



Information Item	Striving for the best with a training refresh
Sponsor	CEO
Date	November 2019

Striving for the best with a training refresh

Striving to better one of the smallest entities within the division of Fletcher Concrete and Infrastructure Ltd, Golden Bay Cement's (GBC) newly appointed Maintenance Manager is focussing on CPD.

Antony Coleman has been with New Zealand's only cement manufacturer for the past five years, replacing the former Manager and taking on the responsibility as Crane Controller, too.

Creating policies and procedures, managing the budget, writing reports and being responsible for a department comprising nearly 30 people – it's a step up from being the Electrical Team Leader.

"So, we're a pretty big department," he says.

"GBC is a very nice place to work, has a great culture; you can see quite a few of the members undertook their apprenticeships there and basically retired here.

"There is very little turnover, which shows just how good a place it is to work. People want to stay, because GBC is a such good employer."

However, in order for GBC to continue to be a leading employer, Antony is hoping his future roadmap is one of continuing professional development.

And just not just for his team, but himself, too.

"To develop a good process going forward every time you've got a new manager, who often have different ideas to those who came before, can cause a bit of upheaval for the other staff and the section owners.

"And it permeates a 'we've seen it happen but never seen it to fruition' attitude, so I really want to be that person who actually drives something home to the very end. And I want my team's continual involvement in that roadmap."

Antony says it encompasses both the larger picture of the Crane Association of New Zealand's future direction, and the upskilling of his team.

Stuart Hindley of Major Oak Safety Training Ltd, winner of CANZ's Training Company of the Year, was contacted to propose a suite of training initiatives.

“Where we are at, what refreshers we want, and what professional assistance and training he can provide us to enhance our expertise and competencies,” Antony says.

“We’re also looking at upskilling my two team leaders, so that if I’m not around the continuity of our standards can carry on.”

He believes CPD is incredibly important for the industry, but even more so for GBC staff due to their location and nature of work.

“We can be a little bit isolated. So, we often don’t expose ourselves, or lift our heads up from our work to see what’s going on within the industry – the new practices and procedures that are taking place and cementing themselves as the new professional methods going forward.

“The best thing to do in this situation, is to look at the stats produced by WorkSafe which looks at the high level of injury and death related to the industry, and put everybody on the right foot.

“So, it’s not so much of a reset, it’s more of re-focus and a refresh. All my staff are all extremely competent, but when they’ve got jobs to do and are unable to go out to other places to see what’s going on, it becomes my responsibility to ensure that I bring the refreshers and training to them.

“And when I’ve got good support from my site manager, and with all the training that’s going on, I’d like to believe that we can be a shining light within Fletchers.”

Antony Coleman
Maintenance Manager

Newsletter Disclaimer:

The information in any CANZ newsletter is for general use only. The information has been provided by CANZ and by third parties including CANZ members. While CANZ has reasonably endeavoured to provide accurate information, neither CANZ nor the third parties provide any guarantees regarding the correctness, currency, completeness or suitability of the information for any particular purpose. It should not be relied on in place of appropriate specific advice or verification. Opinions provided by third parties on any matter do not necessarily represent the opinion or policy of CANZ.

The newsletter also contains promotional information about third parties and their products and services, including references to CANZ sponsors, and links to third party websites. CANZ does not endorse third party products or services, and any dealings with third parties, including accessing their websites, will be at the user’s sole risk.