

Moulding Together

Welcome to our Autumn 2018 Newsletter

Hello,

We seemed to have almost come to the end of a very busy 2018, so I think it only right that we take a moment to reflect a little on what has happened during the last 12 months; so I took this opportunity to re-read the previous excellent Newsletters and really appreciate all the hard work you have all contributed.

Don't forget the newsletter is available to view on our website www.oward.eu

Our 60th year in business started with some appalling weather which really didn't help the building trade, and sales got off to a very slow start. However, things picked up as the weather improved and what a contrast the summer was, almost the hottest on record.



The warehouse in Glazebury was eventually purchased and with Project Planning and determination from Russell at Eccleston Engineering to prepare the facility we were ready to relocate in October. Thanks to the hard work of Steve Greenhalgh Group Logistics Manager and Neville Waring Transport Manager and all the Logistics team, service disruption was kept to a minimum and October saw all Logistics teams situated and settling in at Albion Park. Thanks to everyone for their contribution to making the relocation go as smoothly as possible. The Albion Park site makes a real difference to W Howards storage and distribution options which will ultimately improve our customer service. Simultaneously to the relocation to Albion Park all Joinery services moved to Greenfold Court, and the fully-finished line moved to Albion Park. We will retain part of our original Logistics warehousing at Lower Green Lane for the time being to aid with loading and short-term storage.

We are well underway with the decision-making on IT systems improvements to enable and enhance system communication across all sites and are confident that this should be up and running mid-2019. You'll have all been involved with talking to Donna Bee, Systems Consultant and we really appreciate your input as your opinions are extremely valuable and have been taken into account, not just regarding the IT System improvements, but in all other areas of our working environment as well. Workshops are planned, and continuous improvements made as a result of your feedback.

With the slow start to the year, the massive costs involved with moving, as well as the ongoing struggle to increase product value in the market, it has not been the most financially successful year. However, albeit a tough one, we have set ourselves up for what we truly believe will be an excellent 2019.

We look forward to seeing you in The Old Boat House on Friday 21st December for a drink as well as something to eat to finally celebrate the end of our Diamond Anniversary Year. Please enjoy another full and exciting Newsletter and may I take this opportunity to wish you and your family a Very Happy Christmas.

All the best, **Jonathan**



Continuous Improvement for W Howard Group – Kildare leads the way

Our Kildare site has embarked on a Continuous Improvement plan using the lean Tools 5s in workplace organisation which offers a simple method for creating a clean, safe, orderly and high-performance work environment.



1. Sort
2. Set in order
3. Shine
4. Standardise
5. Sustain



Lean 5s improves how an operation appears to both employees and customers and creates pride in the workplace. As you can see from the pictures it has been well received and a great success in Kildare and will be rolled out across our UK sites during November.

Picture A (below)



Picture B (below)



Picture A (far left) shows the Sanding Line equipment before refurbishment.

Picture B (left) shows the Sanding Line equipment after refurbishment.

Picture A (below)



Picture B (below)



Picture A (far left) shows the Drier Line equipment before refurbishment.

Picture B (left) shows the Drier Line equipment after refurbishment.

This continuous Improvement Project was executed by the Maintenance team and all credit to **Eddie, Alan Brendan and Chris.**

Continuous Improvement for W Howard Group – Kildare leads the way (continued)



Visual Management – Factory Scoreboard and Targets January 2018, improves communication of targets (pictured left)



Shadow Board (pictured right) which is a basic 5s Principal



New trailer bay added at line side, reducing the waste in material movement (pictured left)

W Howard Group – Training

We would like to congratulate the following people for completing training, to progress their career within the business.

Brendan Keogh from W Howard Kildare started as an apprentice in February 2007. He successfully completed a craft apprenticeship (fitter) and has now been appointed as Maintenance Team Leader.

Max Boardman from W Howard Ltd Albion Park joined the Logistics team in 2017. Max has now completed further training to gain a level 2 NVQ in Traffic Office and level 2 NVQ Employment Rights and Responsibilities in the Logistics Industry.

Well done both!

W Howard Group Values and Behaviours

Our Autumn briefing introduces to the business a multi-coloured graphic containing the businesses desired values and behaviours and explains how important each piece is in our drive to become the business we all want to be; to the right is a more corporate version but the detail remains the same.

In each newsletter going forward we will be expanding detail of two of the “Value” segments to remind everybody of the important detail behind each headline; please take the time to remind yourself of these values and strive to live them every day



Exhibition 2018

W Howard Group are pleased to have been invited to host a stand at the UK’s biggest Merchant Trade show taking place over 3 days starting 13th December 2018 at the National Exhibition Centre in Birmingham. The exhibition is expected to be attended by over 12,500 visitors over three days. The stand will be manned by our external sales team **Rob Povah** and **Andy Minas** lead by **Dave McDonnell** our Business Development Director.



The exhibition is a great opportunity to promote our varied range of products to existing and potential customers and is expected to generate new enquiries and new opportunities for W Howard Group during 2019 and beyond. **Simon Fleet**, Group Commercial Director has been working closely with external marketing partners to create a computer graphic of our proposed stand

Albion Park



(Albion Park before picture above)

Finally, Logistics has made the long-awaited move from Astley to Albion Park, Glazebury over the weekend of Friday 12th October to Monday 15th October.



(Racking assembly start picture above)

Below is an update on the Albion Park relocation from **Steve Greenhalgh**, Group Logistics Manager

Whilst challenging to say the least, everyone in the Logistics department needed to, and did, play their part and I'd like to thank everyone involved for their contributions, not only during the move, but for the while year of 2018, as we have had some major changes and obstructions to overcome throughout the year that slowed the way we work down considerably. Together, we found a way of working through the many challenges and appearing relatively unscathed at the other end.



(Racking in progress, picture above)

Now we are here at Albion Park, certainly from my perspective, and the majority of the Logistics team, everything seems very positive indeed, and whilst we still have a lot of work to do to get where we need to be, everything seems that little bit less fraught compared to what we have experienced in the first three quarters of 2018. Not being exposed to the elements is going to be a major benefit which I am sure the Logistics Team will benefit from during the winter months.

The warehouse is larger and better designed for how we operate, which should lend itself to some improved efficiencies and increase productivity. The benefits don't just end with Logistics, I am sure there will also be added benefits to manufacturing that should enable us to take a whole new fresh look at our stock holdings that should see opportunities to better utilise manufacturing capacity too.

We look forward to the opportunities ahead.



(Fully stocked warehouse, picture above)

Employee Recognition

Well done to everyone awarded for their dedication;

Daniel Darwell – Eccleston Engineering LLP, Leigh

For his continued commitment to achieving a challenging goal

Nick Jackson – Production, Astley (AM)

For his hard work and ongoing commitment to maintaining standards, and his continued support

Matt Normand – Production, Astley (PM)

For his general good attitude to work, and willingness to lend a hand when needed

Mark Thomas – Production, Polyco Newtown
For being tremendously versatile and helping in numerous areas, also for consistently maintaining our high standards needed for all customers

Phil Rhoden – Logistics, Glazebury

For his general attitude to work, willingness to adapt to operational needs, and striving to continuously improve his performance.

Dean Hollington – Logistics, LDC

For his attitude to work, willingness to help and undertake additional duties whilst always applying required standards

Jack Weaver – Office, Astley

For his continued efforts to produce exceptional work to enhance business process.



New Starters

A big warm welcome to the following people who have joined us here at the W Howard Group;

Colin Brooks – Logistics Glazebury, LGV Driver

Garry Casey – Production Astley, Process Worker

Adam Cotton – Polyco Newtown, General Operative

Jamie Selvey – Polyco Newtown, General Operative

David Quinn – Logistics LDC, Multi Drop HGV Driver

Kieron Williams – Production Astley, Process Worker

Darren Cox – Logistics Glazebury, FLT Driver/Order Picker

Stephen Fay – Kildare, FLT Driver

Dane Hudson – Logistics Glazebury, LGV Driver

Jake Piggott – Production Astley, Process Worker

Dean Jones – Production Astley, Process Worker

Andy Gilligan – Kildare, General Operative

Paul Jackson – Office Astley, Customer Service Team Leader

Gary Mennell – Production Astley, Process Worker

Gordon Gregory – Logistics Glazebury, Night Shift Logistics Supervisor

James Skoyles – Logistics Glazebury, LGV Driver

New Starters – continued

Bernard Burke – Kildare, General Operative

Shaun Fisher – Polyco Leigh, Joiner/Process Worker

Liam Cary – Polyco Leigh, Joiner/Process Worker

Shaun Gallagher – Eccleston Engineering Leigh
Shaun had been with W Howard for 8 years and, has now taken up a new role at Eccleston Engineering LLP as a Sheet Metal Worker and Fabricator. Shaun replaces Jim Jones from Eccleston Engineering LLP, who retired from the business after 48 years of service. Good luck to Jim in his retirement.

Birthdays

Happy birthday to the following people that have all celebrated big birthdays recently;

Pat Critchley - Kildare

Michael Holda – Astley

Martina Bugle - Kildare

Allan Duckworth – Leigh

Philip Rhoden – Glazebury



Allan Duckworth (left) being presented his award by **Jonathan Grant** (right)

Personal Achievements



Phil Mawdsley (pictured above) one of our FLT drivers based in Logistics at Albion Park Manchester was nominated for the 2018 Martial Arts Hall of Fame by Master Bob Sykes the UK editor of Martial Arts Illustrated and renowned martial artist and competitor.

Phil attended the invite only event to receive his award for 24 years of passion and dedication in mixed martial arts in both Thai Boxing, and as a 3rd degree black belt in Freestyle Martial Arts.

During 2019 Phil will be training towards a 4th Degree masters and on the 5th May 2019 Phil will attend this prestigious Martial Arts event for a second time to celebrate 25 years of Martial Arts nominated this time by his own Thai Boxing Instructor Master Sandy Holt.

Congratulations to Phil for this significant dedication and achievement in Martial Arts.

Getting to know you – Brian Murphy W Howard Kildare

Job Title – Wood Machinist
Married/Single/Any

Children? – Girlfriend for 12 years, one daughter

How long have you worked for W Howard? – 2 years

Where did you work prior to W Howard? Balcas

What kind of music do you like? – R&B, Dance and Rap

What was your very first album? – The Marshall Mathers LP by Eminem

Do you have any pets? – No

If you were sent into the jungle what 3 items would you take with you? – Knife, photo of my daughter and a phone

What would be your dream car? – Blacked out Range Rover

If you could have dinner with any celebrity dead or alive who would it be and why? – Mike Tyson, Bill Shankly and Muhammad Ali. All for the crazy stories and their winning mentality

What is your most memorable moment? – The birth of my daughter

What is your most embarrassing moment? – Forgetting my lines in the Xmas nativity play in front of a packed-out church

Do you have any party tricks (please keep it clean)? – Can make food & drink disappear pretty quick and like to think I can dance

Describe yourself in 3 words – Fit, hungry and angry

What is the best thing about working at W Howard? – Keith McLaughlin, Ter Murphy and Vinnie Cuddihy

Who do you nominate to do the next getting to know you? – Terry Murphy



Getting to know you – Paul Ashurst W Howard Astley

Job Title – Group Management Accountant
Married/Single/Any Children?

– 10 years married, 2 children aged 6 and 3

How long have you worked for W Howard? – 3 years

Where did you work prior to W Howard? – Thompson

Jones Accountants in Bury

What kind of music do you like? – Indie, Rock

What was your very first album? – Kriss Kross – Totally Krossed Out

Do you have any pets? – Honey the Beagle

If you were sent into the jungle what 3 items would you take with you? – Pork Pie, English Mustard and Ale

What would be your dream car? – BMW M5, being realistic and practical

If you could have dinner with any celebrity dead or alive who would it be and why? – Rather use the time to have a night out with mates to be honest

What is your most memorable moment? – Seeing my kids born

What is your most embarrassing moment? – Not knowing I'd split the back of my pants on the first day at a new job, I even walked around Leigh on my lunch

Do you have any party tricks (please keep it clean)? - Capable of most tricks/stunts when I've had a drink (or at least think I am still 21 and able). Bollard to bollard jumping being my latest forte.....didn't end well

Describe yourself in 3 words – Competitive, helpful, bald

What is the best thing about working at W Howard? – The challenges

Who do you nominate to do the next getting to know you? – Andy Minas

