



**Report II – Project:**  
Hawassa / Äthiopien

**1. Background of the mission**

Contract: Wins Global Consult  
Project number WINS: 23.GIZ.055: ETH

**SHORT-TERM TRAINING  
WAREHOUSE MANAGEMENT CURRICULUM**

**Coach the Coach – Warehouse Management**

**1.) The course of the operation**

13.04.2024 - Flight from Frankfurt via Addis Ababa to Hawassa in Ethiopia  
14.04.2024 Arrival at the Hotel South Star Hawassa  
Discussion with Holger Müller (Forklift Coaching) about the weekly schedule at  
To use synergy effects  
15.04.2024 Drive to Yirgalem IAIP (38 km from Hawassa)  
09:00 – 16:30 Coach the Coach Mr.Anja Zewdu & Mr.Tesfalidet  
16:45 – 17:30 Return to Hawassa

**2.) Objective of the II mission:**

Conduct an analysis of coaching in warehouse management. To provide support for the coaches. Optimal learning and the achievement of the learning goal in the courses should be achieved.

**Course content**

- |                                  |   |
|----------------------------------|---|
| 1. Analysis of products          | 11. Preparing Inventory for Shipment            |
| 2. Analysis of the building      | 12. Storage and conveyor technology             |
| 3. Identification of inventories | 13. Principles of warehousing and methodology   |
| 4. Population control.           | 14. Application of health and safety guidelines |
| 5. Inventory                     | 15. Application - Warehouse Management Systems  |
| 6. Function of the bearing       | 16. Storage and workplace requirements          |
| 7. Goods receipt                 | 17. Security – Access                           |
| 8. Packing and storage of stock  | 18. Personal                                    |
| 9. Moving Stocks                 |   |
| 10. Picking inventory            |   |

**3.2) Training**

- 3.3) **Concrete results:** The instructions in Warehouse Management were provided by the experts with professional support and evaluation. Objective criticism was well received and the indications are discussed. Pedagogical advice was well implemented. Significant differences in the training systems were recognizable. The coaches develop their own documents and presentations for their instructions. The group work,



Brainstorming and working with the flipchart led to improved instruction.



- 3.4) **Problems and challenges** The differences in the education system mean that the participants are not used to active participation in the lessons. With hints, it was possible to change the course of the coaching positively even in the short time
- 3.5) **Information about participants:**

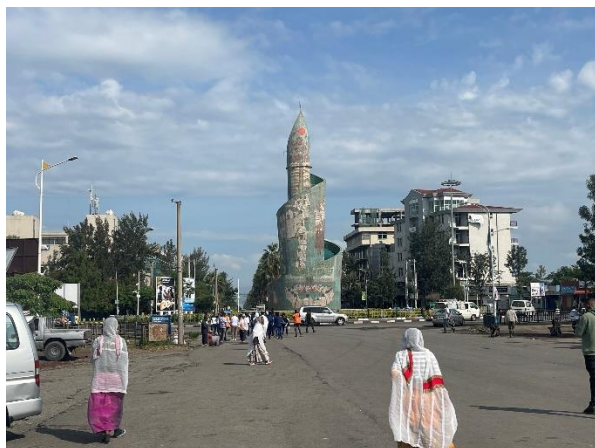
**IAIP Training Center in Yirgalem:**  
Mr. Tesfalidet & Mr. Amha Zewdu.

Both trainers were active in the classroom and improved their lessons immediately after the discussions. The support provided by the KZE had a positive effect. The content of the training in warehouse management was conveyed differently by both coaches. The trainers have further developed the coaching and adapted it to the customary understanding of the country, which is quite remarkable as a result of the assignments. For the KZE, it was not possible to determine who exactly pushed the further development, in the end this is secondary, the KZE will not make a guess.



Herr Amha Zewdu Herr Tesfalidet





Center of Hawassa, Ethiopia

3.6) **Feedback:**

It seems that the coaching in the field of warehouse management has been very effective. The successful implementation of the specifications indicates that the participants have understood the content and will be able to put what they have learned into practice. The promotion of further training is also a positive sign that the participants were motivated to develop further and improve their skills. Overall, the result seems to be positive and shows the value of coaching for the project

3.7) **Future:** The continuation of the training in warehouse management will lead to a large number of employees in Ethiopia having to work in the field of warehouse activities.

3.8.) **Visions:** It will be a great success for the project and ultimately for the region if this is established as the basis for continuous further training or, in the best case, as a training occupation

---

John Lohrmann  
International Master HWK

Appendix I Photos of the mission / project