



LGT Venture Philanthropy's iCats Program

Testimonial of participant



Interview with Clemens Piffl, iCats Fellow 2011

Clemens comes from Austria and brings 7 years of international project and management experience to the iCats Program. He left his position as a Consultant at Syn-Group to become an iCats Fellow and worked as Business and Financial Analyst with Healthy City Group in Lima, Peru.

Why did you join the iCats Program?

"I joined the iCats Program in order to apply my professional skills to a cause that really matters and support a company that tries to give thousands of people the chance to escape poverty and live a dignified life. LGT VP thoroughly selected high impact companies in the social sector, so that my skills could make a real difference."

How did your work differ from what you used to do before? What did you learn?

"The work at Grupo Ciudad Saludable was very diverse and dynamic. I got in contact with many international companies and entities and got to know a lot of interesting people around the world. The people that worked at Ciudad Saludable were very motivated and believed in the cause and thus gave their best all day every day. This experience thought me that good people are the key to build a successful business. I also learnt to reach goals and objectives with very scarce resources."

How did you create positive impact during your Fellowship?

"I was able to develop tools for the company which gave them a holistic overview of their finances and projects and allowed them to take timely decisions to avoid difficulties. I streamlined a lot of processes in the company which lead to a lower stress level and great work atmosphere. The optimized systems and processes helped the organization to improve the decision making process, which ultimately contributes to better performance to increase quality of life of less advantaged people. One of the most rewarding tasks was to support the management and board of directors on various business related matters."

What could others learn from your experience?

"Even in difficult or stressful situations, the best approach is to stay calm, analyse the situation thoroughly and then take the appropriate action. To enhance organizational capacity requires a lot of change in organizations. A key challenge in the change process is an open and participative communication, so that fears and insecurity can be held to a minimum."

What has been the most touching moment?

"The most touching moments occurred in the last month of my stay, when various people asked me to stay in the company and told me that I had really helped them to do a better job and advance personally and professionally."

What does HCG say about Clemens?

"Clemens is a proactive person who is continuously thinking in ways to improve a task that is assigned to him or others. Clemens has played an important role by helping us re-organize the administrative and financial areas during challenging times last year. Also, he provided innovative solutions in areas of marketing that strengthened HCG's communication strategy."

- Problem**
- Waste has grown faster than Peru’s government’s capacity to manage it adequately. It is mainly disposed of through open dumps, causing health/environmental problems, primarily through the pollution of water sources
 - Most infectious medical waste, hazardous industrial and electronic waste is often mixed with municipal waste
 - Waste picking in dump sites poses safety risks, provides little income, generates discrimination, and forces hundreds of school-age children to contribute to household income
- Solution**
- HCG provides training to waste scavengers in adequate handling of waste, thus making their work safer
 - HCG supports the creation of community-based microenterprises for waste collection, recycling and disposal
 - HCG provides consulting to municipalities on how to set up integrated waste management systems
- Impact**
- Waste scavengers are provided with stable livelihood opportunities, while municipalities are assisted in setting up waste management systems

	2009	2010	2011	2012e	2013e	2014e
Citizens served by HCG enterprises (cumul.)	8m	8.2m	10m	12m	13m	14m
Recyclers with better quality of life (cumul.)	4'000	4'200	11'500	12'000	13'000	15'000

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