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Leadership Undressed

Pulling back the covers

G3 Group

Rob Alker

March Hosting

at Production Partners

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Cover: Leadership Undressed Panelists Jason Ennor, MyHR, Blair McColskey, PLN Group, Rob Croot, Autex, Natalie Bilyard, Glidepath and Brett O'Reilly EMA.

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From Our Perspective

RBA CEO **Mike Gibson** gives his perspective on what's happening in Rosebank



Mike Gibson,
RBA CEO

Leadership Undressed

This month, The RBA has been privileged to host over 130 attendees to the inaugural RBA / ATEED/EMA foundation breakfast business event titled "Leadership Undressed".

Presented via a panel type discussion, the five Business Leaders selected were Brett O'Reilly new CEO at the EMA, Natalie Bilyard, Glidepath, Blair McColskey, PLN Group, Rob Croot, Autex and Jason Ennor, MyHR. They were inspirationally led by MC Simon Wickham (CEO of The Trusts) on a journey of availing themselves, via a network of compelling questions about their own leadership views, what works and doesn't, and what keeps them awake at night?

The initial question line concentrated on their own personal views about "what made them successful in their individual leadership roles"? Much of the banter stemmed around their own particular styles and approaches.

Brett O'Reilly, CEO at EMA cut to the chase around decision making on bigger leadership issues, by simply advising us

to TRUST YOURSELF and if that fails to ASK your wife or partner. In other words, do your due diligence, trust your decision and get on with it.

Natalie Bilyard, GM at Glidepath (a Global leader in Airport baggage handling) related her own leadership formula to what ultimately made Glidepath successful globally which was to develop strong everlasting relationships. In other words; build the relationship and "hang in there for the long term".

Blair McColskey, MD at local Global furniture manufacturer PLN Group competes with over 1400 other Furniture manufactures/ Wholesalers and Retailers in the NZ Furniture landscape. Thus, the PLN focus and their subsequent success has been driven around Export and Innovation with a driven philosophy from Blair to articulate their purpose in all that they do. That they are using the latest technology in reducing the impact of noise in regular office workplaces with the introduction of fibre constructed office panels and wall dividers certainly helps. That this technology is produced here in West Auckland is another profound benefit. He also spoke about creating collaboration in the workplace, aligning skill sets, and had some rich learnings on innovation. Laser beam your focus on helping advance your business with Innovation and use it to serve your purpose. However, he had a warning about Innovation - will it pay the bills?

Next was Rob Croot, MD at Autex, and Board Chair of the NZ Warriors Rugby League Club. Rob's leadership success is driven on the back of being part of the company since early in 2001. He spoke of the need to guide change given the Autex success is based around founder David Robinsons family, led by son Mark and now into its third generation, He

shared the importance of having a dream/ vision of what the end goal will be, and how Rob's own leadership has needed to reinvent itself as a result of those changes. He has a couple of reminders that work:

- Remove all grey areas in the decision-making process and accept that in today's mix of employees everyone has a different language.
- Multi headed beasts clash so avoid joining them together.

He spoke about having the right people being the backbone to your business and keeping them fresh (sounds like Steve Hansen All Black coach's approach) but it works.



The final panellist was Jason Ennor, Creator and Managing Director of Rosebank start-up business MyHR. Currently with a client base of small and large businesses (1 employee to over 1500 employees) such is the dexterity and capability of driving communications online.

Jason developed this entity on the back of having worked at UK corporate giant Shell, and Woolworths in Australia, so his experience and application from these corporate models to a start-up will have required a rapid transformation.

His leadership nuggets are embodied in leading by example, exhibit self-belief, be authentic, be true to yourself and front foot your success. With his rapid rate of progress, he has a lot of front footing to do.

In Summary:

The style of this panel discussion, very ably chaired by MC Simon Wickham was based around quality inputs from the panellists on leadership. The inspiration to bring together a tri event such as this between RBA, EMA and ATEED has been hugely successful and we all look forward to reaching out again to many other West Auckland businesses. We thank them all.



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From Our Perspective

RBA Chairman **Bernie McCrea** gives his perspective on three things that he has been thinking about

Bernard McCrea

RBA Chairman

Your greatest strength is your greatest weakness. Alternatively, your greatest opportunity is your greatest threat.

Having just finished our 3 year update of the RBA strategic plan, our greatest strength, in my opinion, is our 'stronger-together'.

So how could that be a weakness? It's the thinking that will be your downfall - if you're good today, you'll automatically be good in 3 years'. So for the NOW, it's in the good work the RBA team does with the events/ activities that keeps us strong, but if we drop any one of these events materially, or stop reviewing the needs of our members to keep the issues relevant, this will, in the long term, be our downfall.

This was reinforced in the membership survey we completed for the strategic plan, which said to 'keep your eye on relevancy now and into the future'. This means the planning never stops and you keep planning for the subsequent 3 years from now.

In a wider context to show you politically, Donald Trump (himself) is his greatest strength, but also his greatest weakness. In a sporting context, the ABs winning

Strengths, Weaknesses, Opportunities and Threats

record is a great strength, but alternately everyone gets up to challenge them and every game sucks energy.

The studies show the margins are slim, and only a 5% shift in your strength could be enough to tip you up. So the thinking 'work on your weakness' is true, but you need to keep 'working on your strengths' to keep ahead of the competition.

Our NZ world has changed. The opportunity and freedom we had for all religions to prosper in a non-violent way was outstanding. That very same opportunity was used in a cowardly way to perpetrate an attack on innocent people. You always think these things happen overseas and as a result we're already starting to see changes with less RSA events for ANZAC services, which is a loss of opportunity for NZ as a whole.

What the coward doesn't know though, is that it's these large threats that will be our greatest opportunity to stay '**Stronger-Together**'. These cowardly acts bring

us **ALL** to work together and we are **ALL** stronger because of it. Terrorism has happened since time immemorial and there is always a group who want to take the violent road, but it's the people who always rise up and claim victory for everyone.

Cheers Bernie



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Rosebank Events

Find out about the latest **May RBA** Events.

EMA and RBA Present
“Health and Safety - Getting It Right for your Workplace” workshop

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The NZ Health and Safety landscape is continuing to go through significant changes. Good Health and Safety Management is fundamental to operating a sustainable business and the care and wellbeing of staff is equally important.

Health and well-being in the workplace have become common topics in mainstream media. Achieving an insight into the factors associated with health and well-being, the consequences of low levels of health and well-being, and common methods for improving health and well-being in the workplace will go a long way to improving the overall health and safety culture in your business.

This workshop will give you knowledge needed to evaluate the safety performance of your organisation, better understand your duties, and get your team on board.

This workshop will cover:

- Health and Safety training and staff development.
- Managing workplace stress and wellbeing.
- Warning signs and symptoms of stress.

- Developing a plan to meet your due diligence duties.
- Good risk management of safety.
- How to build skills and knowledge within your team to reduce the risk of accidents and incidents.

If you are motivated about making your working environment the best it can be and developing opportunities to have your workforce more engaged and involved in best practices, then this workshop is for you.

As well as covering the above, you will also have the chance to ask questions and discuss your challenges with guest specialist speakers Brent Sutton and Joe Boyle from the EMA.

Date: Wednesday 8th May, 2019

Time: 7.45 am - Registration, 8.00am to 11:00 am

Venue: Browne Street Cafe,
50 Rosebank Road, Avondale

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The Whau Local Board priorities 2019/2020

The Whau Local Board said that progressing the Whau Pool and Recreation Centre would be the number one priority for 2019/2020, which should be delivered as soon as possible. Work is underway to find a suitable location. The Board is also working with neighbouring local boards to progress the project.

The Whau Local Board has also prioritised supporting the Whau Coastal Walkway Trust to progress Te Whau Pathway boardwalk connections as well as continuing to work closely with Auckland Transport to progress the shared pathway, New Lynn Train Station to Avondale Train Station and the town centre streetscapes.

Other projects for the Board this year include: the Archibald Park Playground

- advancing this to detailed design; the Memorial Drive and Memorial Square upgrade; the New Lynn Transit Lane repair and improvement, including a public art component; and Te Rewarewa Pathways - improving the stream environment.

The Avondale town centre redevelopment as part of the Panuku Unlock programme will also be an important focus in 2019/2020.

While the RBA said it is generally supportive of the Whau Local Board Priorities 2019/2020, it would have liked the Local Board to have placed more of a priority on resolving transport issues in the Rosebank area and a focus on local economic development.

In particular, the RBA asked the Whau Local Board to consider the following:

- the RBA said it believed that rates (whether they be targeted, residential, business differentiated, or otherwise) need to always carry an overall objective which simply asks: "Do these rates represent value for money" - especially for small-medium enterprises (SMEs)



- bearing this in mind, the RBA raised concerns that the Auckland public transport modes are not sufficiently able to transport 9000 people to and from work each day in the Rosebank area, especially without encountering even moderate traffic congestion

- the RBA also said it was concerned with unmanaged (or 'out of control') pest plants on the Council reserves to the east and the west of the Rosebank Peninsula (with the west side adjoining the Whau River and Kurt Bremer Walkway). The RBA noted surveys undertaken as part of the Auckland Regional Pest Strategy from 2007/12 clearly illustrating this problem.

- the RBA said it was also concerned that businesses are continued to be asked to pay for the berm grass to be cut when the berms are owned by Auckland Council and managed by Auckland Transport.

- finally, the RBA said it was concerned that plans are only just being progressed on how to fund maintenance and development of waste-water/sewage infrastructure and the rehabilitation of all aging underground piping in the Whau area.

The RBA asked to be heard at any hearings of the Whau Local Board to consider these and other submissions.

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Rosebank News

News, views and any other tidbits from the Rosebank Business Community.

Pathways to the Future Trust Awards for Achievement

Ashleigh King was nominated by her employer as she was recognised by MyHR as an up and coming leader in the business. She has demonstrated dedication and commitment to the success of the business and has grown to become a highly valued and respected team leader.

Ashleigh was awarded an EMA coaching, Mentoring and Delegation Course to progress her development and career advancement.

Nominations are always open for the Pathways to the Future Trust Awards and Future Proof your Business Award. If you have some go getter 18 to 35 in your workplace that has the capability to take that next step and create extra benefits for the business then nominate them today.



The Trustees of the Pathways - Janine Roberts from Haven was delighted to present this award to Ashleigh King from MyHR.

To find out more Contact Julie Stevens 021 940664 or email julie@rosebankbusiness.co.nz

Babich Harvest Update

Direct from Hawke's Bay Viticulturalist at Babich Wines, New Zealand's most experienced family owned winery, we have an early harvest report from Tony Smith on the Irongate Vineyard in the Gimblett Gravels.

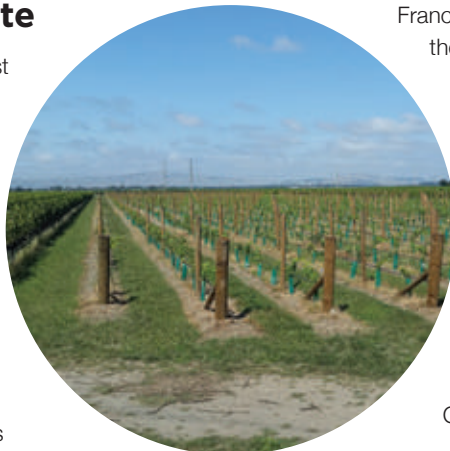
The days are certainly shortening and there is an autumn feel, however, we are experiencing some cracker weather for late season. Cool mornings and evenings combined with good daytime temperatures help finish the viti season well.

We are currently picking some grapes from the Irongate Chardonnay block. The fruit has come off well, clean and ripe with good depth of flavour.

This week we have taken a pick from our promising new Mendoza chardonnay block (2.4ha). It's the second year of harvest for this block. Last season it produced a small crop and this season it produced a remarkably bigger crop. Watch this space as this block has a big future.

We've also been working on some re-development work over the last few years. This involves pinpointing an old underperforming portion of the vineyard, stripping it back, then re-planting new. These vines will be coming on stream over the next few years.

The reds are coming along well. The Merlot, Malbec and Cabernet Sauvignon that contribute to the Patriarch are looking great. Cab



New blocks of Syrah on our Highway 50 Vineyard

Franc for our Irongate is also looking strong. The brix on these blocks is steadily rising and they will be in the drop zone for the visit from Joe and Adam to say 'let's pick' in a couple of weeks.

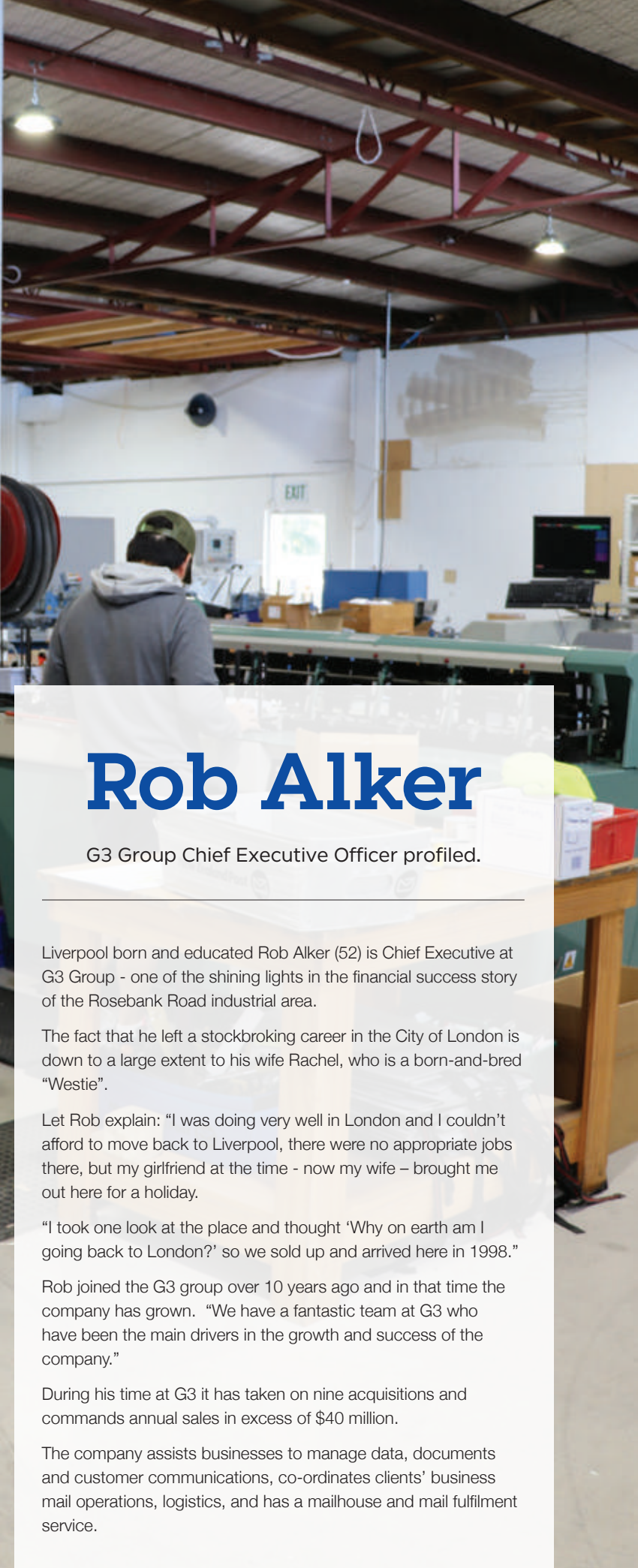
The previously mentioned other standout red on the Irongate block is the Cabernet Sauvignon. This variety, as are the others is coming along nicely. Good colour and a flavour that has the green dropping out of it by the day. There is no better place to grow and ripen Cabernet Sauvignon than the Gimblett Gravels.

We here, in the Irongate Vineyard are enjoying each day of harvest. As our season is nearing its end and the annual fishing trip draws even closer, the dedicated guys at the winery will take over and work their magic. With the couple of good weeks of weather, ahead fingers and toes crossed, it's shaping up to being a fantastic vintage!



Tony Smith, Hawke's Bay Viticulturalist

P.S. Our other two vineyards off the Gimblett Gravels, Fernhill, in Fernhill and St Johns in the Bridge Pa Triangle are looking just as good.



Rob Alker

G3 Group Chief Executive Officer profiled.

Liverpool born and educated Rob Alker (52) is Chief Executive at G3 Group - one of the shining lights in the financial success story of the Rosebank Road industrial area.

The fact that he left a stockbroking career in the City of London is down to a large extent to his wife Rachel, who is a born-and-bred "Westie".

Let Rob explain: "I was doing very well in London and I couldn't afford to move back to Liverpool, there were no appropriate jobs there, but my girlfriend at the time - now my wife - brought me out here for a holiday.

"I took one look at the place and thought 'Why on earth am I going back to London?' so we sold up and arrived here in 1998."

Rob joined the G3 group over 10 years ago and in that time the company has grown. "We have a fantastic team at G3 who have been the main drivers in the growth and success of the company."

During his time at G3 it has taken on nine acquisitions and commands annual sales in excess of \$40 million.

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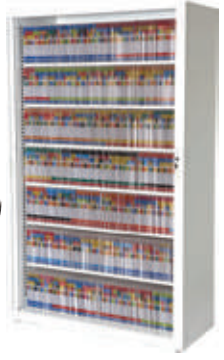


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G3 have access agreements with New Zealand Post and Freightways to deliver mail. We produce our own pre-paid envelopes and stamps which are then delivered within the appropriate delivery network.

“We also provide bulk mail services for clients. A large customer could spend millions a year with us, a local plumber might buy a box of stamps a year.”

Rocket Mail and Simpsons Data Services are also part of the wider G3 group of companies and are the groups’ dedicated mail house service providers.

Filecorp, one of it’s brands, provides lateral filing solutions to large and small customers in New Zealand, Australia and the Pacific Islands.

This is all done with a staff of up to

40 people, operating out of G3’s new premises in Honan Place that they recently purchased and refurbished.

G3 began life in Auckland as Stamps at Work in 2001. In 2003 it was re-branded as New Zealand Mail and over the years has added several brands including Send, Pete’s Post, Fastway Post, Filecorp, Eureka, Access Filing, Rocket Mail, Simpsons Data and most recently Knowledge Management Services (KMS).

The various brands initially operated under separate corporate structures but in early 2015 it was all consolidated into G3.

The company now boasts 11 years of solid earning history, and consistent year-on-year revenue growth for each of those 11 years, plus EBITDA (earnings before interest, taxes, depreciation and

amortisation) growth for the last seven years.

From the road, G3 disguises its size well. But inside, Rob Alker shows us through over 2,000 square metres of various areas with staff, printing and processing plant, stock, mail sorting, and their sub tenant and co-operation partner ActionHQ.

There’s also a staff recreation room with a large area free. “A pool table’s going in there,” says Rob.

Rob has joined Rachel in the Westie life-style - they live in Te Atatu Peninsula with their children, Kieran aged 13, and Kelly who is 8.

From there, Rob rides to work every day on his 400cc Suzuki scooter. “It’s a scooter because I’m too lazy to change gear,” he laughs.

That certainly doesn’t apply to the operation he oversees at G3.

G3 has taken on nine acquisitions and commands annual sales in excess of \$40 million.

March Hosting at Production Partners

Lee Shaw and Silvia Spieksma, Directors of Production Partners, hosted members in March to a brilliant night showcasing an impressive range of their award-winning marketing innovation which highlighted some of the creative ideation they have provided for clients. Awesome hosting Production Partners, thank you!



Production Partners owner Lee Shaw.



Mat Savory and Toni Chase, Production Partners



Ashleigh King and Sylvie Thrush Marsh, MyHR



Tracey Heaven and John Rehman, Lenco



Alisha Hoosen, Harcourts and Bernie McCrea, RBA Chair



Caro Wedding, Crest Clean and Michell Maitland, George Walker



Silvia Spieksma and Lee Shaw, Production Partners



Alfred Ngaro MP and Mike Gibson RBA CEO



Leadership Undressed Panel Jason Ennor, MyHR, Blair McColskey, PLN Group, Rob Croot, Autex, Natalie Bilyard, Glidepath and Brett O'Reilly EMA.

Leadership Undressed:

The Business Leaders Breakfast that pulled back the covers

130 business people attended a Business Leaders' breakfast at New Lynn RSA, on Wednesday morning 9 April. Presented by RBA, ATEED and EMA, the event 'Leadership Undressed', lifted the cover on leadership and delved into what leadership means in today's ever-changing business world.

As Business Leaders it can be lonely at the top. Events like this work to bring businesses together, giving individuals a chance to network, hear how others are doing and bounce ideas off each other. Set informally, the audience could choose where to sit and they enjoyed a delicious buffet breakfast while conversing with those on their table.

Simon Wickham, Chief Executive of the Trusts, facilitated a panel discussion with five Business Leaders who are doing great things within business locally and internationally. The style throughout the panel discussion was lively and informative. Those on the panel took turns answering

questions and gave valuable insights into the way they lead their own teams.

Brett O'Riley, CEO of the EMA said relationships are key to successfully winning business opportunities. He believes having a good support network, both business and non-business related, around you can be vital in keeping you going when times are hard.

An anecdote given in the panel discussion by Blair McKolskey, PLN Group Director, told the audience how he had in fact met another business owner through an event such as Leadership Undressed. It was through this meeting he was able to find out about a material being manufactured by the new business connection - this material was later used in innovative furniture designed by PLN Group.

The audience heard from leaders on the panel about various different styles of leadership and things they have learned along the way. Those attending the event, were challenged to listen to their gut when it comes to business leadership. For



MC Simon Wickham, The Trusts CEO

Jason Ennor, MyHR CEO, finding out who you are as a leader early in the picture is important. He believes leaders need to be true and authentic to who they are from the start.

In a business world that is constantly changing, Natalie Bilyard, Glidepath Group General Manager believes it is important

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'Magic can happen when we come together'

to try to have one voice within your company for all external communications. Problems always arise, she believes, when multi-headed companies (or monsters as she put it) deal with multi-headed companies.

Blair McKolskey also strongly advocated the power of coming together as a business. By bringing your team together you can cocreate an idea or an output you couldn't have done individually. 'Magic can happen when we come together', he says.

Robert Croot, Autex Industries Ltd, Managing Director believes leaders need to have a dream and it is their role to guide, instil and grow this dream within the team. He believes most people don't know what they are capable of until this is challenged.

Following the panel discussion, questions were put to the floor. Business Leaders from the audience, both from small and large businesses, put their own questions to the leaders. On hearing the questions, it was obvious the insights we had all been treated to were invaluable.

The event proved a success for anyone in a leadership role wanting to inspire and upskill. Events like this are vital for the local business community and RBA, ATEED and EMA are proud to facilitate events such as these. We look forward to the next event where we can again learn more skills to help with success in the modern business environment.

Remember to reach out and access events like this in your community. You never know who could be sitting next to you and what you could gain as an individual and subsequently give to your business.





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Gems from Jooles

Julie Stevens RBA Membership Manager
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are complementary or add to the value of your existing services. Some of the ideas you might think are a perfect fit for your business will get the thumbs down from customers," she warns.

Heart Saver NZ -

April 7 years ago, Mike and Helen Mander started Heart Saver. Seven years later and their AED's have saved more than 20 lives. During this time, they have trained thousands of people in first aid giving them the confidence and knowledge to help people in need.



program successful is the partnerships with businesses such as EMA that provide training courses for us to award and local businesses such as Haven, Rosebank Kitchen, The Trusts, Babich Wines, Living Goodness, Bon Accord, Face & Body Titirangi and Mr. Illingsworth who donated goods to auction for fundraising.

If you can help with our fundraising for the trust, please contact me. The success of our auctions wouldn't be possible without the support of local businesses our amazing auctioneer extraordinaire Michelle Maitland from George Walkers - Office Furniture Megastore.

On my final note - Small continuous steps can lead to big changes



We love hearing about local success stories. It was great to see Jo Pilkington, owner of First Scene who has appeared in the April issue of NZ Business & Management magazine.

She talked about how they have survived and thrived amidst strong competition from online shopping retailers. This is a truly inspirational read from a local Rosebank business.

Jo's advice for businesses facing market disruption, as First Scene was, is to listen to your customers. "Extensive research into services that might be appropriate for them and your business is vital. There are often products or services that can be added to your business, but that doesn't mean they



Jo Pilkington
First Scene

An awesome achievement for the amazing team at Heart saver

One of the unique programs that the RBA supports is the Pathways to the Future Trust Awards. There is an absolute privilege in being involved in such a worthy initiative that has been running for 10 years and has awarded over \$200,000 to

employees 18 to 35 to help assist them in developing their skills to grow in their future careers. Part of what makes this



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Member Profiles

We profile **New Members** of the Rosebank Business Association

Totalcoats

New purchase of Kwik Strip Ltd covering all their bases

Total Coats commenced powder coating in 1983 in Rosebank and have been powder coating products continuously since that time. Their experienced staff of 8 have a combined 100 plus years of powder coating knowledge and this experience helps deliver technical expertise to answer any questions regarding your powder coating requirements. Mark Sargent brought the business in 2012 and the business has gone from strength to strength.

Mark says one of their key drivers of their success is “Friendly service from a knowledgeable team delivering high quality products and outcomes. The culture and pride that goes into every part we coat is a key ingredient of why customers keep coming back to Total Coats”.

In 2018 the opportunity to purchase Kwik Strip Ltd came up, thus providing good synergies with the existing Powder Coating business. “We can now offer our clients the full package with one stop shop for all of their requirements from paint stripping and rust removal to powder coating. Our customers enjoy seamless end-to-end services and cost-effective efficiencies.” says Mark.

Kwik Strip specialises in a variety of stripping techniques to restore your projects and products to original condition and restoration ready. With a reputation for quick turn-around and meticulous attention to detail you’ll be glad you chose the Kwik Stripping experts. Their mantra is “we can strip anything!” The existing team who collectively have over 35 years of metal restoration expertise and are well known for delivering excellent quality work with the quickest turn-around time in the country - thats impressive!



Totalcoats

362 Rosebank Road, Rosebank

Phone: 09 828 6618, www.totalcoats.co.nz

Kwik Strip, 183 McLeod Rd, Te Atatu, Auckland

Phone: 09 828 1462, www.kwikstrip.co.nz



NZLining

Pipelining Specialists

NZLining is a “One Stop Shop” company that provide turnkey solutions in trenchless technology for reticulation networks. They recently moved their operation to 580D Rosebank Road in Rosebank and looking forward to being part of the business community.

Business owner Raad Al-Karbouli established the business Quikshot in 2014 and then the business was rebranded to NZLining. Joining Raad at the helm is Ammar Ahmed, Operations Manager and Zuhair Shehadeh, New Business Manager. It is like a dream team coming together as their combined experience in the New Zealand’s trenchless industry is 60 plus years and they have worked together as a team for over 20 years. It is no wonder they quickly proved to be a major player in the trenchless rehabilitation industry.

Their strength is in their experienced team of 25, with a continued focus on training to stay at the top of their field. They are also continually upgrading and innovating which enables them to deliver an end product of impeccable and guaranteed quality. They only use products of the highest standards which stringently adhere to industry specifications. They are always on the lookout for new products which keeps them being the technology leader in the market.

They have been heavily involved in the rehabilitation of the earthquake damaged pipeline network in Christchurch; lateral rehabilitation for EQR and a SCIRT approved contractor for carrying out CIPP lining.

“We believe in providing a strong customer focused team that has both knowledge and skills to deliver a quality product that meets the client’s expectation,” says Raad.

NZLining

580D Rosebank Road, Rosebank

Phone: 09 391 0252, www.nzlining.co.nz

Engineering & Compressor Services Ltd (ECS)

New Move to Jomac Place to Accommodate Business Growth

Engineering & Compressor Services Ltd has over 30 years' experience in the service and repair of compressed air equipment. Their trained service technicians are fully equipped to ensure they efficiently maintain and repair your compressed air requirements with the minimal downtime and disruption to your business.

They provide a 24/7 breakdown service and if they can't have you up and running quickly, they can provide back up from their hire fleet to ensure loss of production is kept to a minimum. They carry a full range of parts from all major brands to ensure your breakdown won't keep you from running your business efficiently.

From its beginning in Christchurch in 1988, The Engineering and Compressor Group has rapidly grown to become a major supplier of compressed air products to the New Zealand industry. The groups' expansion sees them in key locations across New Zealand. General Manger, Craig Burnside joined the family business 16 years ago and set up their sales and service branch in Rosebank.

Recent expansions and growth have seen them move to larger premises at 10 Jomac Place. To ensure the services ECS offer is not compromised has seen operations manager, Kevin Tansey promoted to Branch Manager in February 2019. Kevin has had 16 years' experience within the maintenance and engineering industry; 6 of these years with ECS.

They have 9 branches throughout NZ which gives them good national coverage, with a team of 12 at their Rosebank branch and 55 employees nationwide. Neil Burnside was the founder of the business and is based in Christchurch but oversees the NZ operation.

"Our Motto is simple 'Quality you can trust' and to ensure this we source quality, proven and reliable compressed air products to meet and exceed the demands of our customers in a prompt and efficient manner" Says Kevin.



Engineering & Compressor Services
10 Jomac Place Rosebank, Phone: 09 820 7189
www.aircompressors.co.nz



Lifeworks 4 Me

Managing Staff Transitions Is The Critical Component of Business Success

Richard Vernall (Lifeworks 4 Me) has been placing New Zealanders into work for the past three decades and believes that "the key to moving staff from inertia to initiative and changing perceptions from seeing problems to that of envisaging possibilities is in having a well-developed career /transition path. The process should commence from induction through development and ultimately promotion of staff."

Currently, around four out of ten employees in the New Zealand workplace have been in their same role for twelve months or less. Furthermore, the staff turnover rate for employees in their first year of employment in 2018, was 28.4% ⁽¹⁾ higher than that recorded during the Global Financial crisis in 2018. ⁽²⁾

Richard adds "a well-developed career/transition process results in a good match between an employee and the job, improves employee productivity, job satisfaction and their commitment to invest in learning about your business. Such matches tend to drive overall economic growth up as opposed to high staff turnover that saps an employer's resources for recruitment and training."

Services offered to employers by Lifeworks 4 Me include -

- Job mentoring/coaching,
- Succession planning
- Outplacement services.

Footnotes:

1. *New Zealand Household Labour Force Survey 2018*
2. *The National Staff Turnover Rate 2018 – Lawson Williams Consulting Group.*

Lifeworks 4 Me
Richard Vernall (Manager) Phone: 0274638523
email: richard@lifeworks4me.co.nz, www.lifeworks4me.co.nz

Heron Plumbing

Providing Reliable and Expert Plumbing Services for over 50 years

The birth of Heron Plumbing began 58 years ago with founder Bryan Heron, who, along with his wife Pat became pillars of the West Auckland community and the plumbing industry. Bryan had a vision that extended to all plumbers in the industry, to be professional, supported with training and certification. Dale Lovell started with them as a 14-year-old from school who worked in the weekends and school holidays. He became an apprentice 36 years ago and his skills grew with the business. In 2011 Dale with his wife Andrea purchased the business from Bryan as he retired. "The legacy that Bryan began still continues in the business today stronger than ever" say Dale and Andrea.

They provide plumbing, gas-fitting, drain and roofing services in the commercial and residential market. Another service they provide for commercial properties is the servicing and certification for back flows for code of compliance and insurance. A point of difference is their plumbers have limited electrical licences which means you can deal with one trade person. Their team of 30 technicians are highly trained and skilled workmen. They are part of New Zealand Master Plumbers which means you can be totally confident your plumbing job will be completed to your satisfaction.



At Heron Plumbing they are proud to say that they are recognised for being prompt, working quickly but thoroughly and making sure their customers are completely satisfied. These qualities have held them in high esteem by thousands of happy customers.

When asked what makes your business success - "Our people! We invest in our staff to ensure they are up-to-date with new technologies, industry training and installation instructions by the manufacturers of the equipment they offer."

If you need a plumber or want some expert advice on heating systems, installing new drains, hot water cylinders, roofing or need to fix a leaky tap, call 0800 888 287 or email admin@heronplumbing.co.nz and the team will be glad to help you.

Heron Plumbing
146 Central Park Dr, Henderson
Freefone: 0800 888 287, www.heronplumbing.co.nz



Bernard McCrea
DIP PFP, DipBank, DipBA, SFFIN

m: 0274 862 501
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Business Nuts & Bolts

Business to Business advice from **RBA Members**



Top tips for selling your business

Selling a business can be a complicated and stressful process if you don't have everything in order. When you're moving on to your next adventure, keep these great tips in mind to make the sale go as smoothly as possible for everyone involved.

Janine Roberts
Accounting Associate at Haven

Make a succession plan

Even if you're not yet ready to sell, having a succession plan in place is a good idea and will make life a lot easier when the time comes to part ways with your enterprise. As well as detailing any HR plans such as training and job descriptions, a succession plan should also include the important organisational processes and instructions for managing any financial, legal or tax issues.

A succession plan puts a buyer's mind at ease as it demonstrates that you've prepared your business well for the transition and have given thought to its continuing success. You should review your succession plan once every year to make sure that the details are as up to date as possible.

Have a business valuation

Knowing what your business is currently worth is invaluable when it comes to getting ready to sell it. If you sort out a valuation some time before you plan to sell, you'll be able to see where you can make improvements to increase its value and maximise profits

from the sale.

Sharing the details of the valuation with a potential buyer shows that you know what you're worth and that you are trustworthy and transparent. You'll also be saving them an expense that they won't have to cover themselves.

Do your tax homework

It's best to call in the professionals for this one as tax is treated differently depending on the type of business sale - there will be certain tax requirements for an asset sale or a share sale, and if either party gets it wrong, there will be implications. You'll also need to consider your GST requirements and whether both the buyer and seller are GST registered.



Tidy up your financials

Having all of your financial paperwork in order is key to a successful business sale. No buyer will want to take up the helm if they need to sift through mountains of paperwork. You'll need to have clear, consistent reports that show how your business has been tracking over the past 3-5 years.

Your potential buyer will need the last few yearly tax returns, balance sheets and profit and loss statements. Usually five years' worth of historical financial information and up to two years' of practical business forecasts should be provided.

The earlier you get in touch with a Haven professional accountant, the better. We can help you get all of your ducks in a row and guide you through the process of selling your business from the initial thought process to a successful sale. Check out our website www.haven.co.nz/accounting for more information.

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Jason Ennor
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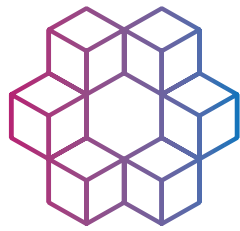
* Includes initial consultation, letter of demand and follow up phone call. Excludes office expenses, disbursements and GST.

SUBTOTAL	\$425.00
GST	\$63.75
TOTAL	\$488.75
AMOUNT DUE	\$488.75

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- Heron Plumbing
- The Tile Depot
- Aquatica

STOVE

Bathrooms / Bedrooms

HERRINGBONE
PARQUET

Introduction.

Here at the Rosebank Business Association we started wondering, could you build a new home using only businesses within the Rosebank district? With hundreds of world class manufacturers and specialists in the area we quickly discovered you could.

The original brief for this feature was simple - over the course of a year, build a new fictional home using only businesses in Rosebank. Now into our seventh month and issue we have reinforced what we already knew - Rosebank is a thriving area of businesses and there really is everything here.

If you're looking to build, are in the process of building your own home, or want to extend, there will be something of interest to you in this feature. As we learn about new products and hear of tried and true systems, we can point you in the

right direction to get your ideas and designs to the final building stage. By using local suppliers, not only will you be supporting local businesses, chances are you'll also find ways to save money too.

Some companies we feature in this series are large international companies, some are national, some are small family owned businesses - this is the nature of Rosebank. Whatever the situation, all have excellent reputations and expertise to help the building process be as seamless as possible.

Our first issue looked at the design and planning stages of a new build. From there we have investigated roofing and cladding, flooring and insulation, painting and plumbing, windows and doors, and last month we looked at kitchens. The products, suppliers and service providers we have and will feature stand out as some of the best on offer in the country - not just the best in Rosebank.

This month we look at two areas in the home. Firstly, we explore bathrooms and understand current trends, essential tasks and ways we can better design these spaces. We then look at bedrooms and from Autex we hear about an exciting insulation and sound proofing product they have created.

We still have more to come in future issues. Coming issues explore the electrical and lighting needs of your property, utilities and appliances, glass solutions, furniture, and finally the landscaping of your property.

Let's keep building a solid foundation of knowledge and build a Rosebank home.

Feature by Alice Cranfield

Got you covered.

This month we look at two areas of the home that get a whole lot of use - the bathroom and the bedroom.

As we discovered with our research for this month's feature, there is a lot to consider when building a new bathroom - from waterproofing to tiling - there is plenty to investigate. By working with the right people, this doesn't need to be hard and many plumbing and building companies can oversee much of the whole process for you.

When it comes to bedrooms there are also lots of options. Correct insulation, sound proofing and of course the latest design trends can all factor into the final equation.

Bedrooms are a sacred place in the home - they are the place we sleep, dream, kick back and truly relax. Creating a space that is well designed and built can have a huge impact on your general wellbeing.

In this issue we speak with key bathroom designers and manufacturers to hear their tips for creating the best bathroom. We also speak with manufacturing company Autex who is doing some amazing things with insulation and sound proofing. These products are made for Kiwis by Kiwis and can be used in both the bedroom and bathroom spaces.

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Roundabout Issue 145
- 2 Roofing / Cladding**
Roundabout Issue 146
- 3 Insulation / Flooring**
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- 4 Painting**
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Roundabout Issue 156





The Building Co.

When it comes to planning your new bathroom The Building Co has you covered. Established in 2006 by Auckland builder, Kendal Read, the company can guide you through the entire process from planning to final execution. Since starting as a small company over 20 years ago, The Building Co has expanded dramatically and now holds an enviable position in the market.

The Building Co has a wealth of knowledge within the construction industry and has effectively managed building projects; ranging from developing investment properties through to large high-end renovations and new builds. As the company has grown, effective systems have been developed to manage all the practical aspects of their construction work. From constructing a new build, to

building a bathroom, to extending an existing home, The Building Co can do it all. With a large team, The Building Co successfully brings together Builders, Carpenters, Decorators, Site Foreman, Project Managers and Estimators.

The Building Co Director, Kendal Read, says that by using The Building Co, you know you will get a smoothly run project.

“The fundamental philosophy we hold is that The Building Co is an effective cornerstone in the collaboration of clients, designers, sub-contractors and suppliers,” he says.

As well as the final construction and execution of your building project, The Building Co can work with you at the back end of the planning too to ensure your project happens on time

and to budget.

Contact The Building Co today to see how they can work with you on your next construction project.



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www.thebuildingco.nz



GreenStuf.

Sometimes you simply need sound privacy between rooms - bathrooms, bedrooms, music rooms, or noise from the upper level - there are some sounds you don't want to hear. When looking for ways to limit sound transmission in your home, Autex's GreenStuf Sound Solution, is ideal and the product can be used between any internal wall and even in mid-floor cavities to significantly reduce noise between upstairs and downstairs.

Designed and manufactured by Autex at their Rosebank Road factory, Sound Solution can easily be installed by the homeowner. Made from 100% polyester materials, Sound Solution is completely safe to touch and unlike inferior fibre-glass products it does not break when flexed. Sound

Solution is such a safe product to handle and have in your home, Asthma New Zealand have given it a 'breathe easy' seal of approval.

Autex Account Manager, Jonty Brown, says the product acts as both a sound barrier and insulator in your home.

"The beauty with Sound Solution is that it has a thermal rating of R1.8 meaning you can insulate a 90 mm cavity as well as having a high-level acoustic product," he says. "You can control room temperatures and sounds within it."

How exactly does Sound Solution reduce noise in your home? Put simply, Sound Solution reduces airborne noise, impact noise and noise transmission by controlling resonating

noise in the construction cavity. Essentially, this reduces the sound energy transferred from one side of the wall, to the other.

Autex believes strongly in their product so they back it with a 50-year durability warranty. Made by Kiwis, for Kiwis, call Autex today to see how you can use GreenStuf Sound Solution in your home.



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SWL Plumbing.

Somerfield and Wilson Limited (SWL) was started many moons ago by Jim Wilson. Some years later, Jim's son, Craig Wilson, started at the company and moved to buy out the Somerfield share of the business. The father and son duo have since been operating the company together for over 20 years.

With such longevity in the industry, SWL has earned a solid reputation. The plumbing contractors have been involved with many high end and large maintenance projects and they have worked extensively on residential sites, too.

With a specialisation in commercial maintenance, the company is available for plumbing, roofing and drainage work. As plumbers, SWL is also heavily involved with residential

plumbing and much of the work they do is centred around the residential markets.

When it comes to creating your new bathroom, SWL has you sorted. They can meet with you at the early stages and help with advice on design and placement too. SWL's experience in the maintenance area will also give you sound knowledge at the outset of your new project, so you understand how to get the best out of your space.

Based on Rosebank Road, the team of five plumbers and an office administrator work throughout the entire Auckland area. The team is available to travel out of Auckland when required too.

To contact Somerfield and Wilson Limited, phone the office today on

825 0725 or contact Craig Wilson directly on 0274 935 667.

SWL
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Heron Plumbing.

When looking for a plumber to complete your new bathroom space, it is essential to make sure you use a plumber with experience. Auckland company, Heron Plumbing, employs 27 licensed plumbers and gasfitters and it has gone from strength to strength since starting in 1960.

As proud members of the Master Plumbing Association, you know you will receive top quality work when you engage with Heron Plumbing. From plumbing, to gas fitting, drainage, back flow prevention, spouting, down pipes or roofing - the company does it all.

Marketing Manager, Andrea Lovell, says Heron Plumbing is a strong family orientated business that trains and promotes within the company. On top of providing a full plumbing

and gas service, Heron Plumbing make it their business to keep on top of bathroom trends.

“We travel to Germany regularly to visit the ISH trade show and keep on top of bathroom trends from Europe,” says Andrea. “As well as all our plumbing services, we can help with the design of your bathroom.”

With 56 years' experience in the industry, many of the senior plumbers at Heron did their apprenticeships with the company and are now employed through varying rolls: Contracts Manager, Estimator, Project Managers or Site Managers. This attention to staff is clearly paying off and can be seen carrying through to the high levels of detail being used in their bathrooms.

Contact Heron Plumbing today for all your bathroom needs. Services are available in West Auckland, East Auckland and Central Auckland.



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The Tile Depot.

Tiling in the bathroom is a popular choice for many homeowners today. Current trends see floor to ceiling tiling, often with the continuous flow of tiles throughout the entire bathroom and shower areas.

The Tile Depot is your go-to tile specialist. What started as a single store in 1995 has now grown to a chain of 14 locations spread throughout the North Island.

General Manager, Mike Syddall, believes that the purchasing of tiles still requires interaction with a knowledgeable sales person.

“Although you can get ideas online from the Internet, our website, Pinterest and Instagram, nothing beats coming into a store to discuss your ideas, budget and areas to be tiled with our staff,” he says.

When meeting with The Tile Depot the sales assistants have a vast knowledge of the products they supply. Once hearing your needs, the team can help work with your vision, existing colour schemes and design style to find the perfect tiles for your project. With sound experience, The Tile Depot can also provide ideas on the many different installation patterns you may want to consider.

With different tiles designed for different spaces, Mike says it is important to be aware of using the right tiles to avoid costly mistakes.

“Not all tiles are created equal and different finishes are designed for different areas,” he says.

Mike believes there are some other key points to remember when it comes to tiling your bathroom

space: surface preparation, correct waterproofing underneath tiles and the right use of glues for different tiles is essential.

Visit The Tiling Depot today to discuss your tiling needs. You can rest assured you are getting the best, with all tiles sold through the company coming with a comprehensive ten-year warranty.

the tile depot

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from our family
to yours



the **tile depot**

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Aquatica.

When Aquatica began, nearly 20 years ago, the local company was focused on producing and selling taps and laundry tubs. Over the last 18 months the company has expanded into showers, toilets, vanities and accessories.

This May, Aquatica is looking forward to celebrating its 20th year in business, solidifying their position in New Zealand's plumbing market. Aquatica takes great pride in the bathroom and kitchen products they manufacture, with almost all products being assembled and tested at the Rosebank based site.

"There is a real customer centric focus at Aquatica," says Marketing Executive Suzie Rosewarne.

"Customer care is part of our overall

ethos and our family operated company prides itself on the family values underpinning our culture."

With an on-site team responding to customer enquiries and great product warranties, Aquatica products have been shown to stand the test of time. Consumer NZ has also recommended Aquatica's Eco-Smart Multi Spray Handshower set range.

When selecting a product for your bathroom, Suzie says it is important to understand where your bathroom fittings will be used and suggests clients first identify what the water pressure and overall tapware usage will look like. By doing this you will establish the overall functionality and maintenance that may be required long term. Once this is established,

the aesthetic components come in to play. Suzie also suggests considering the warranties on products when purchasing for the bathroom to give you peace of mind.

"Bathrooms are heavy usage areas," says Suzie. "Not only does tapware need to stand up to the constant use within a bathroom, it also needs to stay looking good."

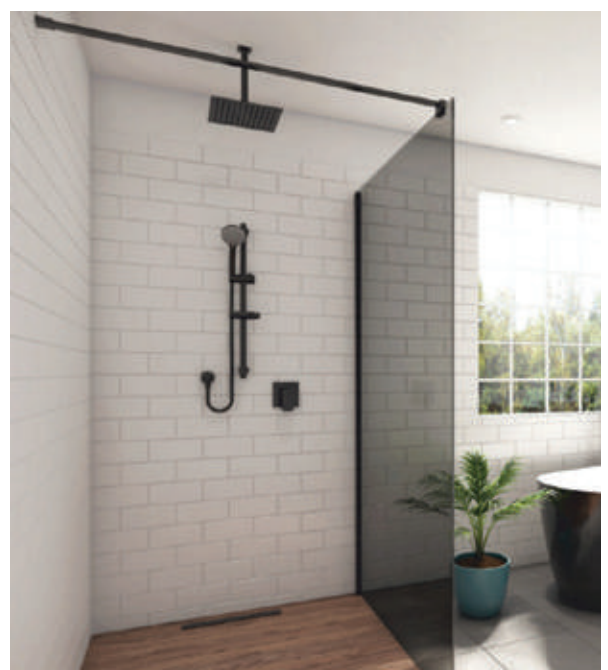
Aquatica is sold within all major



aquatica.co.nz Ph: 09 828 2068
9 Saunders Place, Avondale, Auckland

plumbing trade and retail stores throughout New Zealand but those in Auckland are encouraged to come to visit Aquatica's onsite showroom. Products displayed at the showroom can be viewed alongside experienced Aquatica technicians who will work with your specifications to assist you with your bathroom fittings decision-making process.

Check out the extensive range of Aquatica Bathroom and Tapware products available today.





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Email: info@aquatica.co.nz

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