



MaxiTRANS Australia Pty Ltd

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Top of the Class for MaxiTRANS' Finest!

MaxiTRANS will honour fourteen employees from their Ballarat manufacturing facility at a special graduation ceremony following their successful completion of a Company sponsored Leadership Program designed to provide them with specialist training in identifying and implementing workplace improvement processes whilst developing their own leadership skills and qualities.

The nationally accredited Leadership Program, conducted in conjunction with the University of Ballarat, was initiated 4 years ago to provide employees with the opportunity to expand their leadership and managerial skill set, enabling them to enhance their contribution to operational efficiency and workplace relations and identify their own management capabilities that will be practical in their personal lives.

MaxiTRANS' latest graduates were specially selected after an application and interview process and their program covered over 20 topics ranging from leadership, finance and management, and continuous improvement to occupational health and safety. Following two years involvement in the program, they have achieved qualifications in both Certificate III and Certificate IV in Business.

Specifically tailored for MaxiTRANS, the program allowed participants to combine theory study and practical application to real work environment situations. Team Leader for the Press Shop, Leigh Norris said the course had given him a great deal of confidence and that the course had further enhanced his ability to prioritise work requirements and meet tight schedules.

Participants were also divided into small groups to identify and implement improved customer service procedures as well as address occupational health and safety issues. Acting Team Leader for Finishing Line, Jayson Cook believes that there were a number of benefits that he would be able to bring to his work environment having completed

the course including *"Better, more effective problem solving skills and more effective communications skills when liaising with team members on the floor."*

MaxiTRANS understands the value of continually challenging its employees and providing opportunities for professional development to allow them to make additional contributions to their work environment. According to MaxiTRANS General Manager – Manufacturing, Glen Walker, accessibility to courses such as the Leadership Program helps employees to take more ownership of their work environment.

"Our Leadership Program has the joint effect of improving the skills base of our employees and developing our future leaders. Personal experience, real world role playing together with class-room theory creates an ideal learning environment. All graduates cite a better knowledge of our business, improved understanding of their own strengths and weaknesses and clearly developed strategies for dealing with the daily challenges they face."

The Leadership Program is just one example of the many initiatives implemented by MaxiTRANS to provide better training and learning opportunities for employees and with over 500 staff working at its modern Wendouree facility, such professional development opportunities will ensure that MaxiTRANS remains a progressive and innovative company where everyone contributes to its success.

MaxiTRANS congratulates the following graduates from the Leadership Program:

Colin Bilson	Maureen Cassells	Jayson Cook	Frank DeMaria
Simon Effert	Michael Groch	Damian Harwood	Trevor Lyons
Brad Marshall	Robert McLennan	Leigh Norris	Gordon Roberts
Aaron Sautner,	Brendan Wass		

Ends...

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