



# Measure Twice Cut Once

JUNE 2017

The builder's guide to all things timber and hardware.

## Staff Profiles - Cherie Ollerenshaw – The Fit Out Queen

Gracing our door some 8 years ago, after a 2 year stint at Finlaysons, Cherie has been a loyal, reliable and hardworking member of the Wilson's team ever since. Her dedication to her job has her commuting up to one and a half hours each way to our Moorooka yard from her country

retreat out west in the sticks. Everyday Cherie silently slips into the office but can be heard on occasion to let loose with %\$#@ing Ipswich Motorway, why is it always a &%\$#ing carpark when I'm on it. "Well Cherie you do live in the bush" we'd say however Cherie wouldn't have it any other way.



### In This Issue

- Get to Know Cherie
- The road map to keeping your staff motivated
- FREE BEER! (Save the Date)
- Deckmate DIY – keeping up with the Jones'

Cherie looks after our biggest customer and is expert in internal high-rise fitouts. Another one of Cherie's achievements apart from looking after her better half and 3 daughters is that she has given up smoking. "My skin is all aglow and I feel so free, free as a little bird." She says that all the time. Now everybody knows that giving up the coffin nails is hard so we urge you to report to us if you catch Cherie out sucking on a bungler out the back away from prying eyes. If you bust her there's a prize in it for you.

When Cherie's not slaving over a desk she can be seen stomping around on site with her hard hat and steel capped boots. Cherie also has a passion for hairdressing. She regularly changes her hair colour. Blonde, extra blonde, blue, purple, you name it and she's probably dyed it.

Cherie is also very modest and will probably deny most of what has been written here about her but I can assure you that every word is the absolute truth, so here's to you Cherie the best Fit Out Queen this side of The Switch.

## Quotes of the month

The essence of mathematics is its freedom.

—*Georg Cantor*

There is time for work. And time for love. That leaves no other time.

—*Coco Chanel*

The important thing in science is not so much to obtain new facts as to discover new ways of thinking about them.

—*Sir William Lawrence Bragg*

Somewhere, something incredible is waiting to be known.

—*Carl Sagan*

All the breaks you need in life wait within your imagination. Imagination is the workshop of your mind, capable of turning mind energy into accomplishment and wealth.

—*Napoleon Hill*

The essence of mathematics is its freedom.

—*Georg Cantor*

Either mathematics is too big for the human mind or the human mind is more than a machine.

—*Kurt Godel*

Illness is the doctor to whom we pay most heed; to kindness, to knowledge, we make promise only; pain we obey.

—*Marcel Proust*

If you have health, you probably will be happy, and if you have health and happiness, you have all the wealth you need, even if it is not all you want.

—*Elbert Hubbard*

# The Secret Desires Of Employees & Sub-contractors.

What do your sub-contractors and employees really want? Jumping to conclusions is never safe. To be a better manager, remember these basic truths about everyone who works for you:

**"I want to feel important."** No one wants to feel like a number, interchangeable, or easy to forget. Get to know your employees as people; find out what makes each one unique and show them you're paying attention to their individuality.

**"I need encouragement."** Even the best employees continue to flourish with positive feedback. Let them know what they're doing right and how they can keep performing at a high level. They'll notice and keep up their efforts.

**"I want to believe in you."** Employees want to know they can trust you—your knowledge, your expertise, and your word. Show your commitment to helping them succeed and grow

by listening, answering questions honestly, and keeping your promises.

**"I want to succeed."** Most employees want to do a good job, even if they don't want to advance to upper management. Explain your expectations clearly and give them the training and support they need, so they know you're invested in helping them succeed.

**"I want to be motivated."** Yes, motivation springs from inside, but employees want to be told why they should complete a project or improve quality in terms that make sense to them. Emphasize the job's value to the organization as well as the benefits the employee will enjoy—personal satisfaction as well as more tangible rewards—to unleash their enthusiasm and commitment.

It might sound like hard and unnecessary work BUT a team of happy motivated employees will give you a far bigger return for the extra investment you put in.





# Are You Swinging By on June 30 For The Launch Party?

**By Nigel Shaw, General Manager and Wilson Timber's Renovator in Chief.**

If you haven't stopped in at Wilson Timbers in the last 6 months, you might not recognise the place.

After multiple attempts by both staff and management to overhaul the timber yard and bring it up to 'industry best practices' we've finally done it – we've finished our 6 month renovation project. It was kind of like the one project everyone has at home that never quite seems to get finished...

This certainly wasn't a solo effort by yours truly. I won the Renovator in Chief Job after saying '*we need to do something about this*' one time too many. The project really didn't gain traction until I hired Caleb "Kozzo" Wooldridge from OSA, our sister company- he's been nothing but brilliant. I got him to give me a hand. Honestly, he's been the driving force throughout the project.

Over the last 6 months we've come up with a plan and followed the plan – so here's what EVERYONE at Wilson has worked together to get done.

We've:

- Gutted, stripped and then concreted the yard.
- Renovated the office
- Put in the new hardware area
- Put in racking
- Organised the stock so that it's staying dry (and straight) as well as faster and easier to pick – so we can ship more efficiently and reduce waste

90% of our deliveries are now rated as '5 stars.' It's changed the culture here and after 15 years at Wilson, I've never been happier to come to work every day. So a big thank you to EVERYONE on staff who's pitched in after work, on weekends so that we can continue to deliver the same high levels of service to our

customers day in and day out over the last 6 months to make our vision a reality.

With that ticked off...

**Now it's time to celebrate.**

**So Come and Join Us For the Grand Reveal...**

**When: 30<sup>th</sup> June 2pm To 6pm.**

**Where: At the newly renovated Timber Yard. 13 Davey St Moorooka, Qld 4105. (Just in case you don't know where we are...)**

**What's Happening?**

We'll be firing up the barbie with a sausage sizzle to help soak up the FREE BEER ON TAP. The afternoon will be full of music, free giveaways, lucky door prizes and SUPER SPECIALS – PACK LOTS OF DECKING GOING REAL CHEAP. But wait there's more – Drive your grubbier car or ute to the yard and we'll wash it for FREE. That's right a FREE CAR WASH.

There will also be demonstrations throughout the day from the likes of Soudal, Simpson Strongtie, Deckmate D.I.Y. and Tanacoat to name a few.



*This is what it looked like before and during... you'd better swing on by for the barbie on June 30 to see the after.*

## Joke Of The Month:

### Monkey Business.

A gorilla dies of old age at a zoo right before the zoo opens. It is the only gorilla at the zoo since they are not very profitable.

However, the gorilla is their most popular attraction by far, and they cannot afford to go a day without it. So the zoo owner asks one of his workers to wear a gorilla suit they have in storage for an extra \$200 a day if he will go in the gorilla cage and pretend to be the gorilla until the zoo can afford a new one.

Quickly, the new "gorilla" becomes the most popular craze at the zoo. People from all over are coming to see the "Human-like" gorilla.



About a month in, the craze has started to wear off. So, to get peoples' attention back, he decides to climb over his enclosure and hang from the net ceiling above the lion's den next to him.

A large crowd of people gather watching the spectacle in awe and terror. Suddenly the man loses his grip and falls to the floor of the lion's den. The man starts screaming "HELP!! HELP!!!" Suddenly a lion pounces him from behind and whispers in his ear, "Shut up right now or you're going to get us both sacked."

## Wow That's Expensive.

Medication can be expensive. If you're annoyed at the cost of the prescription drugs you take, check out this list of the world's most expensive medications (from the GoodRx website):

**Sovaldi.** This treatment for hepatitis C costs \$75,600 for a 30-day supply.

**Harvoni.** Another hepatitis C drug from the same manufacturer is \$74,000 for 30 days.

**Cinryze.** This injectable medication is used to prevent swelling and pain caused by hereditary angioedema. It goes for \$72,100 for a 30-day supply.

**H.P. Acthar.** Is an injection used in the treatment of Multiple Sclerosis and infantile spasms amongst other diseases, it clocks in at \$51,600 for a 30-day supply.

**Daklinza.** Another hepatitis C medication; this one goes for \$50,700 for 30 days.



## DeckMate DIY – Can installing a deck get any easier?

With all of these renovation shows and such saturating the magazines and airways with new innovative products that make installation a breeze not to mention bragging rights for who has the best house in the street, well when it comes to timber decking, Wilson Timbers has an offering that will dazzle and impress the most jaded of housewives and other image conscious hipsters.

Introducing "DeckMate DIY" Do it Yourself you ask? DeckMate DIY is the brainchild of Nigel Shaw, our leader and all time good bloke who has a passion for innovation in the timber and building industry. Through extensive research and development Nigel and his team has developed a "CONCEALED FIX DECKING SYSTEM" that even a 2 year old child on his worst tantrum day could get his head around. Well

maybe not 2 years old but you get what I mean. It's a no brainer.

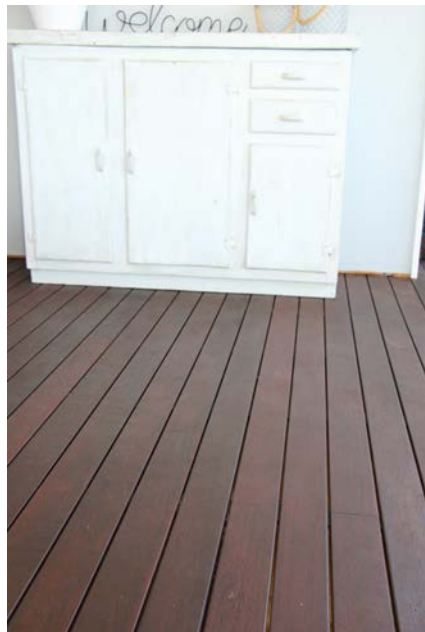
Once you purchase the specially grooved boards and have the DeckMate kits you're right to go.

Sounds complicated? I hear you say. Nah it's dead easy. Just follow the 4 easy steps and you're off to having a deck that is the talk of the town.

Some of the benefits but not limited to are , easy installation, no nail popping causing a trip hazard or nasty injuries that might occur around pool decks. No more deck rot around nails or screws due to moisture penetrating around the fixings and the system allows your deck to be sanded and refurbished with ease.

Available in pre-grooved Spotted Gum, Ironbark and Kwila. We can also pre-oil the boards with Tanacoat which will save you heaps if you were to oil the boards yourself.

So why not come on down to our timberyard at 13 Davey Street Moorooka to see real life examples of the Deckmate DIY system in the flesh or wood fibre if you want to get technical.



**WILSON TIMBERS**  
The Hardwood & Decking Specialists

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