry
- Environmental impact assessments in forestry
- Work study consulting to set productivity norms for forestry and processing operations
- Sawmilling

### **Conferencing and special courses**

- Event management
- Forest engineering summer school November 2016
- Focus on Forestry conference 2017

An overview of the company profile can be obtained on our [website](#)

## **Software Solutions – PerFORM**

Our State-of-the Art software has been developed to bring peace of mind to the supervisor, forester manager and investor when considering their responsibilities and targets that have been set within the organisation.

The software is used by:

- management to populate and maintain the baseline risk assessment and corresponding controls for SPEQS,
- the supervisor to use on a tablet to do compartment planning, manage his time book, plan his production, conduct daily toolbox talks and capture his daily production at the end of the shift,
- forester/contractor who automatically sees the daily planned vs actual performance on his/her dashboard for SPEQS,
- the forester contractor who jointly complete their post-harvest/silviculture inspection on the tablet,
- senior management, who gets weekly/monthly planned vs actual reports on performance from each team/plantation/region/total company via a dashboard,
- the health and safety manager, who completes his accident and incident investigation on his/her tablet in the forest,
- all levels of management to capture non conformances and close them out appropriately.

## **CMO CONTACT DETAILS:**

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### **South Africa Central Region (KwaZulu Natal, Free State, and Northern Cape):**

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### **South Africa Southern Region (Western Cape and Eastern Cape)**

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