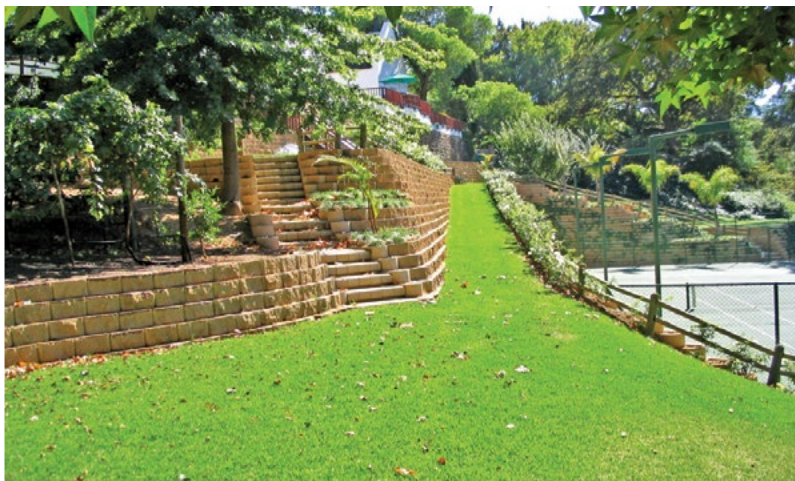


November 2021
No. 107

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On the Cover

The Steyn City Golf Course: designed, constructed and maintained by Golf Data. See article on page 4.

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GOLF DATA

SALUTE TO GREEN

Since the Covid lockdown, our lives have been in a state of flux and change. It has upended the known and the familiar, altering just about everything. One constant amidst the chaos is the steadfastness of nature, and the healing it provides.

Working from home and spending more time in confined spaces has brought about more focus on peoples' gardens, for those lucky enough to have them. I'm hoping that this has led to more of an appreciation of the green industry, the people who work in it and the benefits it brings.

Too often, landscaped spaces are not given the credit they deserve for the positive

advantages they have. If you've been cooped up at home and have a garden, you are indeed fortunate to be able to get up from your desk and walk outside into a green space, feel the grass under your feet and smell the roses! I live in a block of flats that is surrounded by beautiful gardens, and I don't know what I would have done without them during lockdown. They provided an escape and a relief from the cabin fever that was ever-present. If you don't have a garden, bring pot plants inside; if you don't have a view of nature from your window, bring in a landscape painting.

I salute and thank the nursery people, the landscapers, the plant growers, the horticulturists, for their dedication to green.



Karyn Richards
Editor

An advertisement for Evergreen Turf. The background is a lush green lawn. In the center, a large roll of turf lies on the grass. To the right, a person's legs wearing red high-top sneakers with white laces and soles are visible. In the top left corner, there is a circular logo with the text 'KEEP ON GROWING!' around a central green cross. In the top right corner, the 'EVERGREEN TURF (Pty) Ltd' logo is displayed. At the bottom, the text 'Dream Green' is written in large white letters. Below this, there are four contact options: a phone icon with the number '011 948 7913/14/15', a document icon with the number '011 948 7915', an email icon with the address 'sales@evergreenturf.co.za', and a website icon with the URL 'www.evergreenturf.co.za'.

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WOMEN IN LANDSCAPING: PLANTING THE SEEDS OF SUCCESS

BY LIBBY PEACOCK

Green-fingered aunt-and-niece team Dinah Kgeledi and Lesego Seloane are carving their way in an industry dominated by men: landscaping. And they say the Covid-19 pandemic has shown them to be resilient and able to “pivot a lot”. Their clients are very appreciative of their gardens, particularly because many of them are now working from home.”

The Gauteng-based pair use their botany and horticulture expertise to provide landscaping planning, design, implementation and maintenance services through their business, Ronewa Creations.

More than just growing an enterprise, they’re establishing a legacy, says Seloane. They grew up in a home surrounded by plants of different species and were inspired by Kgeledi’s mother, who is now in her 80s. “She still loves gardening, and she is still schooling us to this day.”

About 90% of the suppliers and partners they work with in different parts of their service offering are men, as are most of their team, adds Seloane. “Since our business is male-dominated, we have to be strong, mentally and physically.”

“From the plant names and knowing how to care properly for your plants, to leading a team of mainly men, you need clarity of vision and the right talent on board with the right mindset, because this is tough ... working in the rain or under the scorching sun.”

Kgeledi adds: “Although we don’t know many female landscapers in the industry, young women are truly inspired by us. It’s our biggest dream to give back to the youth. We want to have an impact on people’s lives – especially young women who want to pursue business.”

The right guidance has been vital on their own journey, she says – it’s not only about business, but also about personal development and having the “right mind and attitude”. Perseverance, a strong will, passion and a love for people are important.

The pair have a similar vision and share a goal: to grow the business in other provinces, employ more people and empower others through environmental advocacy – all while having fun.

Their tips for young women following in their footsteps? “Just start! Women are incubators and we can achieve so much when we realise how great we can be once we are in business,” says Seloane.

Information supplied by Flow Communications on behalf of Hollard.

About Hollard

Established in 1980, the Hollard Insurance Group provides short-term and life insurance as well as investment products to a diverse customer base including individual consumers, commercial entities and corporate clients. Hollard’s organisational purpose is to enable more people to create and secure a better future.



Ronewa Creations, a women-owned landscaping business in Gauteng, founded by aunt-and-niece team Dinah Kgeledi and Lesego Seloane



• Ronewa Creations is supported by insurer Hollard’s Big Ads for Small Business initiative that aims to help small, medium and micro-enterprises thrive, for their own benefit and that of their communities and the broader economy. ■



Dez Pimenta, head of landscaping for Steyn City

DEZ PIMENTA AT STEYN CITY

Dez Pimenta (formerly Whitehead) was recently appointed as head of landscaping for Steyn City, reporting to Richard Mitchell, head of the Steyn City Management Association. An expansive, upmarket residential leisure development north of Fourways, Johannesburg, Steyn City was launched in 2015 by visionaries Douw Steyn and Giuseppe Plumari.

Golf Data was responsible for the design and construction of the Steyn City golf course and estate landscaping in 2010, and since then has been maintaining both with precision. They have focused on perfecting their maintenance model to ensure that facilities under their management are world-class, and this is evident when taking a walk on the golf course or through the parklands at Steyn City. In addition to maintenance, Golf Data is responsible for aspects such as cleaning of the Jukskei River alongside the development; Pimenta works closely

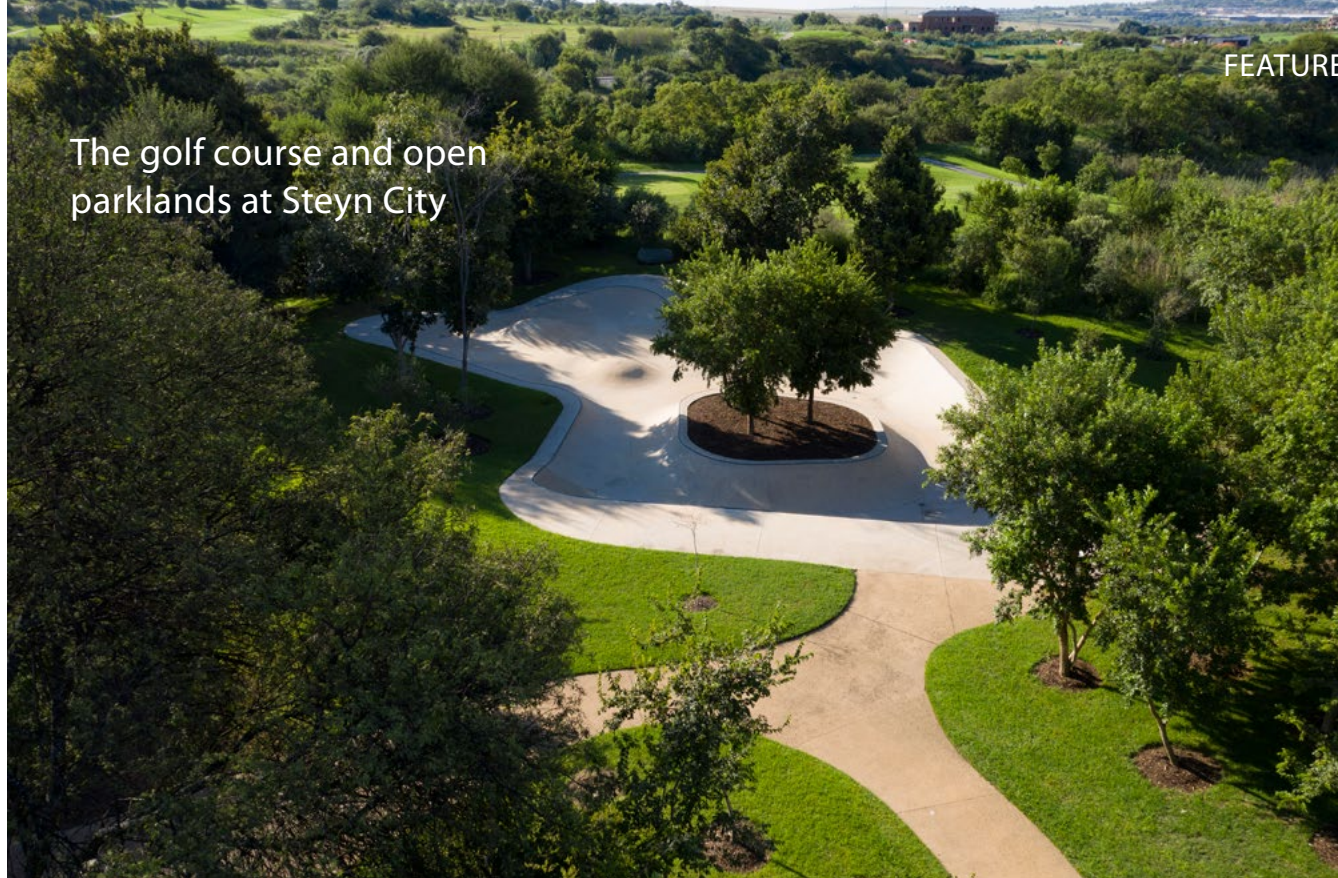
with Golf Data's landscape manager Andries Schonken as part of his new management role.

Background

Pimenta's career in landscaping began in 2004, when he was appointed to install the landscape on a golf course in Mauritius for Bidvest Top Turf. He later also worked as a landscape contractor, cost estimator and administration manager for Top Turf at their Johannesburg head office. In 2016 he joined SALI as its director of



The golf course and open parklands at Steyn City



operations, and a few years later returned to Top Turf as its national key accounts manager.

Pimenta's involvement with SALI has been extensive – he served on its Gauteng Executive Committee from 2008 and since then, held various portfolios over the years. This gave him great insight into the workings of both SALI and the green industry as a whole. He has been registered with SACLAP as a professional landscape manager for construction and maintenance since August 2020.

It was this experience, as well as his strong environmental background, that led Pimenta's predecessor Hilton Stephens, to approach him for the position.

Role and function

Amongst many other duties, Pimenta works closely with Golf Data in terms of auditing the estate maintenance work, and interacts with residents regarding their gardens, especially when these are in the process of being installed. "The garden design of homes





in the parkland development need to conform to Steyn City's specific landscape guidelines, as each private stand leads onto green spaces which interface between the homes themselves and the open parklands. This transition needs to be smooth and we need to ensure that this natural look is integrated from the buffer zones to the manicured wilderness of the parkland," he explains.

Pimenta explains that at Steyn City, the focus is on attention to detail and achieving a high level of excellence. He says he was keen to make a move away from the corporate environment in order to look at landscaping through a different lens. "I now need to approach my work from the client's point of view, whereas before I was coming from the landscape contractor's side, looking at what was needed from that standpoint."

Richard Mitchell states that Pimenta's biggest contribution to Steyn City is his environmental knowledge and his industry background, both bringing the requisite skills to his new position. "It is this that enables Dez to assess our residents' needs and how to accommodate

them." Residents are aware that they need to adhere to the landscape guidelines of Steyn City and one of Pimenta's responsibilities is to ensure that they do so. He fully supports the estate's design philosophy and says there is great value in it. "It's important to understand the full scope of the philosophy and not to deviate from it," he states.

In addition to the above, Pimenta's responsibilities include:

- ensuring that landscaped areas are free of invasive species;
- ensuring the team's swift response to dealing with site problems;
- identifying challenges, but more importantly, celebrating positive achievements and encouraging staff members. The latter is sometimes done by means of competitions and one held recently involved seeing which team could produce the best quality traffic intersection. The winner was Derick Chauke, zone supervisor in charge of the Cedar Gate entrance. Different initiatives take place every month to enforce good horticultural practices, with a strong emphasis on water wise principles.

Since its inception, the overall design philosophy of Steyn City has focussed on naturally endemic plant material, and landscape architect Patrick Watson continues to play an active role in this regard. At the outset, he established an on-site growing nursery for the project and today, plant material required is still obtained from it. He is currently working on the re-introduction of *Scadoxys* into the estate's parkland areas.

Pimenta has fully embraced his new position and role, and is committed to ensuring the ongoing success of all green spaces at Steyn City by adhering to its landscape philosophy and guidelines. His industry knowledge coupled with his calm and professional demeanour makes him the ideal landscape manager for this large 2000 acre canvas of lush parkland.

It is difficult to grasp the beauty of Steyn City and to fully appreciate the masterpiece sculpted by Golf Data and maintained by Pimenta and his team through photos only. To truly be appreciated, the public is encouraged to visit the estate for a game of golf or a meal at the club house. ■



Derick Chauke, zone supervisor, and Andries Schonken, contracts manager, Golf Data

Photos supplied by Steyn City • www.golfdata.co.za • www.steyncity.co.za



CILO CYBIN'S DEVELOPMENTS IN THE CANNABIS INDUSTRY

In this 11th article on cannabis in Landscape SA, Johann Slabber, Executive Director and Head of Business Development at Cilo Cybin Pharmaceutical, provides the company's latest updates and developments in the industry.

Cilo Cybin believes that the world is entering a new era, where personalised health care is a primary focus and where health and wellbeing must be individualised with intelligently targeted interventions. Slabber says the company is focussed on the three pillars of health, performance and longevity. "Cannabis is in fact the smallest part of the company, and of what will come in the near future," he affirms.

Having acquired both its cultivation and manufacturing licenses for cannabis, Cilo Cybin is now heading towards listing on the Johannesburg Stock Exchange (JSE) early in 2022.

In addition, they will be launching their first line of manufactured products into the South African retail market by December 2021, focussing on high quality, premium cannabis products. In the fast developing cannabis industry, access to quality products is especially difficult, and Slabber warns: "With the rapid evolvement of the industry and massive demand, there is huge potential for the spread of poor quality products before adequate detection and interventions are possible. Many people use illegally supplied products that have not followed the right processes, and the end consumer has no

idea of the composition of such products, nor what they are consuming."

There are two main categories of poor quality medicines, namely sub-standard and counterfeit. The former arises as a result of lack of expertise, poor manufacturing practices or insufficient infrastructure, whereas the latter may contain no active ingredients, incorrect ingredients or toxins supplied by illegal routes.

Slabber says that through Cilo Cybin's Good Manufacturing Practice (GMP) standards, they want to provide their consumers with security and consistency in their products. "We have various research institutes, dosing and formulation experts who have years of experience working with doctors on the dosing and treatment of acute and chronic conditions. Our panel of doctors will ensure that products are specifically formulated for patients in order to provide individualised care and treatment." He adds that the buying and prescribing of products is just one step of the approach, but that monitoring and reporting thereof is much more crucial.

The company combines biohacking, biotech and pharmaceutical methodologies to deliver holistic and individualised solutions that facilitate insight into their customers'



Johann Slabber, executive director and head of business development at Cilo Cybin

health, performance and longevity. This has not previously been possible.

Biohacking is the constant pursuit of better health, performance and longevity through the use of apps, technologies, devices and supplementation. Biotechnology and pharmaceutical companies both produce medicines, but those made by biotechnology companies are derived from living organisms, whereas those made by pharmaceutical companies generally have a chemical basis.

Slabber concludes: "We are excited to have been featured on Bloomberg News and this is just the start of more media exposure to come. Since August 2021, we have appeared in over 100 media outlets, having planned and developed our approach for the past three years." ■

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PLANT LABYRINTH AT GARDEN WEEK, STELLENBOSCH



The plant labyrinth created by Terry de Vries

The City of Stellenbosch in the Western Cape recently held a Garden Week, inspired by the flower festival of Girona, Spain. It encompassed horticultural tours, landscape art, a flower parade, the opening of public and private gardens to visitors, nature walks and the creation of a plant labyrinth. The event was co-ordinated by Visit Stellenbosch, with the input and participation of various role players and partners such as the Stellenbosch Municipality, Remgro, Rama, Stellenbosch Outdoor Sculpture Trust and others.

Garden Week took place in the run-up to National Garden Day on 17 October, and also featured several installations carried out by landscapers and local botanical artists. Some of the region's beautiful public gardens were opened to visitors, including the historic Old Nectar Estate, the Dylan Lewis Sculpture Garden, Spier Wine Farm and Delaire Graff Estate. The owners of several private gardens also participated and fynbos wilderness hikes were also on offer. The Stellenbosch Botanical Gardens compiled a programme of talks presented by specialists and tours were led by Ernst van Jaarsveld of Kirstenbosch Botanical Gardens.

Plant labyrinth

The plant labyrinth, one of the features of the event, formed a giant centre piece on Die Braak, the town's main square, close to the Rhenish Mission Church and aligning with Botmaskop, which one can see looking up Plein Street, the main street of Stellenbosch. It was designed by Terry de Vries, a 'labyrinth guru' with a BSc Agriculture degree, who has created many labyrinths in South Africa and other countries. At Stellenbosch, the labyrinth was both a fun activity and a spiritual healing tool.

De Vries explains labyrinths as follows: "A labyrinth is a single, winding path that leads you from the entrance to its centre

– you cannot get lost as the way in is the same as the way out. An ancient culture around the world, its history dates back more than 7000 years, and it is one of the oldest contemplative tools known to humankind. To enter a labyrinth is to enter a sacred space. You are choosing to walk a sacred path and the walk is a pilgrimage to the heart. It is a form of walking meditation, helping people to still their minds and tap into their inner/innate wisdom. A labyrinth walk also helps people to connect with nature."

In addition, a labyrinth walk can help people to:

- come into balance and achieve a sense of wholeness, which is much needed in today's chaotic world;
- become more relaxed, calm and peaceful;
- become less angry and frustrated;
- reconnect with their inner wisdom; and
- live more consciously.

Other benefits are:

- improved concentration and focus (excellent for children with attention span difficulties);
- enhanced memory (great for remembering what you have studied);
- increased productivity;
- better stress management;
- better handling and processing of trauma and grief;
- improved conflict resolution; and



Stellenbosch mayor Gesie van Deventer, in the labyrinth. The Spekboom plants were kept in their bags as opposed to being planted in the ground, as the labyrinth was a temporary one.

- enhanced creativity, intuition and imagination.

Temporary structure

De Vries says that for the Stellenbosch Garden Week festival, she was not given a specific brief but rather asked to build a temporary labyrinth to create public awareness. Spekboom (*Portulacaria afra*) was stipulated as the plant to be used. This succulent has numerous benefits, one of which is to help fight air pollution as it has the ability to capture excess carbon in the atmosphere. Carbon is known to be responsible for global warming.

The 4100 Spekboom plants used were supplied by local entrepreneurs who propagated them as part of a job creation and skills development project. They were mostly the same size, giving an even look and feel to the labyrinth. Due to the fact that the labyrinth was temporary, the plants were not placed in the ground but rather kept in their black bags.

De Vries explains that before placing the plants in the circular pattern of the labyrinth, she first dowsed the site to see where the centre would be. She then placed a dropper in the middle and used a long tape measure to draw the pattern on the chosen area, thereafter using building lime to demarcate the lines on the grass. A double line of Spekboom plants was then packed on this white line.

About Terry de Vries

Terry walked her first labyrinth in 1997, in the US, and thereafter undertook extensive research on them. She has worked with master labyrinth builder Robert Ferre and to date has built more than 350 – locally and abroad, temporary and permanent. She facilitates regular labyrinth walks, transformation retreats, sound healing journeys, nature walks and team building workshops. She is an internationally certified labyrinth facilitator, yoga teacher, vision quest facilitator, shamanic minister and shamanic breathwork facilitator. She does regular labyrinth walks in Barrydale, Western Cape, where she now lives.



Terry de Vries in her labyrinth in Barrydale, Western Cape

The 4100 Spekboom plants used were supplied by local entrepreneurs who propagated them as part of a job creation and skills development project.

Information supplied by Terry de Vries and Elmarie Rabe. • Photos by Juan de Swardt.

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PAVING THE WAY TO A SUSTAINABLE GREEN INDUSTRY IN SOUTH AFRICA



Karen Botes, landscape architect and webinar host

The Institute for Landscape Architecture in South Africa (ILASA) recently held a webinar to discuss the above topic. It was hosted by landscape architect Karen Botes, who posed questions to the following participants: Ida-Marie Strydom of Life Green Group, Jenneth Prinsloo of Plantwise, Gail Dreyer of Tshala Plant Brokers and Leon Scholtz of Bristle Cone Nursery.

Q1: What has changed over the past five years?

Ida-Marie: The biggest threat for contractors and growers is the dramatic decrease in available work due to the country's economy, recession and depression. There is much less work than before and everyone is competing for the same, small amount available. Also, the industry is losing talent because companies cannot afford to retain good people. Growers are growing less plants and as a result, the quantities required are often not available.

Jenneth: The whole contracting environment is suffering due to market challenges and in the case of government contracts, tenders are often disqualified on the grounds of "not being correct". There has been a huge reduction in public spaces and with less money available, there is little consideration for landscaping. There is also increased commercial risk for sub-contractors.

Gail: The failing economy has led to a lack of work and the whole of the green industry is

in a price war. This has forced us into a state of limbo and we end up undercutting each other.

Leon: The pandemic has had a very bad effect and in addition, weather patterns have been a big problem, such as the drought in the Western Cape. Some municipal areas are doing ok and allow for landscaping.

Q2: What is the biggest threat for growers and landscape contractors?

Ida-Marie: Clients' budgets have forced us to work very hard for very little money and we are forced to do more with less budget. The scope of work makes it difficult for us to carry out good quality work with tight budgets and we have to do much more with less in order to keep them happy.

Jenneth: The challenges of public tenders means that there is a high risk of non-payment and late payment, and this can really affect cash flows. Even with the JBCC agreements, there are shortcomings with regard to the landscaping discipline and

this brings a risk to our operations. Time delays, no access to the site and time spent driving up and down leads to smaller profit margins. In the government sector there is always politics, competition with salaries and SMMEs that have no experience – all of this affects the project negatively. Also, fixed tender prices eat into profits.

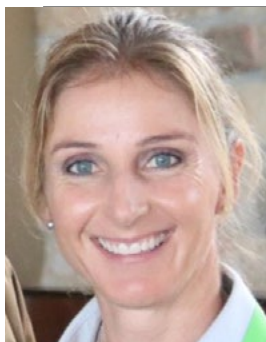
Gail: Clients have reduced their budgets but at the same time have unrealistic expectations of what their money can buy. To secure work, we have to discount plants and products, and wait a long time for payment at reduced margins. This eats into our small profits. Also, our services aren't valued. Growers are at the bottom of the chain and this is a threat to our industry.

Leon: The finances of a business must be healthy. Even if stock is ready, it can be lost due to hail or severe cold. However, clients don't seem to understand this so we need to focus on contract growing and planning; we need to know what to grow a year in advance because demand is unpredictable.



ILASA

Institute for Landscape
Architecture in South Africa



Ida-Marie Strydom, director of Life Green Group



Jenneth Prinsloo, horticulturist and owner of Plantwise



Gail Dreyer, horticulturist and director of Tshala Plant Brokers



Leon Scholtz, horticulturist and co-owner of Bristle Cone Nursery

If we know beforehand, we can plan accordingly – this is important because we are working with a perishable product.

Q3: What is the average percentage of hard, soft and specialised components in contracts?

Ida-Marie: Soft landscaping is our niche market but there is less and less of it. Our skills set is best here and we love to do as much greening as possible. However, landscape architects seem more inclined to design hard landscapes these days.

Jenneth: Ida is spot on, although we personally look for contracts with more hard landscaping. This is our preference due to the low maintenance involved for clients. Also, hard landscaping has a longer guarantee. Commercial projects nowadays have about 80% hardscaping.

Gail: I deal directly with soft landscaping and have noticed a decrease in plant value and quality. Hard landscaping is good for Jenneth's type of business but not for mine. There needs to be a balance to negate the effects of carbon emissions.

Leon: In South Africa we need cooling down and greening.

Q4: Proposals for other professionals and landscape architects to ensure a more sustainable future for the entire green industry

Ida-Marie: Landscape architects and quantity surveyors should encourage clients to see the value in landscaping a property. They are the voices to reverse the trend of cutting landscaping budgets. We also need to change the perception that landscaping is 'cheap', and invest more money in creating green spaces. The splitting of plants is not good for growers!

Jenneth: We're happy that there is more hardscaping, but not at the loss of greening. South Africa has a treasure chest of professionals and landscape architects and their strengths are good, but to complete their vision is a hard job for us on a limited budget. There needs to be a better understanding of what constraints contractors are under. A workshop to show the pricing structure and requirements of maintenance would be a good idea.

Gail: I would love landscape architects to promote the value of soft landscaping to fight climate change and explain to clients the value of quality plants, rather than cutting on budget. When looking at tender processes, one should look at contractors in the middle range, not the lowest one, so as not to bring down the image of professional people. We

need to plan ahead, bring in contract growing and uplift the professionals in our industry.

Leon: It's important to note that some landscape architects know plants and others do not; growers need to inform them about what is available. Sometimes plants get onto the market because they're cheap, but we should never cut corners on plant material. Contractors are under pressure to get the job done.

General comments

Karen: It would be good to have a workshop with quantity surveyors and project managers as they play an important role with regard to budgets; however they don't really know how to budget for plant material.

Ida-Marie: Very few clients ask for certificates for construction tenders, but do for maintenance.

Jenneth: With government contracts there is preferential procurement and your track record is evaluated. Universities should liaise with quantity surveyors and bring these aspects into their curricula.

Gail: People are undercutting but the industry needs to maintain ethical standards.

Jenneth: There will always be a future in the green industry and we should make use of all the opportunities – there is light at the end of the tunnel. We feel negativity but we've had hard times before.

Ida-Marie: It does feel as if there is an increase in enquiries and we are doing more quotes. September to December is busy and there are more tenders coming out to beautify home gardens. However next year is still unclear as many projects have been put on hold.

Gail: We could be instrumental in fighting climate change but not enough professionals in our industry are being called on as decision makers.

Ida-Marie: SAGIC can also help when speaking to developers and quantity surveyors, to give the green industry a stronger voice. We all win if we convince clients to do better landscaping, and more of it.

Jenneth: Our associations are excellent but unqualified people doing landscaping work brings the industry down.

Leon: There is a lot of good talent coming from new growers and contractors.

Karen: We must collaborate with other industries and it comes down to landscape architects influencing quantity surveyors to provide sufficient budget for landscaping. ■



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INFLUENTIAL SOUTHERN AFRICAN PLANT BREEDERS

The Southern African Plant Breeders Association (SAPBA) last year identified the most influential plant breeders in Africa for 2020. The association is dedicated to promoting the science and art of plant breeding as a profession, through communication among private and public sector institutions. Below are the names and abbreviated information of the plant breeders, in no particular order.



Prof. Hussein Shimelis serves as a full professor, chair of crop science and deputy director of the African Centre for Crop Improvement (ACCI) at UKZN's School of Agricultural, Earth and Environmental Sciences. He is a reviewer of articles submitted to the South African Journal of Plant and Soil, where he is associate editor. A committed plant breeder and researcher, he has peer-reviewed many articles and supervised post-graduate students. He is a member of the Pan African Demand-Led Breeding Leadership Team, training African plant breeders. This will translate into the commercialisation of new plant varieties for the enhancement of food security in Africa.



Dr. Marvellous Zhou is a plant breeding project manager at the South African Sugar Cane Research Institute (SASRI). He began his career in 1990 as a breeder at the Cotton Research Institute in Zimbabwe and then joined the Zimbabwe Sugar Association Experiment Station (ZSAES). In 2005, he joined the Sugar Cane Genetics Laboratory at Louisiana State University as a research graduate breeder. Over the years he has released 28 SASRI sugar cane varieties, ten ZSAES sugar cane cultivars and six cotton cultivars.

He holds a Masters of Applied Statistics and PhD in Plant Breeding and Genetics from Louisiana State University and has published extensively in peer-reviewed journals, presented at conferences and is an associate professor at the University of the Free State. He has supervised PhD and MSc degrees. He was vice president and member of the executive committee of SAPBA from 2016 to 2018.



Antony Jarvie completed his BSc (Agric) Crop Sciences degree at UKZN, and later his MSc (Agric) in 1994, followed by his PhD in 2009. Both degrees are in plant breeding. His areas of interest are soy bean rust tolerance, yield stability, drought tolerance and IP protection. Two of his most successful breeding products have been dry bean varieties – PAN 148 and PAN 123.

While managing and leading the bean and soy research activities, he was also the research station manager at Greytown. He became a specialist consultant on soy and dry beans breeding and research, and has 32 years working experience as a commercial breeder in southern Africa. He became a fellow member of SAPBA in 2020.



Martin Alberts has been in the plant breeding industry for more than 35 years, 22 of which were with Monsanto and the last two with Bayer Crop Sciences. (Monsanto was acquired by Bayer in 2018). He was key in developing the DKC80 and DKC73 series of products for Monsanto, cementing the company as a major role player in the South African maize market.

His global footprint expanded to sub-Saharan Africa (SSA) when he became the commercial breeder for eastern and western SSA. He is passionate about the development of new hybrids and has been an active advisor and mentor for young research associates and breeders.



Amsal Tesfaye earned his PhD in plant breeding in 2001 from the University of the Free State and his MSc in Agronomy in 1994 from the Alemaya University of Agriculture, Ethiopia. He has 33 years of experience in wheat and maize field breeding and has contributed significantly to the success of various regional and international maize breeding projects.

He has supervised PhD and MSc students and has published 41 articles in peer review journals.



Cobus Swanepoel obtained his BSc Honours degree in 2001, and thereafter his MSc from the University of the Free State, where he is also currently busy with his PhD.

In 1997 he joined the Agricultural Research Council as a plant breeder in their Institute for Tropical and Sub-Tropical Crops, where he was responsible for developing and screening new mango cultivars exported to international markets, and macadamia cultivars for the local industry.

He acts as a mentor for young plant breeders who have profited from his vast knowledge. He is presently a breeding programme manager for Starke Ayre's research department.



Dr Ephrame Havazidi, attained his M.Phil degree in crop science in 1989, and a D.Phil degree in plant breeding and genetics in 2003, both at the University of Zimbabwe. While working for the Seed Co-Operative Company of Zimbabwe as a seed production agronomist, he was a pioneer in the field of research dealing with improving yields and quality of crop seeds. Much of this work was on maize hybrid seed production.

His wheat breeding work (1982-2011) yielded 28 high performing spring wheat varieties.

He has lectured MSc plant breeding students on methods and principles of plant breeding at the University of Zimbabwe's crop science department. In 2019 he became the senior group research consultant at the Seed Co. Group. He is currently a member of the Wheat Steering Committee for CGIAR CIMMYT, representing sub-Saharan Africa.



Richard Lubbe completed his MSc at the University of Pretoria on the vegetation and flora of the Kosi Bay Coastal Forest Reserve. He has worked for the Department of Agriculture as a senior agricultural product technician, where he planted and evaluated trials for registration and variety listing.

For the past 17 years he has headed up the pumpkin breeding programme at Starke Ayres, during which time he has released six cultivars. His varieties are currently planted worldwide and dominate the South African market. He believes that being in the field monitoring the plants is crucial to the success of any breeding programme.

He is presently a breeding programme manager for Starke Ayres' research department.



Dr Geoffrey Hildebrand obtained his D.Phil Agriculture from the University of Zimbabwe. He started his career in 1968 as a research officer (groundnut breeder) with the Crop Breeding Institute at the Ministry of Agriculture. He was principal scientist (breeding) at the SADC/ICRISAT Groundnut Project in Malawi, and then returned to Zimbabwe to join Seed Co as a groundnut breeder. He currently works for Klein

Karoo Seed Marketing Zimbabwe as a small grains breeder and over time, has released 28 cultivars across crops such as groundnuts, sugar beans, sorghum and soya beans. He has contributed to the development of more than 13 cultivars released in the SADC region.

He has lectured on groundnut production, advised post-graduate students on research projects and provided support to research scientists. He is a founder member of the Crop Science Society of Zimbabwe and is also a member of the SAPBA.



Abebe Menkir has an MSc in plant breeding from the University of Manitoba, Canada, and a PhD in plant breeding from Kansas State University, USA.

Amongst many research achievements, he has developed and released many stress resilient maize varieties and hybrids in collaboration with national research partners and private seed companies in eight countries.

He has supervised PhD and MSc students and delivered lectures on conventional breeding to African maize breeders. His professional services include the reviewing of manuscripts for many journals and serving as an elected member of the research committee of a maize network in West and Central Africa. He is the recipient of several awards.



Taaibos Human is a pear breeder at ARC Infruitec-Nietvoorbij and has made great contributions to the deciduous fruit industry of the Western Cape through his innovative breeding efforts in developing new cultivars. He initiated a pear cross which led to the release of the new blushed cultivar, Cheeky®, and is currently creating various blushed miniature pears; five of these are being submitted for Plant

Breeders' Rights applications.

In 2000, he tutored a nursery training project for delegates

from Malawi as part of the GTZ project from Germany, and for this assignment he received the Infruitec-Nietvoorbij Directors Award in 2001.



Dr Francois Koekemoer completed his BSc Agric degree, majoring in agronomy and genetics. He did his PhD degree in 2003 with the title "Genetic Variability of South African Spring Wheats for Milling and Breadmaking Quality."

He joined the ARC as an irrigation wheat breeder, and later worked for Monsanto in the same capacity, where he also acted as the director of research and development. A total of 21 irrigation wheat cultivars have been directly released by him.

He was elected president of the SAPBA in 2004. In addition, he has acted as referee for various MSc and PhD theses, as well as for scientific journals. His achievements have been recognised by multinational companies such as Monsanto and Syngenta, and he is widely acknowledged as an expert in his field due to his experience in hybrid wheat breeding.



Dr Yoseph Beyene holds a PhD in plant genetics and breeding from the University of Pretoria. Currently he is a principal scientist and regional maize breeding coordinator for Africa at the International Maize and Wheat Improvement Centre in Nairobi, Kenya.

His research interest is developing high-yielding and climate-resilient maize inbred lines and hybrids for sub-Saharan Africa using conventional and molecular breeding. He has been actively engaged in developing maize hybrids that are resistant to MLN disease, an emerging threat for maize production in sub-Saharan Africa. He is also involved in the capacity building of public/private breeding programmes and supervising PhD and MSc students from various countries. He has published more than 50 articles in refereed journals and has presented at international conferences.



Phyllis Burger is a grape breeder at ARC Infruitec-Nietvoorbij, Stellenbosch. In recognition of her contribution to this industry, she received the award for Top Intellectual Property Creator for the ARC, April 2011 to March 2018.



Prof. John Derera is the head of breeding at the International Institute of Tropical Agriculture and former global head of research and development at Seed Co Group. He has 24 years of industry and academic experience and under his leadership, Seed Co developed many new varieties of maize, wheat and soybean. He holds an MPhil in plant breeding and entomology from the University of Zimbabwe. He has trained and mentored more than 70 breeders at PhD and MSc level and sits on numerous panels that serve the interests of the plant breeding community in Africa. He has published extensively in research journals.



Dr Alfred Dixon is known as the father of cassava breeding in Africa, having made huge contributions to this over many years. He has supervised the research of 33 post graduate students at levels of PhD, MPhil and MS. He has authored or co-authored over 350 scientific publications.



Dr Sunette Laurie holds a PhD in plant breeding and an MSc Agric (Agronomy). She is currently a specialist agricultural researcher at ARC Roodeplaat Vegetable and Ornamental Plant Institute in Pretoria. She has peer-reviewed numerous scientific journals and amongst other professional bodies, is a member of the International Society of Horticultural Science, the SA Plant Breeders Association and the SA Society of Horticultural Science. She has been the external examiner of MSc, MTech and PhD studies.



Driecus Lesch is a wheat breeder who obtained his MSc (Agric) degree in plant breeding from Stellenbosch University. He is currently responsible for the management of the Syngenta (SENSAKO) wheat and oat breeding programmes for the Western Cape and Napier Research Station. The significance of his contribution to wheat breeding is evident from the over 90% market share held by Syngenta (SENSAKO) in the Western Cape dryland wheat seed market.



Dr Cosmos Magorokosho has produced several maize inbred lines that are currently being used to produce hybrid and synthetic varieties in Africa. He is currently supervising several PhD, MSc and undergraduate students. He holds a PhD in plant breeding from Texas University, USA, and is a member of four professional associations.



Louis Schoonraad holds a BSc Hons (Agric) degree in plant breeding and is currently employed as a sunflower breeder at Corteva Agriscience, which represents both the Pannar and Pioneer brands. He is passionate about agriculture and has acquired excellent crop knowledge over many years. This proved very valuable when the Pioneer marketing team and agronomists entered the sunflower market in South Africa.

The Southern African Plant Breeders' Association is currently requesting nominations for remarkable plant varieties developed for Africa. These should be submitted before 1 December 2021, and the list of varieties will be announced at the SAPBA hybrid symposium to be held in Stellenbosch in March 2022. For further information email Toinette van Rooyen on toinette.vanrooyen@starkeayres.com ■



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IMPLEMENTATION OF THE LANDSCAPE IRRIGATION MODEL FOR SOUTH AFRICA (LIMSA)

This model was produced with input from a range of workshops held around South Africa with members of the Green Industry, who volunteered their time to contribute valuable ideas to it. Added to this, a range of wholesale nurseries in South Africa provided feedback on plant hydrozones that were specific to the plants they grow and sell.

Aspects for the model were obtained from these workshops, and models in other countries. Data for the plant list was obtained from South African and international sources, as well as growers in South Africa. Through this research process, the intention was to ensure that as far as practically possible, aspects were gathered from around the country to ensure applicability. For landscapes that are already in-situ and being maintained, this model can be used as an “as built” irrigation calculator, allowing for changes to be made over time to ensure that the landscape slowly moves towards being a more water conserving one. Any improvements to the design and management of the in-situ landscape could result in water, cost and labour savings for the site.

The intention of this model is to allow for a more accurate water use on any landscape site to be determined. This is particularly important for sites that will rely on any form of supplementary irrigation over and above rainfall of the area where the landscape is located. This will also apply to sites that require additional watering beyond the initial establishment period. The period could be as long as two years and will be influenced by, amongst other things, the type of landscape being developed, soils, plant types chosen and size of plants used. This period could, however, be much shorter depending on the landscape, methods employed and plants used.

In all cases, it is critical that each and every hydrozone (hydrostation) must be assessed individually. A hydrozone in this context is each section of the landscape that is watered using the same valve i.e. the hydrozone in question is watered as a unit. Hence each area that is individually watered must be assessed separately.



Text and photos supplied by Rand Water. Images were taken from the Garden World Summer Festival and show hydrozoning practices.



It is also important to note that as the landscape matures and as the environment around it changes over time, so too will the water requirements. For example, new landscapes younger than three years will need to be re-assessed after three years. The same will apply for the application of, for example, water retention granules. If they are designed to last for 18 months in the soil, then the model should be redone at that stage, unless the user is going to continuously replenish them. The same thinking will apply to mulch and replenishing of mulch as it slowly breaks down into the soil, forming compost. Other aspects of how watering should be adjusted considers the site as it matures, including aspects such as age, density and canopy copy in the model. It is therefore advised that the model be redone for the site every three years. This will allow for more accurate watering and changes to the irrigation requirements for each hydrozone of the site over time.

For the model to be effective the assessor will need to:

- Assess each hydrozone/hydrostation individually against all aspects.
- Ensure that each hydrozone/hydrostation is to be watered as a unit.
- Choose one of 160 towns or the closest town to one on the list (rainfall and potential evapotranspiration is automatically included).
- Each one of the questions (factors/elements) must be answered to allow the model to calculate water use accurately.
- The model makes use of drop-down menus.
- For best results, plants must be planted in the correct location on site, suited to that plant species.
- Experience and professional judgement will play a vital role in some of the assessments required and therefore it is imperative that the assessor draw on this experience and understanding of landscapes to arrive at the decisions to be made.
- The guide below should be used to help explain each of the elements and categories.

Some general considerations for the site and model use:

- It applies equally to indigenous and exotic plants;
- Watering for establishment (two year period);
- For single trees (planted as street trees) where no irrigation is used at all, this model has limited use.

For more information, visit the Rand Water website www.randwater.co.za and click on the Water Wise logo. Alternatively, email us at waterwise@randwater.co.za or call us at 0860 10 10 60. We also have YouTube, Twitter, and Facebook! ■

TORK CRAFT LAUNCHES AWARD WINNING 20V CORDLESS POWER TOOL RANGE

The range of six new models starts with the Tork Craft cordless DD10 – TC20001. This unit has a 10mm keyless chuck, 19+1 torque settings, a two-speed setting that supports variable driving power, removable metal belt clip or strap option, handy battery indicator and built in LED work light. The kit includes a 20 volt, 2.0. AH battery and 60 min charger, plus an accessory kit, five wood drills, five roll forged metal drill bits, 32-piece x 25mm CRV insert bits and magnetic bit holder. The Tork Craft cordless ID13 – TC20030 is an impact drill offering all the features in the above DD10 model but is a full-blown impact drill, with increased torque, additional settings, higher rated speed, longer drilling time, a higher impact rate, plus a larger chuck size of 13mm. The added value accessories offered are identical to model DD10.



The Tork Craft impact drill ID13B: TC20060 is identical to the ID13 but offers a brushless motor that runs at a higher rated speed of 0-500/1800 rpm, delivers more power and has all the features of the above ID13 model. The added value accessories offered are identical to the model ID13 - fully grounded drill bits with S2 material insert bits which make this tool perfect for the industrial user. The special offer on the Tork Craft Twin-Pack DD10 and ID110 Drill & Driver TC20002 is the introductory launch offer of a combo twin pack combining all the features listed in the DD10 above and comes with a free carry bag, charger and two 2.0Ah batteries. The accessory kit is not included.

Tork Craft's flagship model: the powerful rotary hammer drill RH500 – TC20190 This powerful rotary hammer drill has four main functions plus a safety brake, battery power indicator and built-in perfectly placed LED work light that illuminates the work surface for pinpoint accuracy. Also supplied is a hardy 360-degree comfortable side handle for greater control and versatility. The compact ergonomic design offers a super soft grip handle. Drilling capacity is 26 mm for wood, 20mm for metal and 20mm for concrete. Battery and charger are not included.

To view all the Tork Craft power tool options and accessories, go to www.torkcraft.com. Tork Craft is a leading brand of tools and accessories from Vermont Sales. www.vermontsales.co.za

WORX LANDROID ROBOTIC LAWNMOWER WINS INTERNATIONAL PLUS X AWARD



The WORX Landroid robotic lawnmower has won the Plus X Award in five categories and has been named best product of the year. The categories are innovation, high quality, design, functionality and ecology.

Other advantages are that the batteries can be used in different garden tools, a positive aspect in terms of sustainability. Features such as obstacle detection are no longer tied to the size of the device but can be added modularly to even the smallest model. The lawnmowers steer easily around obstacles with their anti-collision systems. Where other robotic lawnmowers blindly collide with trees, plants or garden furniture, these curve around them using ultrasonic sensors and autopilot technology.

The Plus X Award is the world's largest innovation award for technology, sport and lifestyle. It honours brands for the quality and innovation lead of their products. The Plus X Award seals of approval are not only a benchmark for the best products, but also an unmistakable sign of brand quality.

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www.vermontsales.co.za www.worxtools.co.za



Tork Craft angle grinder AG 115B-TC20110: This tough new unit is fitted with a brushless long-life motor and cast metal gear housing, a quick-change wheel guard release, a spindle lock for quick and easy wheel changes, a three-position side handle offering great control with a built-in wrench holder located in the handle, and safety switch, all offering the ultimate comfort and peace of mind. The disc diameter is 115mm. Battery and charger are not included.



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According to Zig Ziglar:

"You don't build a business; you build people and then the people build your business".

The truth is that the success of a business is not just about having a great product or service, it is also about the people who work in the business and if you do not grow those people then your business will not grow.

Investing in your team is probably one of the best investments you can make as a business leader. If you want to grow your business five or ten-fold, you need to start by growing your staff by the same amount – and that does not mean increasing the size of your staff – it means growing them as individuals.

According to Daniel Marcos of the Growth Institute, studies have shown that companies that invest in the training and education of their people have seen a +300% ROI on this

investment. There is no question about it, it pays to invest in your people and keep them engaged and enthusiastic.

Yet, why do so many companies not do this and so fail to live up to their planned growth expectations?

Marcos highlights that there are three main barriers to growth and many of them can be solved by having the right people with the right skills:

- Leadership development
- Infrastructure that can't be scaled
- Poor and ineffective marketing.

As a business owner or leader, it is critical to stay on top of these elements and to build your development plan around them to ensure that you keep growing and your business keeps growing.

Leadership development

Leadership development will ensure that the leader's competence and ability isn't the root cause of poor performance of a team and thus the business. Great companies have great inspiring leaders, whom people follow because of their vision and purpose.

Invest in developing yourself and your teams' leadership and management skills. Whether you're an aspiring, new or seasoned leader, you need to have vision and get the job done whilst bringing out the best in your staff.

But what makes a good leader? A leader has to have a positive mindset and be able to lead the way, have a compelling vision and growth mindset and create a positive culture of learning in the business.

Regardless of what industry or business you are in, you need to see yourself as more than just, for example, a retail nursery or landscaping business – every company should also be a training ground where your staff learn new skills that improve them as individuals and ultimately add value to the company.

Business owners or leaders also need to invest in their own skills to become more versatile and effective. They need to be able to make decisions – even if all the critical data is not available; they also need to be able to manage conflict and reduce drama (especially in family run businesses).



Successful leaders also need to actively seek feedback on their own effectiveness through self-assessment and 360-degree feedback from colleagues and peers. You may think you are doing everything right, but your team may not feel the same.

Non-scalable infrastructure

Growth requires a business to be able to scale. This is not only limited to capital goods and infrastructure, but to people too. Always ask: do we have sufficient knowledge and ability about our product and/or service to increase our offering? Too often businesses are not able to scale up quickly, leading to lost opportunities.

One of the problems is that the knowledge and skills are often concentrated in one, or at best, a few team members. This can be disastrous for any business and has been apparent during the current Covid-19 pandemic where the absence or loss of key members of staff as a result of illness or death has negatively impacted businesses, even bringing some to their knees.

As your business grows, additional capital may be required and to access capital, a business must be investable and attractive to a shareholder, bank or private funder. This means that it needs to be running smoothly and be able to cope with the additional volumes and pressure that growth may bring. This requires careful planning and investing in all aspects of

the business including people, supply chain, admin and finance to ensure that whilst business grows, customer service is maintained.

Marketing effectiveness

Brian Fetherstonhaugh said that "If there has ever been a time for change in marketing, this is it."

The principles of marketing are constantly changing. In the past the focus was the four P's: price, promotion, place and product. Today the focus is on the four E's: experience, everywhere, exchange and evangelism.

Many elements of these principles are driven by people, which is why upskilling and investing in your team's knowledge base is critical to ensure that your business moves with the times.

Fetherstonhaugh believes that "it's time for marketing to move on. Retool. Evolve. And that is what the four E's are about."

So, what are the four E's?

- **EXPERIENCE:** Marketers should plot the full 'customer journey' on your brand and in your own community to ensure that the experience is everything it is supposed to be.
- **EVERYPLACE:** Businesses need to be everywhere today – marketers need to develop a knowledge of new media and channels. They need to do new things that

do not just involve traditional TV or print.

- **EXCHANGE:** Appreciate the value of things. Start by calculating the value of your customers' attention, engagement and permission and understand what it's worth to you.

- **EVANGELISM:** Find the passion and emotion in your brand. Inspire your customers and employees with your passion. It's all about what people tell other people about their experience with your business.

Marketing effectiveness tells us how effective a given market strategy is. It's about testing and measuring different strategies and sticking to the ones that work, rather than the ones which have always been used.

Measuring our marketing effectiveness will help decrease client acquisition cost and increase the lifetime value. As a business leader, you want your marketing investment to give you a 10x ROI and to achieve positive results in both the short- and long-term.

I would love to connect with you and understand your thinking.

If you want to develop your staff – start with yourself. Whether you are a business owner, director or manager, improving your skills and leadership potential will mean you can improve the performance of your team, staff or organisation.

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Your business needs to be running smoothly and be able to cope with the additional volumes and pressure that growth may bring



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Zone into high/medium/low/very low water use areas

A hydrozone in a landscape refers to each section of the landscape that is watered using the same valve i.e. the hydrozone (hydrostation) in question is watered as a unit. Hence, each area in a landscape or garden that is individually watered must be assessed separately

HIGH ZONE

- This should be no more than 10 - 30% of the landscape.
- Plant water-loving annuals/plants in selected high water use areas e.g. entrances, entertainment areas, containers and focal points.
- Avoid long winding borders of colour - impractical to water.
- Use colour in containers.

MEDIUM ZONE

- This should make up between 20% and 40% of the landscape.
- Can incorporate the bulk of the garden or landscape.
- Consists mainly of shrubs, perennials, ground cover and lawn.

LOW ZONE

- Makes up between 30% and 60% of the landscape.
- Is the backbone of the design.
- Is mainly trees, large shrubs, limited small Mediterranean type shrubs, succulents and aloes.

VERY LOW ZONE

- This should make up between 40% and 100% of the landscape.
- Consists of mainly locally indigenous trees, shrubs and other plants.
- Permeable paving rather than solid non permeable paving should be used in this zone.

The proportions of landscapes or gardens allocated to each zone is based on the principle that sites should be landscaped by considering certain maximum areas of the site allocated to different hydrozones. This is used merely as a guide; however, it is believed that because South Africa is a water stressed country that the areas allocated to high hydrozones should be minimal. If a landscape doesn't have high and/or medium hydrozones then a greater area should be allocated to other lower water hydrozones.



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