

# TAKING THE CO-OPERATIVE SPIRIT FORWARD

Le Méridien Kota Kinabalu, Malaysia | 18 – 21 April 2020



## KEY CONFERENCE DETAILS

---

### About ACLC

The Annual Co-operatives Leaders' Conference (ACLCLC) is a leadership conference organised by the Singapore National Co-operative Federation (SNCF) with the objective to encourage dialogues, foster better relationships, stimulate learning and inspire progress among the co-operatives.

This year, the theme is "Taking the Co-operative Spirit Forward", and aims to discuss how co-operatives should adapt, prepare and evolve to stay relevant and move forward into the future.

### Venue

Le Méridien Kota Kinabalu is 5-star hotel accommodations with stunning sea and city views, contemporary amenities and refined design elements inspired by the eclectic beauty of Sabah Borneo. The ride from the airport to hotel is about 15 minutes.

Edging the waterfront, Le Méridien Kota Kinabalu is an urban sanctuary in the heart of the city's central business, retail and entertainment district. Guests will enjoy an easy walk to a vast selection of historic, cultural, and commercial areas as well as the business and financial centres. The hotel has a swimming pool, fitness centre and spa as well as four unique restaurants serving a vast compilation of fine cuisines. It also provides immediate access to some the most pristine beaches in Malaysia in addition to professional golf courses.



# TAKING THE CO-OPERATIVE SPIRIT FORWARD

Le Méridien Kota Kinabalu, Malaysia | 18 – 21 April 2020



## PROGRAMME

### DAY 1: 18 APRIL 2020, SATURDAY

#### Delegates departing via Scoot

06:45 am	Check in at Changi Airport Terminal 1 (TR 490)
08:45 am	Depart from Singapore  Kindly note that the check in baggage allowance is 20kg. Excess, overweight, oversize baggage fees are at own expenses.
11:20 am	Arrive at Kota Kinabalu International Airport
11:50 am	Coach to depart for hotel, Le Méridien Kota Kinabalu
12:30 pm	Arrive at Le Méridien Kota Kinabalu
	Buffet Lunch
02:00 pm	Check-in at Le Méridien Kota Kinabalu
	Free and Easy

### DAY 2: 19 APRIL 2020, SUNDAY

06:30 am	Breakfast
08:45 am	Registration
09:00 am	Welcome Speech by SNCF Chairman, Kwek Kok Kwong
09:15 am	<b>Topic 1: The MONDRAGON Co-operative Experience</b>  Ander Etxeberria Otadui Cooperative Dissemination MONDRAGON Corporation
09:50 am	<b>Topic 2: The Caffeine Experience 2.0</b>  Matthew Poh Co-Founder The Caffeine Experience
10.25 am	Tea Break

# TAKING THE CO-OPERATIVE SPIRIT FORWARD

Le Méridien Kota Kinabalu, Malaysia | 18 – 21 April 2020



11:00 am	<b>Topic 3:</b> Aditya Yadav Chairman of Pradeshik Cooperative Federation Limited Board Member of IFFCO
11:35 am	<b>Topic 4: Transforming as One</b> Hasan Kuddoos Assistant Honorary Secretary COSEM
12:10 pm	Lunch
02:15 pm	Mass Activity
02:30 pm	<b>Topic 5: Driving the Co-op Movement Forward through Collaboration and Rejuvenation</b> Choy Mun Kit Relationship Manager SNCF
03:00 pm	<b>Breakout Session</b> Sim Seng Huat & Team Senior Relationship Manager SNCF
04:00 pm	Tea Break
04:15 pm	Summary and Representation of the Breakout Sessions
06:00 pm	End of Conference
	Free & Easy
<b>DAY 3: 20 APRIL 2020, MONDAY</b>	
06:30 am	Breakfast
09:00 am	<b>Topic 6: Robotic Automation Process – the Next Frontier</b> Mohamed Isa Bin Mohamed Nasser Head, ICT NTUC Learning Hub Co-operative

# TAKING THE CO-OPERATIVE SPIRIT FORWARD

Le Méridien Kota Kinabalu, Malaysia | 18 – 21 April 2020



09:30 am	<b>Topic 7: The Bank Rakyat Experience</b>  Mohamad Shibli Bin Abg Sapuan Director, Sabah & Sarawak Province Bank Rakyat
10:00 am	Tea Break
10:15 am	Panel Discussion
11:00 am	Closing Speech by Chairman
	Presentation of Tokens of Appreciation
	Group Photo
12:00 pm	Lunch
01:30 pm	Field Visit
05:00 pm	Back to Hotel from Field Visit
07:00 pm	Farewell Dinner
09:00 pm	End of Programme
<b>DAY 4: 21 APRIL 2020, TUESDAY</b>	
<b>Delegates departing via Scoot</b>	
06:30 am	Breakfast
08:45 am	Check-out from Le Méridien Kota Kinabalu
09:00 am	Meet at hotel lobby to depart for Kota Kinabalu International Airport
09:30 am	Check in at Kota Kinabalu International Airport (TR 491)  Kindly note that the check in baggage allowance is 20kg. Excess, overweight, oversized baggage fees are at own expenses.
12.10 pm	Depart for Singapore
02:15 pm	Arrive at Changi Airport Terminal 1

*The programme is subject to change.*

**SPEAKERS' PROFILE**



**Ander Etxeberria Otadui**  
Cooperative Dissemination  
MONDRAGON Corporation

Mr Ander Etxeberria has been responsible for MONDRAGON Cooperative Dissemination for four years. He serves annually approximately 2,000 people who want to know about the MONDRAGON Cooperative Experience: professionals, students, politicians... Previously, he worked in another Co-operative of the Group, IKERLAN Technology Center, as Personnel Manager, for eleven years, and before in the Corporate Center of MONDRAGON in training, for seven years.

First studied Technical Engineering at Mondragon University and then Sociology at Deusto University. He was born in the municipality of Mondragón, where he lives.

MONDRAGON Corporation

The Mondragon Corporation is a corporation and federation of worker co-operatives based in the Basque region of Spain. It has grown to become the world's largest worker owned co-operative. It is made up 260 individual co-operatives, employs 75,000 people in 35 countries and has annual revenues of over €12 billion.

Mondragon's mission combines the core goals of a business organisation competing on international markets with the use of democratic methods in its business organisation, the creation of jobs, the human and professional development of its workers and a pledge to development with its social environment. In terms of organisation, it is divided into four areas: Finance, Industry, Distribution and Knowledge. Mondragon co-operative system owns its own bank, university, social welfare agency, several business incubators, and a supermarket chain. It is today the foremost Basque business group and the tenth largest in Spain.



**Matthew Poh**  
Co-founder  
The Caffeine Experience

Mr Matthew Poh is the co-founder of The Caffeine Experience, a cafe with staff members that include ex-offenders, youth at risk and anyone whose family or friends have had a brush with the law.

This former owner of an interior design firm had been a regular drug user for many years, but after experiencing a failed business and bankruptcy, he turned to drug dealing. After numerous significant occurrences in his life, including his mother's death, he decided to turn himself over to the police. After being sentenced to jail, he met prison officer, Mr Hilary Lo, TCE's co-founder. Today, duo serve up delicious brews daily, across three branches of The Caffeine Experience.

The Caffeine Experience

Established in 2017, The Caffeine Experience is a social enterprise café that provides second chances to at-risk individuals. It serves people with better food products - coffee, flavoured tea, sandwiches, salad - and about helping people to do well in life together. Every purchase made goes into the training of the baristas, counselling sessions for staff, and other areas of staff development.



**Aditya Yadav**  
Pradeshik Cooperative  
Federation Limited  
Board Member  
of IFFCO

Mr Aditya Yadav is the Chairman of Pradeshik Cooperative Federation Limited (PCF) and he is also the youngest Board Member of IFFCO (Indian Farmers Fertiliser Cooperative Limited). IFFCO is one of India's cooperative society which is wholly owned by Indian Co-operatives.

He is also a Board member of International Co-operative Alliance (ICA) and International Co-operative Alliance Asia-Pacific (ICA AP). He is the icon for youth participation in Co-operative movement. With his co-operative, dynamic and enthusiastic nature he always tries to build good relationships with the different co-operators.

Aditya Yadav always believes that co-operative business can flourish and expand by social and mutual collaboration between the co-operatives and their members. He firmly believes that the co-operatives have the ability to accomplish the Sustainable Development Goals formulated by UN. Highlights of his contribution to farming community and co-operative movement in India are as follows:

1. He thinks that sustainable agricultural practices are important to increase the longevity of soil and crop life. Under his guidance, PCF runs two fully computerised soil testing labs to create awareness about balanced use of fertilisers, pesticides and other chemicals among the farmers.
2. PCF has undertaken activities like installation of Polly Houses in villages to reduce dependency on rainfall and making optimum use of land and water resources for agricultural practices.
3. To generate additional income of the farming community, PCF provides vocational training of Beekeeping, Tailoring and Artisan etc. to the rural people.
4. PCF understands that the role of women is important for the socio-economic growth of the society. Therefore, under Skill Development Programme PCF trains approximately 3,000 women for Self-Employment in allied products for domestic uses.
5. PCF organised soil rejuvenation and productivity enhancement projects like soil testing, bio fertilisers camps, promotion of pulse crops and promotion of improved compost manufacturing etc. in collaboration with IFFCO.
6. PCF acts as a partner of IFFCO in handling, transport including 550 Kisan Sewa Kendra, storage and timely distribution of fertiliser through its distribution network.
7. PCF provides agriculture inputs like insecticides, pesticides etc. to farmers at subsidised rates.
8. PCF has constructed 13 Cold Storages in Uttar Pradesh to support farmers through the co-operative network in order to increase the life cycle of agriculture goods.

9. PCF cares for its members and organises various Health Camps, Eye Camps. It also helps the poor and needy by distributing food, blankets etc. to meet their needs.
10. PCF also organises veterinary check camps for animals.
11. Procurement of farmer's agriculture produce at a remunerative price and its subsequent marketing within and outside the state is done directly by PCF as well as on behalf of other state/central co-operative agencies like NAFED etc.
12. Under levy sugar scheme of government sugar, PCF transports sugar under the Public Distribution Scheme (PDS) in a different district of Uttar Pradesh.
13. From 40 years, PCF on the recommendations of the District Magistrate, has been allotting slack coal to the authorised brick owners. At present coal would be received through E-Auction from Coal India Ltd. and its related organisations in order to bring transparency in allocation.
14. PCF directly purchases farm produce from the co-operative network under the Price Support Scheme and delivers them to the Food Corporation of India and other agencies.
15. PCF, under its retail outlet Krishak Seva Kendras, tries to make fertilizers, seedings and other agriculture inputs available at the nearest possible village.
16. PCF has constructed storages and warehouses at District Tehsil & Block level to provide storage facilities mainly to small and marginal farmers at very low rates.

These initiatives illustrate the devotion of Aditya Yadav to the development of Co-operative sector in India. He is a person of excellence and unique vision which can be clearly reflected through his work and devotion towards co-operatives in India.

### Pradeshik Cooperative Federation Limited (PCF)

Established on 11 June 1943 at Lucknow (India), PCF aims to serve the masses in general and the farmers in particular through procurement of their agricultural produce and marketing them to consumers. Subsequently it enlarged its area of operations through setting up of processing units and distribution of various agricultural inputs by opening its offices in every district of the province and at every regional headquarter of the state besides branches at important Mandi stations within and outside the state.

### Indian Farmers Fertiliser Cooperative Limited (IFFCO)

IFFCO is one of India's biggest co-operative societies and is wholly owned by Indian co-operatives. Founded in 1967 with just 57 co-operatives, IFFCO is today an amalgamation of over 36,000 Indian co-operatives with diversified business interests ranging from general insurance to rural telecom apart from its core business of manufacturing and selling fertilisers.



**Hasan Kuddoos**  
Assistant Honorary Secretary  
Co-operative of SCDF  
Employees (COSEM)

Major Hasan Kuddoos sits on the Board of COSEM as the Assistant Honorary Secretary since September 2018. He is currently working in SCDF as Senior Instructing Officer in the Marine Fire Fighting Specialist Branch in the Civil Defence Academy (CDA).

Hasan is also the project lead for the development of Emergency Responders' Fitness Conditioning and Enhancement Lab (ExCEL) which is under CDA's Field Training Area Redevelopment. ExCEL aims to optimise the performance of emergency responders, the quality of training, as well as safety during training. With his knowledge and experience gained from the ground, Hasan is able to provide valuable inputs and guidance to COSEM on its operating model, especially in the area of emergency operational response and related training services.

Hasan is also one of the team members in charge of membership recruitment drive for COSEM. He had personally undertaken a number of membership talks. During the last one year, COSEM experienced a significant increase in the membership. As a Board Member, Hasan helps to play a vital role in ensuring COSEM stays relevant and sustainable while remains anchor in its core mission.

#### Co-operative of SCDF Employees (COSEM)

The Co-operative of SCDF Employees (COSEM) was established in 2005 to help retired Singapore Civil Defence Force (SCDF) officers continue working and contribute to the safety and security industry. The COSEM Group has about 280 staff and also employs former full-time national servicemen firefighters in addition to retired SCDF officers.



**Choy Mun Kit**  
Relationship Manager  
Singapore National  
Co-operative Federation

Mr Choy Mun Kit is the Relationship Manager at the Singapore National Co-operative Federation (SNCF), the apex body of the Co-operative Movement in Singapore. He is responsible to help the NTUC and Service co-operatives to develop and build their capabilities by providing business advisory services and promoting collaboration with SNCF and other co-operatives.

He is also responsible for initiating and conducting co-operative induction talks as well as offering business advisory services to potential partners so as to encourage them to join the co-operative movement. In his relatively short tenure with SNCF, he has conducted more than 10 industry talks and has successfully helped a group to form a new co-operative.

Prior to SNCF, Mun Kit has helped more than 400 companies to build up their business capabilities, and trained more than 1,000 PMETs in areas such as Finance, Human Resources, Productivity and Marketing. He holds a degree in Accounting and Finance.

## Singapore National Co-operative Federation (SNCF)

The Singapore National Co-operative Federation (SNCF) is the apex body of Singapore's Co-operative Movement, and secretariat of the Central Co-operative Fund (CCF). Formed in 1980 with the aim of championing Singapore's Co-operative Movement, the apex body represents 99% of co-operative members in Singapore through its 66 affiliated co-operatives. Today, the Movement boasts a base of more than 1.4 million members. SNCF aims to promote and develop co-operatives as sustainable enterprises that address social and economic needs through the co-operative principle of self and mutual help, so as to foster a more resilient society. SNCF is a member of the International Co-operative Alliance (ICA) and the World Council of Credit Unions (WOCCU).



**Mohamed Isa Bin  
Mohamed Nasser**  
Head, ICT  
NTUC Learning Hub Co-  
operative

## NTUC LearningHub Co-operative (LHUB)

NTUC LearningHub Co-operative (LHUB) was corporatised in 2004 with the vision of transforming the lifelong employability of working people. It works with both corporate and individual clients and provide learning solutions in areas such as Infocomm Technology, Healthcare, Employability & Literacy, Business Excellence, Workplace Safety and Health, Security, Human Resources and Foreign Worker Training.

To date, LHUB has helped over 21,000 organisations and achieved over 2.4 million training places across more than 500 courses with a pool of over 400 certified trainers. As a Total Learning Solutions provider to organisations, LHUB also forges partnerships and provide a wide range of relevant end-to-end training solutions and work constantly to improve its training quality and delivery.

## MODERATOR'S PROFILE

---



**Mike Thiruman**  
General Secretary,  
Singapore Teachers'  
Union (STU)  
Deputy Chairman,  
Educare Co-operative

Mr Mike Thiruman is the General Secretary of the Singapore Teachers' Union (STU). Mr Thiruman is an educator with more than 25 years of experience in education research, teaching, curriculum development, educational project management and professional development.

As STU General Secretary, Mr Thiruman serves in various committees in the Labour Movement in Singapore and internationally. He is the Vice-Chairman of the Public Sector Industrial Relations Committee and sat on the National Wages Council as well as the Lifelong Learning Council. Mr Thiruman was elected as Vice-Chairperson in the Asia Pacific Regional Committee of Education International. He represented the Trade Union Advisory Committee to the OECD (TUAC) at a Teaching and Learning International Assessment (TALIS) Board meeting.

He is the Deputy Chairman of Educare Co-operative Limited and has been elected to the Executive Council of the Singapore National Co-operative Federation.

Mr Thiruman has developed and organised PD programmes as well as trained teachers and educators in areas such as Cooperative Learning, Critical Thinking, Problem-Based Learning, Active Learning, Brain-Based Learning and Differentiated Instruction amongst others in Singapore, Bhutan, Russia, Libya, Indonesia, the Philippines, UAE, Vietnam and India, in addition to conference presentations in Russia, USA, Australia and Canada.

### Educare Co-operative

Educare Co-operative Limited (Educare), a co-operative of the Singapore Teachers' Union (STU), was incorporated in September 2004. Educare was launched by Mr Tharman Shanmugaratnam, then Minister for Education, who lauded STU's efforts in providing complementary services, such as professional development and manpower division, to the Ministry of Education and its teachers. The STU is the largest teachers' organisation in Singapore with over 12,000 members.

Educare aims to serve its teachers and schools so as to enhance the quality of teaching and the quality of its teachers' lives – both professional and social.

Since its inception in 2004, it has increased its presence both locally and internationally, powered by its core businesses in Human Resource Solutions, Learning Technology as well as Professional Development and Education Consultancy Services.