

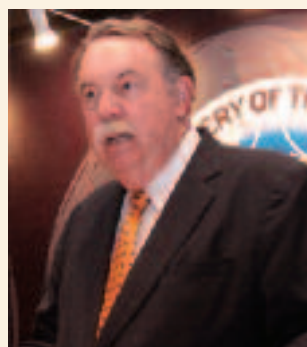


Judging panel

Judges for the Tannery of the Year Awards 2014 were kind enough to give up their time in the build-up to the final in Shanghai in September to read all nine detailed reports, as published over the last year in *World Leather*, and, on the day of the final, to hear presentations from each tannery.

The judges for the 2014 final were **Dr Dietrich Tegtmeier**, representing the International Union of Leather Technologists and Chemists Societies (IULTCS), **Kim Reid**, human resources expert and executive coach, **Paul Pearson**, representing the International Council of Tanners, and **Ivan Král**, representing the United Nations Industrial Development Organization (UNIDO) and, chairing the panel for the fourth programme, **Steve Jesseph**, who works for leather, textile and apparel sector consultancy firm ICG.

Good works bring benefits



Mr Jesseph, who was a judge in 2010 and chaired the panel in 2011, said on the occasion of the most recent awards presentation that Tannery of the Year judges frequently become “dumbstruck” by the commitment tanners show in the course of the competition. And to show that this commitment is

also making an impact on buyers of leather, he told the audience that, with his help, the first global winner of Tannery of the Year, the Pittards Ethiopian Tannery, came to the attention of a major US work glove brand, Wells Lamont, because of Tannery of the Year. As a result of a partnership the two companies went on to establish, the tanning company set up the Pittards Products Manufacturing unit in Addis Ababa, which currently makes more than 5,000 pairs of gloves per day, using the tannery’s leather, and has ambitious expansion plans. Tannery of the Year was the start of this success story, Steve Jesseph made clear. Pittards chief executive, Reg Hankey, also spoke in Shanghai and said the story of his company’s new partnership with Wells Lamont shows how beneficial Tannery of the Year can be. “We are an old company,” he said, “but Tannery of the Year gave us a new confidence and made us appreciate that the key to success is to have a long-term strategy centred on two things: relationships outside the company and employees. Fundamentally, that means trust.” He explained that Pittards now has 1,400 workers in Ethiopia, but five years from now, it expects to have 6,000.

“The good works you do matter and matter a lot,” Steve Jesseph told the tanners in the audience. “You are truly an

amazing group of people, but in the competition this year, all of the Tannery of the Year finalists said, in one way or another, that you are not doing a good enough job to share messages about your product and your commitment. So we hope for more stories and for more jobs to be created around the world.”

Congratulations from IULTCS

Sustainability is our passport to the future, **Dr Dietrich Tegtmeier**, president-elect of IULTCS, said in the build-up to the Tannery of the Year final, adding that this requires a willingness to change and to think in a new way. “The Tannery of the Year initiative rewards rethinking and operating in a sustainable manner,” he said. “All participants have demonstrated that it is possible – despite cost pressures and business stress – to focus on change and to implement sustainable solutions in their tanneries. In many cases, they not only improve their processes but also implement new standards and great ideas. This is the way to go.”

ICT encourages positive stories

Likewise, **Paul Pearson** said the International Council of Tanners (ICT) was delighted once again to support the Tannery of the Year Awards and pleased to have him as its representative on the judging panel. He explained that two of the core roles of the ICT are to promote the image and understanding of the leather industry worldwide and to encourage good governance in the sector. “We firmly believe that the industry has a very positive story to tell and that we should take every opportunity to tell it,” Mr Pearson insisted. “We see the Tannery of the Year Awards as an occasion to celebrate our successes and to demonstrate, share and promote best practice in the industry worldwide.”

Human touch

The judging panel at the 2014 Tannery of the Year awards once again included **Kim Reid**, a coach to senior executives in industry and in the charity sector. Her work consists of helping her clients increase their effectiveness and impact as leaders, encouraging them to build up their leadership capability, emotional intelligence and performance.

Before becoming a full-time coach, she spent 30 years in corporate life working predominately in the aviation and defence sectors in a number of senior HR roles. She worked most recently with British Airways as head of talent, leadership and learning, during which time she introduced a high performance leadership system for 900 managers to increase their performance and effectiveness. She launched a structured coaching programme as well as a cloud-based learning platform so all BA employees across the globe could access corporate learning and development. She also took part in BA’s charity programmes, visiting Uganda in 2009.



ICT secretary, Paul Pearson, part of the Tannery of the Year judging panel.



Dr Dietrich Tegtmeier of IULTCS at the 2014 Tannery of the Year final.



Human resources and leadership expert Kim Reid at the Tannery of the Year gala dinner.



Ivan Král project coordinator for leather for UNIDO, he is based at its headquarters in Vienna, Austria.

Before joining BA in 2008, Kim Reid was HR director of MBDA, a European defence joint venture. In this role she led a team of more than 200 international HR specialists working across France, Germany, Italy and the UK. Prior to this, she worked for 14 years at BAE Systems where her last role there was HR director of customer support and solutions, one of the largest divisions of BAE.

A bright future

Before the final in Shanghai, Ivan Král said UNIDO is another important organisation that is proud to give its support to the Tannery of the Year initiative. Much of the work UNIDO has done in the leather industry for more than 30 years now has focused on cleaner technologies, helping tanners with their processes and waste treatment. Recent examples include work in Bangladesh on wastewater

treatment, the use of renewable energy in leather processing (especially solar water heating) and on a hair-saving process. Outstanding issues remain and continue to cause concern to UNIDO and to the industry. An obvious example is the environmental problem caused by salt.

In 2014 UNIDO launched a new web portal to provide widespread access to reports, research and other work carried out by the leather panel over the years examining all these subjects. Available online at www.leatherpanel.org, the portal's aim is to disseminate information on best practice in the leather industry. An early example of e-learning success was a footwear pattern engineering course that 17 young people in Tanzania completed in June 2014.

The organisers of Tannery of the Year are deeply grateful to all five judges for giving so generously of their time and expertise to help make the competition a success. 🌐

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