

# PROGRESSION PATHWAYS AT LATTEY GROUP

## What's in it for the company?

Lattey Group Ltd recognises that skilled labour is in high demand in the NZ construction and infrastructure sector. We realise our company can only grow as much as the people that make it. Therefore, we put the building of people at the centre of our ability to build everything else.

## What's in it for the employee?

Learning doesn't stop when you leave school. The career progression potential within Lattey is varied due to the range of products and services we offer. This allows career seekers to enter an industry where they will be able to develop their skillset and interests throughout their career.

### How to progress?

- Demonstrate a broad knowledge of your current role
- Perform and deliver to a high level
- Be a communicator and a team player
- Be clear about what you want and let us know where you want to take your career.



### HIRED

Individual is hired to work at Lattey Group Ltd.

### INDUCTION

Employee is introduced to the workplace and assessed on their competency

### UPSKILL

Lattey helps employee to gain new skills or qualifications leading to a more rewarding position

### PERIODIC REVIEW

After 12 months (or sooner upon request) a performance review is conducted between the manager and employee to assess their progression and identify the best career pathway

### INITIAL REVIEW

After 30 - 60 days the employee is offered a review to assess their progression and level of comfort in their current position



## DEVELOPING

# OUR PEOPLE



### Mark Donnelly

Mark started with Lattey in 1987 as a leading hand in the civil side of the business. He had eight years experience in bridge and reservoir construction.

During his first five years with the company he completed a NZCE (Civil) by correspondence. He worked hard to earn promotion to Civil Works Foreman, and then to Contract Manager (Civil and Precast), eventually to becoming the company co-owner in 2012, and CEO in 2021.

After 33 years, Mark has a considerable amount of experience to offer - and is still expanding the company's capability through new technology and systems.



### Adam Chambers

Adam joined the team at Lattey as a labourer in 2007 after leaving school. Mark Donnelly noticed his great attitude, and knew he had the skills to become a crane operator.

Adam trained as a rigger dogman, gained his truck license and then trained as a crane operator. He left in 2010 for his OE, where he ended up working in Perth as a crane operator.

After returning home in 2017, Adam was offered the role of Crane Business Development Manager. He now manages the crane division, scheduling jobs, maintaining the fleet and developing new business.



### John Fisher

John started in 1984 as an unskilled labourer, quickly progressing to the position of highly skilled labourer. With his leadership skills and high performance, John soon became the Precast Foreman of the company and Lattey's first qualified precaster.

John's extensive industry knowledge lead him to a Project Management role where he has now overseen many projects. John also became a Precast Estimator, working to accomplish great results. He now also plays a key role as a mentor to the precast staff.



### Hep Te Kiri

Hep began work as an unskilled labourer in 2006. He worked his way up through the ranks to become a qualified precaster.

Hep's manager helped him recognise his ability in quality assurance (QA) work. When the company needed a draftsman to join the office team, Hep was given that opportunity.

After a couple of years in that role, the management team recognised Hep's leadership ability, which lead to his present role as Precast Foreman.



### Soli Petaia

Soli started working for Lattey in 2007 as an unskilled labourer. Soli progressed to become a qualified precaster. He took an opportunity to broaden his skills and move to the patching, sealing and install department. Equipped with his new skillset, he has now returned to precast as Leading Hand.





## DEVELOPING

# OUR PEOPLE



### Alan Jones

Alan began working for Lattey as a sub-contractor, but after observing the company's capabilities and the goals they aspired to, he decided to join the team as a full-time employee in 2009.

He kept upskilling and graduated as a civil labourer. He is now Civil Head Foreman. Lattey has helped Alan accomplish new licences during his time: forklift licence, gold site safe card and crane qualifications, to name a few.



### Jonty Underhill

Jonty started with Lattey in 2012 as a civil cadet. Cadets are required to gain experience in different departments and divisions to better understand the company.

Jonty's first role was as an unskilled precast labourer, but with hard work, he quickly progressed to a skilled precast labourer. Having gained all the available knowledge in this department, Jonty moved to the role of Skilled Civil Labourer and Installer.

Transitioning to office, Jonty learned drafting and procurement. In 2015, he advanced to the position of Precast Project Manager. He is now in the role of Civil Project Manager and Contracts Manager.



### Pererika Nepia

Pere joined the Lattey team during the build of our Levin plant in 2019. He worked on the building of the plant itself, and then moved to the precasting tables when production began.

Precast Plant Manager Peter Zwart saw that Pere was a man with a strong sense of family, and a great team player - values that aligned with Lattey Group's own. As a result, Pete began to develop Pere's leadership and management skills.

Pere is now Precast Foreman at our Levin Plant, and has recently completed his BCITO precast trade qualification.



### Connor Underhill

Connor started in 2015 as an unskilled labourer. Expanding his knowledge, he took on a quality assurance (QA) role.

Lattey Group management recognised the high performance and delivery he brought to the company, so when Connor wanted to try something new, he was given the opportunity to become a CNC operator.



### Alicia Flanagan

Alicia is Lattey's latest (2019) cadet recruit. As with all cadets, her objective is to get involved with every division.

Initially recruited to start in the civil division (precast and workshop), Alicia showed a keen interest for geoscience and moved to the environmental department.

We look forward to seeing Alicia progress towards a successful career with Lattey Group Ltd.

