



A very **fine** line

When it comes to the really big things- we expect government to step in and help. The Canterbury and now Christchurch earthquake is a point where government- central and local has properly stepped up. Another example, farmers, normally the most self- reliant, reluctant group to have government intervention are also very quick to seek government involvement when it comes to managing drought or the PSA outbreak on kiwifruit.

It is unsurprising then to read in a recent McKinsey survey that found that Governments and regulators are second only to customers in their ability to affect companies' economic value, though respondents are divided on whether that effect is positive or negative. Most executives in developed economies expect external- affairs issues to decrease operating income; those in the developing world are more likely to expect a boost.

Close to half of all respondents say managing external affairs ranks as one of the top-three priorities on their CEOs' agendas. However, only 10 percent say their companies are frequently able to influence governments or regulators or that those groups seek out and value the companies' opinions.

So it is with interest we await the annual plans of councils through the statutory consultation process soon to start. Between differential rates and targeted rates, business pays about 40% of the rates bill of councils- so it does matter to have a say and be listened to.



And (local) governments need to think about regional growth and their effect positively and negatively. A recent BERL economic survey of 72 local governments discussed later in this Chamber Pulse, indicates that Hawke's Bay has languished in the middle to lower quartile of virtually all the growth indicators and this has exacerbated, for a variety of reasons in the latter part of the last 5 years.

If governments are about fostering growth, now is the time for them to step up and ensure there is a regional framework for business to thrive. Prospects for growth in the economy this year have clearly taken a dive following the earthquake, but even heading into that tragic event the data were showing a recessionary finish to 2010 and start to 2011. Basically Hawke's Bay was probably back in recession before the earthquake struck. Retail spending volumes

had fallen, residential dwelling consents were at an all time low, the latest data from MED tells us national tourist spending fell 10% last year and was 12% lower than a year earlier in the December quarter, and commercial visitor numbers to Hawke's Bay have progressively declined. Manufacturing that was looking slightly better mid 2010 eased off, house sales are flat and prices flat to down slightly, and nationally, lending to the private sector essentially stopped growing three months ago and was only 0.8% ahead of a year earlier in January.

A regional economy that was subdued going into and out of Christmas has been further challenged by consumer sentiment being disrupted by the new earthquake in Christchurch, higher energy prices and potentially spooked by the understandable possibility of higher levies to restore the EQC let alone pay for the recovery process. Commentators are also suggesting that outward migration is likely to be boosted by the earthquake while inward migration will be affected to some uncertain degree.

Whether we like it or not, business and government are all in this together- it remains to be seen if our local governments are in the 10% influenced by business- or the 90% who sail on regardless. Notwithstanding other very real issues confronting Hawke's Bay, in this case business in Hawke's Bay needs a very pragmatic response in the Annual Plans and the Chamber will be strongly arguing for this.

Murray Douglas CEO.

inside

A curious report from Berl _____ pg 2

More business to connect _____ pg 3

Nominations for Westpac HB Chamber of Commerce Business Awards _____ pg 4

Getting ready for Digital TV _____ pg 6





Amanda Gray
Bachelor of Business Studies and
Bachelor of Computing Systems
Concurrent Degree
Student

It's our business to help you study 「manage it」

Put yourself in the picture

Learn your way at EIT's School of Business. Flexible options help you study while balancing family life, work and other commitments. Full-time, part-time, online, workbook or evening study - it's your choice! You can study Accounting, Information Systems, Management, Marketing and more...

 We want to hear from you now!
 **0800 22 55 348**
www.eit.ac.nz

LIVE YOUR DREAMS



A curious **report** from Berl

Berl Economics annually rank New Zealand's territorial local authorities (TLAs) based on a number of key regional performance indicators such as population change, local GDP, employment growth and 'economic openness'.

In a report recently released, Selwyn District Council on the outskirts of Christchurch is ranked as best performing for 2010.

These types of surveys are sometimes subjective as they depend on the weighting given to the composition of the indicators. In addition, as we know in Hawke's Bay, local government boundaries (often so defended by councillors) are artificial and business and people actually don't really take a lot of notice of them. Selwyn district for example, has grown in population through little economic activity of its own, but rather the growth of the Christchurch satellite town of Rolleston which was planned back in the 1970s.

What is interesting about this report however is the appendix data sets ranking all TLAs of performance over the year to March 2010 and also in 5 year intervals. And BERL is a good at regional data.

In population terms over the last 5 years, all Hawke's Bay TLAs grew less than the national growth percentage change. In the case of Wairoa there was negative population growth and Napier was just positive.

In FTE employment terms over 5 years all districts save Hastings, showed negative growth. Paradoxically in the year to March 2010, Central Hawke's Bay and Wairoa employment grew while Hastings and Napier declined substantially. Overall we have seen in other data from Statistics New Zealand the problem of negative employment growth in Hawke's Bay 2008-10 (HB Today 1/03/11).

However the big issue is economic value added over the last 5 years. Hastings showed on average about 1% annual growth and Napier was just positive. Wairoa district was just negative and Central Hawkes Bay much more negative. No doubt these



outlying areas reflected the rural downturn from drought and global markets. For the 12 months to March 2010 this result was reserved as wool and meat prices firmed and Wairoa and Central Hawke's Bay showed more growth, Napier was marginally negative and Hastings district went back 2.5%- well below the national average growth.

These GDP effects show up in the changes in the number of active business units in the respective areas with only Wairoa in the last 12 months recording any positive change (off a low base) and all the others negative. In the longer 5 year view, Napier business unit numbers increased consistent with the national trend, higher than Hastings whereas Wairoa fell back slightly and Central Hawke's Bay declined sharply.

What all this confirms is in 5 years our regional economy has had a patchy performance and it responded slightly differently in the different areas.

In benchmarking terms against other council areas we seem below the mark in a number of indices particularly in the last year when arguably we were coming out of the recession.

The question is unclear whether Hawke's Bay businesses used this period to think about new structures going forward and hope that more of the (old) same will eventually see us through. The Berl report can be found at <http://www.berl.co.nz/1295a1.page>.

Hawke's Bay Tourism Update

Hawke's Bay Tourism is gearing up to launch the regions domestic marketing campaign to attract visitors to Hawke's Bay.

We have partnered with AA Tourism and Air New Zealand's Grabaseat on a joint campaign that will offer subsidised grabaseat fares (from \$19) plus other great accommodation and activity offers.



Together, we three organisations have developed a first to market promotional campaign to drive more visitors to Hawke's Bay during the shoulder season travel period.

The campaign kicks off March 23 with a Hawke's Bay themed grabaseat homepage and flight offers sent out via a dedicated Hawke's Bay email to over 280,000 Grabaseat and AA Members. We will also utilise their social media channels (23,000 Facebook fans and 25,000 Twitter followers.)

Grabaseat launched on 17 July 2006. Currently the site has 100,000 people on average visiting the site each day with \$1 deals generating in excess of 500,000 hits in one day. AAtravel.co.nz currently averages 10,000 visitors per day for kiwi accommodation and travel planning requirements. Additional elements of the campaign will include media and PR with visiting hawkesbaynz.com a key call to action.

Hawke's Bay Tourism's General Manager Annie Dundas is excited about the campaign, 'The domestic market equates to 75% of total visitors to Hawke's Bay. Our campaign objective is to raise awareness of Hawke's Bay and convert that interest into bookings; and this partnership allows us to achieve that. Our local tourism industry is also onboard, offering some great accommodation and activity deals'.

HAWKE'S BAY TOURISM

hawkesbaynz.com



Stuart McLauchlan
Partner

Langley Twigg makes it easier for you to get the results you're looking for. If you want to work with a lawyer who will look for ways to make things happen and provide practical advice to your business, talk to Stuart.

LANGLEY TWIGG
LAW
a member of Lawlink

T (06) 835 8939
66 West Quay, Ahuriri, Napier
www.langleytwigg.co.nz

More business to **connect** at UnisonFibre Expo

Below: Murray Douglas from the Hawke's Bay Chamber of Commerce, Wayne Baird of Unison Fibre pictured at the Unison yard, Omaha Road, Hastings for the announcement of Unison's repeated sponsorship of the Business awards.

Hawke's Bay's largest business event "the UnisonFibre Business Expo" is this year set to connect more businesses and people than ever before.

The Hawke's Bay Chamber of Commerce and UnisonFibre announced today a joint partnership to attract leading international business brands right through to local service providers at the EXPO in September.

UnisonFibre sales and marketing manager Wayne Baird said: "this partnership and the EXPO theme of "Connecting Business and People" represents our aim of seeing the region's business community thrive and compete on the world stage."

Last year's more than 2000 people attended the EXPO with many reporting new business opportunities, sales and collaborations.

Chamber CEO Murray Douglas said this is the third time the Chamber has organised a business expo with UnisonFibre in a joint effort to help grow the region's business economy.

"We are pleased to be working together to showcase the best of Hawke's Bay business. The EXPO has become an annual highlight for the region and other regions/Chambers



are now looking to replicate this model."

The EXPO will be held on September 7 and 8 at the Pettigrew Green Arena. Over 80 different companies are expected to showcase their products and services, along with an interesting range of speakers, workshops and speakers.

The Minister for Small Business Maurice Williamson aims to visit the Expo also after being fogbound last year.

"The Chamber will be hosting a special meeting with the Minister providing the

perfect opportunity for business people to hear any plans straight from the minister and to provide feedback about what we need to do here in the Bay, said Mr. Douglas.

The two-day EXPO programme running from 10am to 6pm will be released over the coming months.

For more information on the EXPO, contact Murray Douglas, Chief Executive, Hawke's Bay Chamber of Commerce, 06 876 5938 or 021 986666 or the event manager Shaun Lines on 021 751 932.

Employment **law** amendments



Employers ought to be aware that some significant amendments have recently been made to our employment laws with the majority of those amendments to take effect from 1 April 2011.

Employment Relations Act 2000

The key amendments introduced by the Employment Relations Amendment Act 2010 are as follows:

1. The 90 day trial period (currently limited to employers with less than 20 employees) will be extended to all employers. Where an employment agreement provides for a trial period, an employee will not be entitled to bring a personal grievance if he/she is dismissed during the stipulated period.

2. The powers for unions to access workplaces will be restricted. Union officials will now need to obtain the consent of an employer before entering a workplace. Such consent is not to be unreasonably withheld and will be deemed to have been granted if an employer fails to respond to such a request within two working days.

3. Employers will have a right to periodically communicate directly with employees during bargaining for a collective contract.

4. The "justified dismissal" test will change from what a reasonable employer "would" do to what a reasonable employer "could" do.

5. Reinstatement will no longer be the primary remedy where an employee establishes a personal grievance.

6. From 1 July 2011, employers must keep on file a signed employment agreement for every employee.

Holidays Act 2003

The key amendments introduced by the Holidays Amendment Act 2010 are as follows:

1. Any employee will be able to request that up to one week of his/her annual leave is cashed up. An employer may accept or decline such a request and need not give reasons for the decision.

2. An employer and an employee may agree to transfer the observance of a public holiday to another working day.

3. An employer will be entitled (without needing justification) to ask for a medical certificate even where an employee is absent from work for just one day provided that the employer meets the employee's reasonable costs in obtaining that proof.

4. Employees will be entitled to be paid for public holidays, alternative holidays, sick leave or bereavement leave if any of them fall during a closedown period and if that day would otherwise have been a working day but for the closedown.

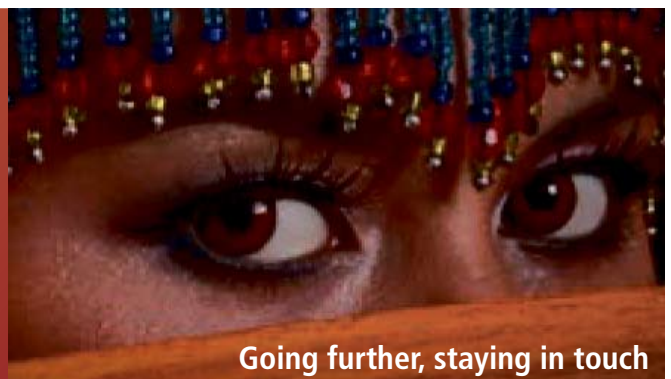
The penalties for non-compliance with the Employment Relations Act 2000 or the Holidays Act 2003 have increased to \$20,000 for companies and \$10,000 for individuals.

If you have any queries regarding the material contained in this article please contact Roy van Panhuys at Langley Twigg Lawyers on (06) 835 8939. The information in this article is of a general nature and should not be relied upon as a substitute for specific advice.



Ph: (06) 876 5111

www.besttravel.co.nz, www.worldtravellers.co.nz



Going further, staying in touch

Westpac HAWKES BAY CHAMBER OF COMMERCE 2011 Business Awards

Nominations open for **Westpac** Hawke's Bay Chamber of Commerce Business Awards

Nominations open for Westpac Hawke's Bay Chamber of Commerce Business Awards

Nominations are open for a revamped The Westpac Hawke's Bay Chamber of Commerce Business Awards.

The awards have been split into two category areas – General categories and specialist categories, to acknowledge the ever-evolving business environment in Hawke's Bay.

Hawke's Bay Chamber of Commerce chief executive Murray Douglas says the changes have been implemented following entrant and sponsor feedback from 2010.

"We had a close look at the categories and we noticed that over the last few years, there had been an increase in specialist categories but importantly a strong desire to continue with more general categories.

"The four general categories will be the only ones eligible for the overall Hawke's Bay Today Business of the Year Award.

The general category award titles have also changed to be in line with the current identification of business sizes.

The new awards are Barnes Mossman Small or Emerging Business, Unison Small-medium Business, Newstalk ZB Medium-large and Pan Pac Large Business Award.

The specialist categories are similar to last year with the addition of the EIT Not for Profit Business Award which recognises excellence in business that is 'not for profit' and the Hawke's Bay Regional Council Business Innovation Award.

Other special categories are Workfit Healthy Workplace Award, Te Puni Kokiri Maori Business Excellence Award, Xplore.net Online Award, Export Hawke's Bay Exporter of Year Award.

Mr Douglas is urging businesses to nominate business that they regard are performing well and provide great service.

"It's easy to nominate a business and we all know of businesses that are doing amazing things, so just put them forward and we'll do the rest.

For further information contact Murray Douglas, Chief Executive, Hawke's Bay Chamber of Commerce, 06 876 5938 or 021 986666.

Coping with **disaster** -Working offsite

When a disaster or a personal crisis prevents you from heading into the office on Monday morning, do you have a plan to manage your workload or your business? How will you answer all those emails, phone calls, voicemails and faxes? Why not...

Work Remotely

Thanks to the advent of some handy technology, anyone can pick up emails, calls and faxes while away from the office these days.

What do you need to work remotely?

Get a PDA phone. Modern PDA's can receive email just like a computer, using your mobile internet connection. Your phone can be configured to collect all your email, allow you to send new messages or reply with information and instructions.

Get a laptop. Laptops are a great tool for working remotely as you can take all your software and files with you when you leave the office.

Use your home computer. Ask your company IT guru if you have webmail access. With this you can check your email on your home computer or any other computer with an internet connection.

Get your files. Dropbox from www.dropbox.com is a fantastic free service, allowing you to save from 2 gigabytes to 10 gigabytes of files to a secure online service. 2 gigabytes is about 1000 average sized documents. You can access your files from another computer with DropBox installed or by logging in to the website.

Remote control your computer. Need access to a program or file that you can only get from your business computer? Look at a remote access tool which gives you control over that computer as if you were right there in the office. LogMeIn www.logmein.com has a free service you can use to access your computer from another PC when you need it. Check with your IT guru as you may already have a similar service and not even know it!

Get Fax to Email. Many companies now offer a service where you can have your faxes delivered to your email inbox. This is a paid service but worth its weight in gold if your business needs to continue to support faxing.

Take away the frustrations of purchasing a business or home computer!

Need a Nerd will come to you and:

- provide the right advice on what you should buy
- plug in cables and set up internet, e-mail and software
- transfer files from old to new
- provide outstanding ongoing service and support



0800 63 33 26
www.needanerd.co.nz



How much is your most **valuable asset** worth?

For many business owners, their most valuable asset is their business - yet some have no idea what it might be worth. There are some key issues to consider around the importance of having your business valued.



Steve Alexander of WHK.

1. There is a risk of having your business worth eroded due to unforeseen circumstances such as the death of a key person in the business. What level of insurance cover is required? How do you protect your family from complete loss?

2. Similarly to buying or selling real estate, would it not be wise to have an independent appraisal carried out on your business so that you have some idea what it might be worth? How do you know if you are paying too much or receiving too little in a buy/sell transaction?

To ensure you make effective business decisions, you need to know the dollar value of your investment in the business. This is especially relevant when you are looking at key areas of change:

1. **Selling down your investment** - capitalising the gains to reduce the risk of complete loss. Consider how undiversified your portfolio is by having everything tied up in one privately held company.

2. **Retirement.** Is the wealth you have accumulated enough to support you in retirement? Our experience is that business owners think their businesses are worth much more than they really are.

3. **New Shareholders** - bringing in new shareholders or perhaps exiting shareholders. Know what the shares are worth.

Valuing a business is not a precise science, so ensuring you employ a consultant that can understand and know your business is a great advantage.

For further information, please contact Steve Alexander or Janice Atkinson at WHK.



Business **Made Easy**

If you're taking all the risks of being in business you may as well maximise your returns, so what are the factors that lead to success? These are the characteristics which show up in research with my own views on what these mean in practice:

■ **Relationships.** It's vital to build good relationships with customers and suppliers and in fact, everyone you meet in business, no matter how lowly they are. Relationships will keep you afloat when others are sinking, whether it's with the CEO or the tea lady.

■ **Persona.** If you take your bad mood out on your employees or customers you will soon have neither. It's vital to remain positive no matter what is happening and as they say, the fish rots from the head down. Are people drawn to you by your enthusiasm?

■ **Attention to Detail** will lead to success in all areas of your business. Yes, it will take longer to complete a task but you are setting the norms in your business for your staff as well as showing your customers you really do care about them.

■ **Adding Value/Going beyond the Norm.** Great customer service is no longer a point of difference - nowadays you must think about ways to help your customer's customers and always give a little extra.

■ **Ethics/Honesty.** Nothing gets round quicker than tales of doubtful ethics or dishonesty. There's no point in making a quick buck in the short-term if in the long term your reputation is being irretrievably tarnished.

If you think these are obvious, well done, you're probably an experienced business owner. But how many business owners don't put these into practice?

If you have any tax or business queries of any kind telephone 0800 ASK NICK, e-mail me at nick@abac.co.nz or use "Contact Us" on www.abac.co.nz. The information in this article is of a general nature and should not be relied upon as a substitute for specific advice

HUGE ACCOUNTANT'S BILL?

Sick of high fees from a large, impersonal firm of accountants? Contact Nick for a free no-obligation fixed quote – savings of 50% are the norm – with a **100% fee guarantee**. Enjoy proven results from the Accountancy + Business Advice Centre where you will be a VIP and always deal with one person. We recognise the importance of a good working relationship built on trust.

0800 ASK NICK or 021 225 NICK
nick@abac.co.nz www.abac.co.nz
<http://empoweryourbusiness.co.nz>

**ACCOUNTANCY
 + BUSINESS ADVICE
 CENTRE LTD**

HAWKES BAY
 CHAMBER OF COMMERCE

Business Vitality

205 Hastings Street, Hastings, New Zealand
 Ph: +64 6 876 5938 Fax: + 64 3 876 3748
www.hawkesbaychamber.co.nz

BOOSTING BUSINESS IN THE BAY

**ACCOUNTANCY
 + BUSINESS ADVICE
 CENTRE LTD**

Getting ready for **digital** TV

Digital television has been available in New Zealand for some years now, and the old analogue transmission system will be progressively switched off across the country between September 2012 and November 2013. Hawke's Bay changes first in September 2012.

There is, of course, plenty of time to get ready before the switchover, but we are encouraging businesses to plan for the change now.

While 72 per cent of New Zealand households have already made the switch and are watching digital television, it is important for businesses to also be prepared

Once New Zealand goes digital, any businesses with older analogue television sets will need to upgrade their equipment to keep watching TV.

Those responsible for shops, offices and other commercial properties should all consider their digital TV options.

The lease or tenancy agreement may require the landlord or managing agent to maintain a TV system in good working order, which means enabling it to receive a digital TV broadcast.

For smaller businesses, going digital may mean just purchasing a set-top box that plugs into a UHF aerial and existing television, although in some areas a satellite dish may be required.

However, for larger businesses, particularly those with a communal TV aerial system, they or the building owner need to upgrade their equipment ahead of the switchover.

A communal TV system provides television to a number of users from a single aerial or set of satellite dishes. They serve buildings such as apartment blocks or commercial office buildings.

If you are unsure, then an aerial contractor should be able to offer you the right advice.

It's also a good idea to conduct a survey of residents and tenants to assess their needs.

It's important to remember that a new television set is not required as almost any television can go digital with a set-top box. If you or your employees are already watching Freeview or SKY, you are already receiving a digital TV signal, so don't need to do anything.

Freeview is the free-to-air digital TV service, while subscription services are also available from Sky.

After going digital, you and your staff will be able to enjoy the same channels they currently watch, as well as receiving some new ones.



Going Digital, part of the Ministry for Culture and Heritage, will be running a comprehensive public information campaign to make sure New Zealanders know everything they need to know about the switchover to digital television before their region switches.

Going Digital provides a website, www.goingdigital.co.nz and a free-phone helpline, 0800 838 800, so people can get the information and advice they need about switching to digital TV.

Going Digital also has a network of community advisors to work with and advise local groups and organisations, including business groups. Contact details for the Community Advisors, and more information about digital TV, is available at <http://www.goingdigital.co.nz>.

You can also ask a retailer for advice and information on what is the best option for you or contact the regional community advisor (Go Digital) Murray Sawyer

DDI +64 6 835 2851 | Mob 027 540 2313 or
Email: murray.sawyer@goingdigital.co.nz
Web: www.goingdigital.co.nz



- Accounting
- Agribusiness Consulting
- Audit & Assurance
- Business Advisory Services
- Corporate Finance
- Estate & Succession Planning
- Lending & Finance
- Risk Insurance
- Tax Consulting
- Wealth Management

Hastings 06 872 9200
Central Hawkes Bay 06 858 5540


www.whk.co.nz

better advice
for a better life

members **directory**

Advertise here! Contact Janet Hudson 834 3244.



design business cards, pads, flyers, brochures, calendars, labels, greeting cards and more

+

digital printing full colour, printed on site

=

same day, next day pickup
(SUBJECT TO AVAILABILITY OF STOCK)

877 8883



a quick turnaround design service direct to you

What does Crank do? Anything!
Tell us what you want
Brochures | Leaflets | Business cards
Point of sale | Press ads

Who do I call?
Leticia Masseurs | 06 834 2236
design@crank.co.nz
www.crank.co.nz



We supply and service top quality, automatic coffee machines to your workplace

- Fresh, locally roasted beans
- Competitively priced consumables
- Regular servicing
- Low monthly rental

Contact:
Kathy: 027 643 5934 Vicki: 027 345 5473
info@coffeeco.co.nz www.coffeeco.co.nz



RUBBER STAMPS MADE TO ORDER

Email, fax or bring your copy in before 11.00am - we can show you a proof and complete the stamp all the same day

HASTINGS RUBBER STAMPS
416 West Heretaunga Street - PO Box 269
HASTINGS
Phone 06 - 876 4865 Fax 06 - 876 4869
Email: shop@hasrub.co.nz
www.hasrub.co.nz

FIRE SECURITY SERVICES

SUPPLIERS OF FIRE AND SECURITY ALARM EQUIPMENT AND SERVICES SINCE 1976

FREE PH: 0800 11 46 11

PH: (06) 878 6425 FAX: (06) 878 6430

Suppliers, Installation, & Maintenance of:
Fire Alarms
Sprinklers
Fire Extinguishers
CCTV - Cameras

Security
Access Control
Emergency Lighting
Building Compliance



Expect More

- VEHICLE GRAPHICS
- DIGITAL GRAPHICS
- BUILDING SIGNAGE
- FOOTPATH SIGNS
- BANNERS & FLAGS
- 3-D LETTERING

0800 SPEEDY
Ph: 870 4531 Fax: 870 3748
903 Heretaunga St. West - Hastings
hastings@speedysigns.co.nz SITE SAFE
www.speedysigns.co.nz



Ph: 06 856 5432
Mob: 021 498 456
Email: fiona@cinta.co.nz

Nationwide Quantitative & Qualitative market research for all business types

- telephone surveys
- on-site intercept survey
- self-completion
- on-line surveys
- customer satisfaction & perception research
- usage and attitude studies
- advertising, sponsorship
- readership evaluation
- focus groups
- nationwide field force



ProcessIT Ltd
Custom Software For Your Business...

- We build YOUR Processes into Software!
- Work YOUR way - Improve efficiency and returns.
- Free trial of SlottaTime -service scheduling system now at www.processit.co.nz/slottatime.htm
- Microsoft Partner Program

Contact us now for your **FREE** initial consultation...
Ph. 8760 312 www.processit.co.nz



Registered Valuers • Independent Experts

- Primary Industries
- Commercial
- Industrial
- Investment
- Resources

Ph: 06 870 9850 E: valuers@crightonstone.co.nz
Old Fire Station, 200 Hastings St S, Hastings
www.crightonstone.co.nz

Auckland • Bay of Plenty • Canterbury
Hawke's Bay • Marlborough • Nelson
Southland • Wellington

Taking the risk out of hiring new staff

- Psychometric Testing & Personality Profiling
- Interview & Selection Training
- Software & IT Skills Tests

Making the most of your existing staff

- Team Development & Team Building
- 360° Feedback & Organisational Culture Surveys
- Personal & Professional Development
- Outplacement



www.peoplecentral.co.nz • 06 833 6465

MOVING & STORAGE FREIGHT

your move

- Freight
- Moving
- Storage
- Backloads



Call now on (06) 879 5528

www.your-move.co.nz
enquiries@your-move.co.nz
Free Local & National Quotes



Delivering control, simply

Streamline your systems now!

Do you run your business on spreadsheets because you can't find the software you want?

Our custom software solutions deliver results quickly and effectively.

Contact us now for a **FREE** consultation about how our custom software could save you time, money and stress.

www.integral.co.nz

snapped



Export Hawke's Bay breakfast.



Export Hawke's Bay breakfast.



Chris and Dave Sawers and Catherine Hobbs at the Mangapapa Petit Hotel event.



Rachael McCormack, Kimberly McKay and Karen Cooper at the Business After 5 event.



Paul Harvey, Simon Dunn and Paul Bibby at the Mangapapa Petit Hotel event.



Rob Dickson, Eduard Rust, Vivian Dickson and John Healy at the Business After 5 event.



Mark Kilminster, Rob Douglas and Jim Ferguson at the Business After 5 event.

events

B wise Business Education Series

Debt Management: Making Sure You Get Paid

Paul Bailey, Cashflow Doctors
DATE: Wednesday 13 April 7:15 – 8:30am
LOCATION: Chamber Board Room Hastings
Become effective at managing your debtors and avoid acting as a bank for your customers.

Are You Maximising Your Business Potential?

John Hutchinson, Plan A Consulting
DATE: Wednesday 20 April 7:15 – 8:30am
LOCATION: TBC, Napier
This presentation will focus on ways to increase efficiencies, productivity and profitability:

How to Simply Monitor Your Business Health

Gavin Welsh, Simplify Ltd
DATE: Tuesday 3 May 5:30 – 6:45pm
LOCATION: Chamber Boardroom Hastings
Ways to easily assess how your business is performing.

Re-engaging With Your Employees

Ria Slingerland & Louise Parsons, Dale Carnegie NZ
DATE: Tuesday 10 May 7:15 – 8:30am
LOCATION: TBC, Napier
Statistics show engaged employees deliver four times more value to an organisation than non-engaged employees and are 87 percent less likely to leave than their non-engaged colleagues.



Discover it online

search, browse and discover, wherever you are

- Get original content straight from the source
- Get continuous updates on breaking regional news
- Get the news that's relevant to you, **wherever you are**

www.hbtoday.co.nz

follow us on **twitter** twitter.com/hawkesbaytoday
FACEBOOK facebook.com/hawkesbaytoday