

Strong team of social enterprise SUSAMATI

Impact and results in Mozambique



- > Business growth in COVID pandemic times!
- > Talents of all 9 team members featured sparkling collaboration and friendships.
- > Clear goals directing the joined efforts resulted in:
 - Product innovation, better quality toilets and a more efficient production process.
 - Strategic marketing, better sales and a wider national coverage.
 - A solid institutional network, bigger projects financed by international donors (e.g. UNICEF).
- > 4 team members specialized as talent-trainers.
- > Talent identification for community leaders as an integrated part of the sanitation trainings.

'In two semesters 319 toilets sold. Marketing can be further improved, but we have the best sales performance we ever had'.

'The way Manuel (director) organized the department with the new people, makes it easy to manage the activities'.

Susamati and Brilliant Entrepreneur

[Susamati](#) is a young social enterprise in Maputo (Mozambique) that develops attractive sanitation solutions for suburban and rural areas of Mozambique. For this purpose, [Susamati](#) produces the Pia Fantastica: a low-cost toilet pot that only needs 0,5 liter of water for flushing. The sales and installation of the Pia Fantastica is supported by a training programme for community leaders on healthy sanitation practices.

From October 2020 to March 2022 Brilliant Entrepreneur partnered with Susamati in a project, funded by the Islamic Development Bank. Brilliant Entrepreneur supported the Susamati team through:

- 1) In-company training
- 2) Train-the-trainers



1) In-company training

Bi-monthly sessions with the director and all team members, about individual growth and mutual collaboration on the implementation and achievement of clear business targets.



'I am happy today, because I achieved my goal. We had to make the sample last week, and we did!'

- 2) **Train-the-trainers** for 4 team members responsible for the community trainings. Through 6 training sessions and application in daily practice the 4 team members learned to identify the talents of community leaders and strengthen them in their leadership role. They developed their own training handbook in Portuguese.

'We feel that great and brave steps are made in the talent identification!'

'It was a nice experience, also complicated. It is a new challenge to discover the talent of the people that you do not know'.

'It was easy to follow the 6 steps for talent identification.'

Talent builds a strong team



The project took place in the period of the Covid pandemic, an extremely difficult time for the Susamati team. Many potential clients for the Pia Fantastica suffered decrease in their incomes and could not afford investments in healthy sanitation. Materials for production were hard to find. Restrictions in communication and mobility frustrated the delivery of services and trainings to the communities.



Brilliant
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'We had to buy material, it was not there. Had to go to another place. It was tiring. But we managed!'

'Online training is an obstacle. If we do the training live, we are more successful. Now we miss the physical contact'

The team did not give up, but instead used their great talents! This helped them to keep up the positive energy, to collaborate and support each other in finding creative solutions for the difficulties on their way.

'Instead of feeling guilty, there is always something to learn. That is what makes talent grow'

'Talent will always be there. What we need is to be sure that we work with talent and not with the dragon.'