

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily triangles and polygons, creating a dynamic and modern aesthetic. The text is centered on a white background that is partially framed by these blue shapes.

CILT Ghana

5-Year Strategic Plan

(2018 - 2022)

Background History of CILT Ghana

- ▶ *CILT-Ghana* is a Branch of The Chartered Institute of Logistics and Transport International headquartered in the United Kingdom (Corby & London, UK)
- ▶ *CILT International* was founded in 1919 and was granted Royal Charter as a professional body in 1926 with HRH Princess Anne as its patron.
- ▶ *CILT-Ghana* was established in 1965 and was officially recognized as a professional body in Ghana in February 1982
- ▶ *Headquarters: Accra - Ghana*
- ▶ *Structure: A Branch of 4 Sections in Accra, Tema, Takoradi and Kumasi and administered by a Governing Council*
- ▶ *Business: We are the leading professional body for everyone who works in the supply chain, logistics and transport industry.*

CILT GH CORPORATE VALUES

- ▶ Promote professionalism and high standards
- ▶ Exhibit ethical conduct at all times
- ▶ Mindful of our environment, our economy and our society
- ▶ Be progressive, vibrant and visible

GH BRANCH SWOTS ANALYSIS

STRENGTHS

- ▶ Strong professional body and training institute in supply chain, logistics and transport.
- ▶ A secretariat centrally located.
- ▶ Well recognized and accepted with representations on government boards.
- ▶ CILT qualifications are sort after
- ▶ More committed and dedicated membership.
- ▶ We have developed esprit' de corps among the membership
- ▶ More training institutions running CILT courses
- ▶ Official operational vehicle
- ▶ Enhanced image

WEAKNESSES

- ▶ Lack of full complement of a secretariat
- ▶ Too many part time management staff
- ▶ Lack of adequate working space / equipment
- ▶ Lateness to CILT organized functions
- ▶ Financially weak
- ▶ Low individual and corporate membership
- ▶ Non-cohesive communication strategy

GH BRANCH SWOTS ANALYSIS

OPPORTUNITIES

- ▶ Enormous potential for membership growth
- ▶ Increasing demand for CILT professionals
- ▶ Higher interest from tertiary institutions to run CILT programs
- ▶ Opportunities to contribute more to national policies
- ▶ Opportunities to reach out to some African countries
- ▶ To gain territorial status
- ▶ Potent youth wing to take up mantle of leadership.
- ▶ Generate additional revenue streams

THREATS

- ▶ Placement of CILT Certificate in Public and Civil Service structure.
- ▶ Political interference
- ▶ Competition from other professional bodies like CIPS, Tertiary institution, etc.

OUR VISION

- ▶ To be the leading supply chain, logistics and transport professional body of excellence in Ghana and Africa.

CILT GH MISSION STATEMENT

- ▶ **Our Mission is to Provide Leadership in Supply Chain, Logistics and Transport Industry through continuous Career and Professional Development, Research, Policy and Practice.**

GH STRATEGIC OBJECTIVES

- ❑ To step up Membership Growth to Territorial status with matching Ethics and Professional Standards
- ❑ To provide high level Education, Training, Career, and Professional Development
- ❑ To enhance visibility and raise the corporate image/brand of the Institute
- ❑ To generate funds to fulfil our obligations and to invest to meet our vision
- ❑ To promote and integrate Special Interest Groups (SIGs) viz. Young professionals, WILAT, Fellows Guild, etc
- ❑ To research and influence community, industry and government policy decisions
- ❑ To acquire a permanent and suitable office complex.
- ❑ “To promote, encourage and co-ordinate the study of the science and art of transport in all its branches”

GH KEY CORPORATE STRATEGIES

- ▶ Acquire a permanent and suitable office complex
- ▶ Increase revenue for Institute programs
- ▶ Enhance CILT GH Visibility and Brand
- ▶ Increase membership for Territorial status
- ▶ Add value to qualifications and members
- ▶ Increase governance capacity and efficiency

KEY RESULT AREAS

FINANCE AND LEGAL BUSINESS TEAM

1. Generate funds to fulfil our obligations and to invest to meet our vision.
2. Develop a 5-year strategic financial plan to support Institute vision
3. Acquire a permanent and suitable office complex

5-YEAR STRATEGIES OF FINANCIAL AND LEGAL BUSINESS TEAM

No.	Strategy	2018 Period	2019 Period	2020 Period	2021 Period	2022 Period	Responsibility	Accountability	Resources/Remarks
1	Generate funds to fulfil Institute obligation and invest to meet our vision <ol style="list-style-type: none"> i. Vigorously pursue collection of subscription fees from individuals and corporate members ii. Support running of short courses iii. Increase sale of CILT souvenirs, paraphernalia. iv. Identify key activities and seek sponsorship for their implementation v. Commit portion of income into investment (eg. T-Bills, Fixed Deposits, etc) 	FQ	FQ	FQ	FQ	FQ	VPF/SO/Sections	Chair	All courses Link souvenirs sales with enrolment Every revenue inflow
		Students/M					B&L/Prof Dev VPF/SO/Sections	Chair	
		FQ					B&L Team	Chair	
		All year	All year	All year	All year	All year	B&L/M Team	VPF	
2	Acquire permanent and suitable office complex <ol style="list-style-type: none"> i. Form search party to identify suitable land or property ii. Commit funds/investment to acquire or long lease 	SQ					B&L Team	Chair	
		LQ	LQ	LQ	LQ	LQ	VPF/MT/GC	Chair	
3	Develop 5-year Strategic Plan to support Institute vision <ol style="list-style-type: none"> i. Review existing sources of funding ii. Explore additional sources of income iii. Liaise with other BTs to facilitate financial projections iv. Propose and implement procedures to ensure financial prudence v. Produce annual budget tied to vision/mission related activities and control expenditure. 	FQ	FQ	FQ	FQ	FQ	B&L Team	Chair	
		FQ	FQ	FQ	FQ	FQ	B&L Team		
		TQ	TQ	TQ	TQ	TQ	B&L Team		
		LQ	LQ	LQ	LQ	LQ	B&L Team		
		LQ	LQ	LQ	LQ	LQ	B&L Team		

Key: VPF – Vice President-Finance SO – Secretariat Officers MT – Management Team FQ – First Quarter SQ – Second Quarter

TQ – Third Quarter FQ – Fourth Quarter M – CILT members

KEY RESULT AREAS

MEMBERSHIP AND PROFESSIONAL STANDARDS TEAM

1. Significantly increase membership by growing both individual and corporate members
2. Create a membership which reflects the diversity of the societies which we operate in
3. Develop members to be ambassadors of CILT internationally

5-YEAR STRATEGIES OF MEMBERSHIP AND PROFESSIONAL STANDARDS BUSINESS TEAM

No	Strategy	2018	2019	2020	2021	2022	Responsibility	Accountability	Resources/Rmks
1	Significantly increase membership by growing both individual and corporate membership								
	i. Publicize widely Institute contact addresses to enable general public have easy access to Institute	2 nd quarter	-	4 th quarter	-	4 th quarter	Secretariat	Management	
	ii. Embark on membership drive and out-reach programmes at corporate and individual membership levels	Yearly	Yearly	Yearly	Yearly	Yearly	Secretariat	M&PS/M&PA	
	iii. Dedicate a desk to give timely/prompt response to all membership enquiries/requests	1 st quarter	←—————→				Secretariat	Management	
	iv. Invite relevant individuals and corporate organizations to CILT organized events	2 nd quarter	2 nd quarter	1 st quarter	3 rd quarter	3 rd quarter	Secretariat	Management	
	v. Organize quarterly public forums for specific corporate institutions, individuals and the general public to presentations on current topical industry issues	1 st quarter	2 nd quarter	3 rd quarter	2 nd quarter	1 st quarter	Secretariat	Management	
	vi. Distribute flyers and brochures at seminars, conferences and workshops	1 st quarter	2 nd quarter	3 rd Quarter	2 nd quarter	1 st quarter	Branches & Secretariat	Secretariat	
	vii. Promote special interest groups such as YPs and WILAT	2 nd quarter	2 nd quarter	1 st quarter	3 rd quarter	2 nd quarter	Branches & Secretariat	Secretariat	
	viii. Provide mentorship for students and younger members of the institute	Yearly	Yearly	Yearly	Yearly	Yearly	GC / Other Members	Secretariat	
	ix. Provide incentives for student enrollment	3 rd quarter	3 rd quarter	3 rd quarter	3 rd quarter	3 rd quarter	Secretariat	Secretariat	
	x. Arrange internship for students to facilitate the engagements of such students at end of their courses	3 rd quarter	3 rd quarter	3 rd quarter	3 rd quarter	3 rd quarter	Secretariat	Secretariat	

2	Create a membership which reflect the diversities of the Societies which we operate in								
	<ul style="list-style-type: none"> i. Develop a comprehensive database of all sectors/institutions/individuals that falls within the industry (including new fields: oil and gas pipeline and telecommunications) ii. Extend membership invitation to other industry operators not currently members of CILT (Pipeline, extractive industry, oil and gas, telecommunications, etc. iii. Create another membership category for “trainable” executives in related institutions (eg. GPRTU; PROTOA, MDU, TUC, etc.) - Affiliates 	<p>3rd quarter</p> <p>1st quarter</p> <p>4th quarter</p>	<p>3rd quarter</p> <p>Yearly</p>	<p>3rd quarter</p> <p>Yearly</p>	<p>3rd quarter</p> <p>Yearly</p>	<p>3rd quarter</p> <p>Yearly</p>	<p>Secretariat</p> <p>M&PS</p> <p>M&PS / Secretariat</p>	<p>Management</p> <p>M&PS</p> <p>M&PS / Secretariat</p>	
3	Encourage members to be Ambassadors of CILT internationally								
	<ul style="list-style-type: none"> i. Encourage members to aspire to upgrade to higher levels in the institution ii. Encourage members to take up office positions at Sections and GC levels iii. Encourage and facilitate participation of members to attend CILT international fora/conferences 	<p>Yearly</p> <p>Yearly</p> <p>Yearly</p>	<p>Yearly</p> <p>Yearly</p> <p>Yearly</p>	<p>Yearly</p> <p>Yearly</p> <p>Yearly</p>	<p>Yearly</p> <p>Yearly</p> <p>Yearly</p>	<p>Yearly</p> <p>Yearly</p> <p>Yearly</p>	<p>GC / Secretariat</p> <p>Institute</p> <p>Secretariat</p>	<p>Secretariat</p> <p>Secretariat</p> <p>Management</p>	

KEY RESULT AREAS

EDUCATION AND PROFESSIONAL DEVELOPMENT TEAM

1. Raise the image and status of our profession
2. Add value to our qualifications and members
3. Provide “*the standard*” qualification for the people

5 -YEAR STRATEGIES OF EDUCATION AND TRAINING BUSINESS TEAM (ETBT)

No.	STRATEGY	2018 Period	2019 Period	2020 Period	2021 Period	2022 Period	Responsibility	Accountability
1	Raise the image and status of the profession in Ghana							
	i. Develop regular leadership courses for individuals/organizations within industry	Q 2 - Q 4	Q2 - Q 4	Q2 - Q 4	Q 2 - Q 4	Q 2 - Q 4	ETBT, Sectional Chair	Chair of ETBT
	ii. Collaborate with other institutions to make CILT educational programmes more accessible	Q 3 - Q 4	Q 2 - Q 4	Q 2 - Q 4	Q 2 - Q 4	Q 2 - Q 4	ETBT	Chair of ETBT
	iii. Efficiently coordinate and monitor the programmes of all ATPs	Q 1 - Q 4	Q 1 - Q 4	Q 1 - Q 4	Q 1 - Q 4	Q 1 - Q 4	ETBT	Chair of ETBT
2	Add value to our qualifications and members							
	i. Adapt and implement reviewed KRAs for CILT Qualifications and Membership	Q 1 - Q 4	Q 1 - Q 4	Q 1 - Q 4	Q 1 - Q 4	Q 1 - Q 4	ETBT & Membership Team	Chair of ETBT & Memb. Team
	ii. Strictly enforce practice of Professional Code of Conduct amongst members	Q 3 - Q 4	Q 1 - Q 4	Q 1 - Q 4	Q 1 - Q 4	Q 1 - Q 4	All Members of the Institute	CILT Bodies
	iii. Develop structured CPDs to create a niche for members in their areas of operations	Q 1	Q 1	Q 1	Q 1	Q 1	ETBT	CILT Sectional Chairmen
	iv. Institute mentorship programmes for YPs of the Institute	Q 3 - Q 4	Q 1 - Q 4	Q 1 - Q 4	Q 1 - Q 4	Q 1 - Q 4	ETBT, YPs, Wilat & Sections	ETBT, Yps & Sections

	v. Develop and collaborate with higher institutions to run CILT Master degree	Q2 - Q4	Q1 - Q4	Q1 - Q4	Q1 - Q4	Q1 - Q4	ETBT, CILT Faculty & Mgt. Team	ETBT, CILT Faculty & Mgt. Team
	iv. Promote acceptance of CILT final qualification as pre-requisite to pursue higher degrees.	Q1 - Q4	Q1 - Q4	Q1 - Q4	Q1 - Q4	Q1 - Q4	ETBT, CILT Mgt. Team	ETBT, CILT Mgt. Team
3	Provide "standard" qualification for the people							
	i. Position the CILT Qualification as pre-requisite for holding key positions in the Logistics and Transport industry	Q3 - Q4	Q1 - Q4	Q1 - Q4	Q1 - Q4	Q1 - Q4	All Business Team	Chair of All Business Teams

KEY RESULT AREAS

MARKETING AND PUBLIC AFFAIRS TEAM

1. Enhance CILT GH visibility and corporate brand
2. Improve communication at all levels of the institute and the industry

5-YEAR STRATEGIES OF MARKETING & PUBLIC AFFAIRS BUSINESS TEAM



No.	Description of Activity	2018 period	2019 period	2020 Period	2021 period	2020 Period	Responsibility	Accountability	Remarks
1	Enhance CILT GH visibility and Corporate Brand								Continuous Process through to the end of the 5-year period
	i. Review media presence of the Institute (Twitter, Facebook, LinkedIn, Whatsapp, Websites, etc)	Q1-Q2	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	ZH	Chair, Marketing and Public Affairs Business Team	
	ii. Ensure that Institute broadcasts through its outlets are relevant and reliable	Q1-Q2	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	NW		
	iii. Produce short brochures for regular dissemination of information (electronic/flyers, etc)	Q1-Q2	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	FO		
	iv. Publish CILT Journal and Research papers	Q1-Q2	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	NW		
	v. Use Educational institutes to promote CILT GH Brand.	Q1-Q2	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4			
2	Improve Communication at all levels of the Institute								Continuous Process through to the end of the 5-year period
	i. Update membership list on a national level	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	NW	Chair, Marketing and Public Affairs Business Team	
	ii. Update Corporate Organizational chart of CILT GH	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	FO		
	iii. Compile list of Media Contact points	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	NW		
	iv. Designate institute reference persons for various topics	Q2-Q4	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	TON		
	v. Maintain an Ongoing Discussion on latest Logistics News in the country and beyond	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	ZH		
3	Mobilizing Revenue (Collaborative)								Continuous Process through to the end of the 5-year period
	i. To receive membership register to re-engage with current members and expand membership drive	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	NW	Chair, Marketing and Public Affairs Business Team	
	ii. Corporate partnership drive	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	ZH		
	iii. Sponsorship drive: Continuously look out for sponsors for institute events	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	Q1-Q4	FO		

Key of Responsibility TON – Teete Owusu-Nortey

ZH – Ziad Hamoui

FO – Frank Osei

NW – Nlaliban Wujangi

KEY RESULT AREAS

RESEARCH AND POLICY ANALYSIS TEAM

1. Gain recognition as the leading policy and practitioner voice on logistics, supply chain and transport issues
2. Increase governance capacity and efficiency

5-YEAR STRATEGIES OF RESEARCH AND POLICY BUSINESS TEAM

No.	Strategy	2018 Period	2019 Period	2020 Period	2021 Period	2022 Period	Responsibility	Accountability	Remarks
1	To be recognized as the leading policy and practitioner voice on transport, logistics and supply chain issues	AY	AY	AY	AY	AY	R & P	GC	Sustained action from 2018 through 2022
	i. Work to get institute recognized, respected and involved in its area of expertise								
	ii. Engage with government, local authorities, parliamentary select committee, etc. with/without others	AY	AY	AY	AY	AY	R & P	GC	Sustained action from 2018 through 2022
2	Increase governance capacity and efficiency	Q.1- Q.3					R & P	GC	Complete 2018 and monitor
	i. Set up study groups based on the various modes								
	ii. Create Governance structure for Territorial status		Q.3 – Q.4	Q.1 – Q.4			R & P	GC	From 2019 To 2020
	iii. Promote Membership across our Borders eg. West and Central Africa			Q.1			R & P	GC	From 2020 to 2022
	iv. Liaise and collaborate with branches in other countries to enhance our voice and influence		Q.1	AY	AY	AY	R & P	GC	Sustained action from 2019

5 YEAR STRATEGIC PLAN COMMITTEE MEMBERS

1. Cletus Kuzagbe FCILT- Chair
2. Dr (Mrs) Doreen Owusu-Fianko FCILT
3. Alhaji Saaka Dumba FCILT
4. Dr. Godfred Akyea-Darkwa
5. Joseph Addison CMILT
6. Neil Vorleto CMILT
7. Mrs Patience Abladey-Dortey MILT
8. Babana Shaibu Halidu

Also Present:

Executive Secretary

Administrative Officer



THANK YOU