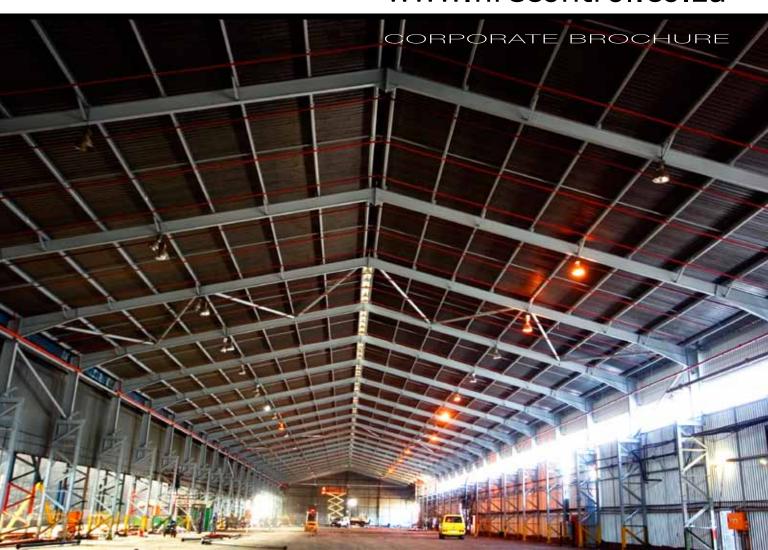
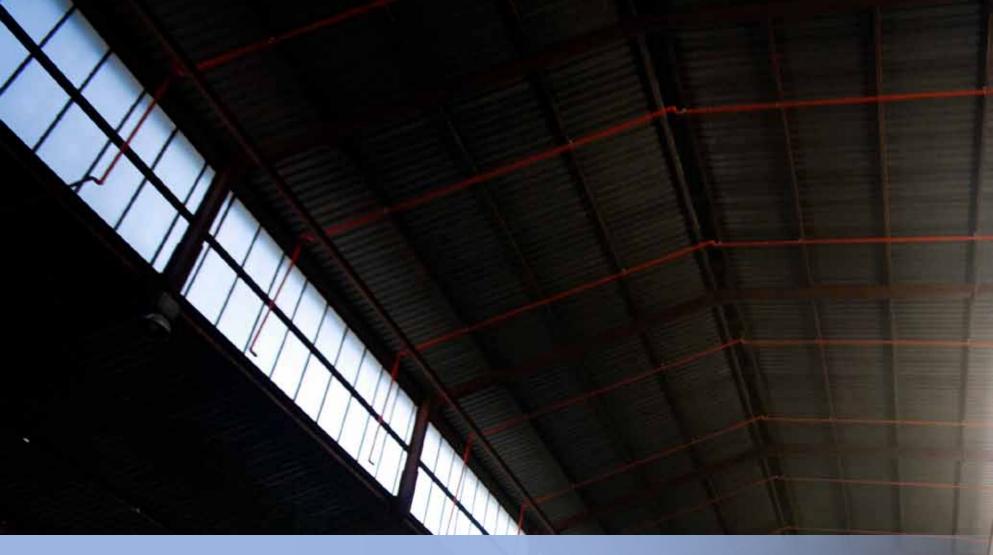


www.firecontrol.co.za







"We're promoting a performance based culture where we encourage individuals to take ownership of their role in the business"





n the 25 years since its inception, Fire Control Systems (FCS) has established its position as one of South Africa's leading providers of fixed fire protection solutions to the construction and mining sectors.

With a head office in Johannesburg and regional offices in Durban, Cape Town, Port Elizabeth and the Botswanan capital Gaborone, the company designs, supplies, manufactures and installs fixed fire protection solutions anywhere in Africa, from Algiers to Cape Town, and from athletics facilities and shopping malls to diamond mines and factories.

The organisation today has a turnover of more than R400 million a year and employs around 130 permanent engineering, design, sales and administrative staff at its HQ and regional offices. There are a further 110 employees at its manufacturing facility, which is largely responsible for manufacturing pipes and tanks, and 24 long-term preferred subcontracting enterprises who install the systems onsite. The company is, however, in the process of introducing meaningful change.

"This process was originally triggered by a changing of the guard over the past 24 months," says managing director Rodney Dodkins. The process began two years ago when the original shareholders, including founder John Robertson, came to the decision that it was time to bow out of company ownership. Importantly for continuity in the company, though, they have remained actively involved in strategy and decision-making as consultants to the business.

Three of the original criteria for selecting a suitable replacement investor were to find an individual or organisation capable of partnering with FCS to help it migrate from what was essentially a commercial entity to a corporate entity; to prepare it for growth to the next level; and to enable it to become





