



Six-monthly staff meeting

10 December 2020

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Welcome

New starter

- Kayleigh Boxley – labour manager



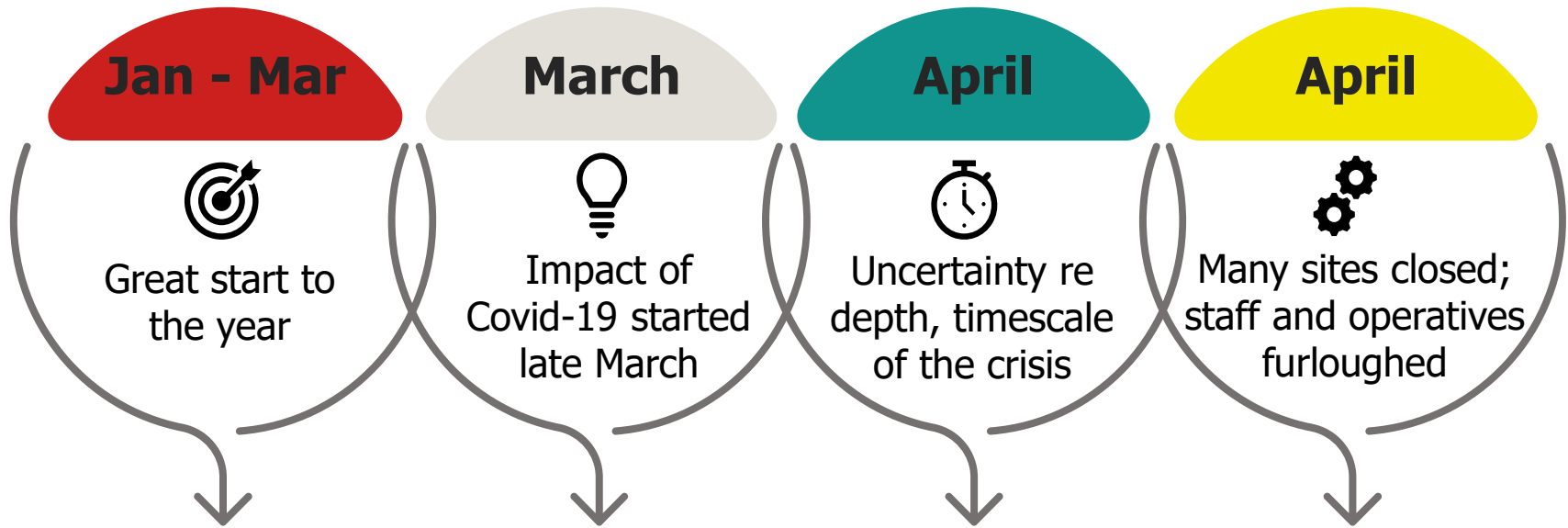
How has COVID affected our business?



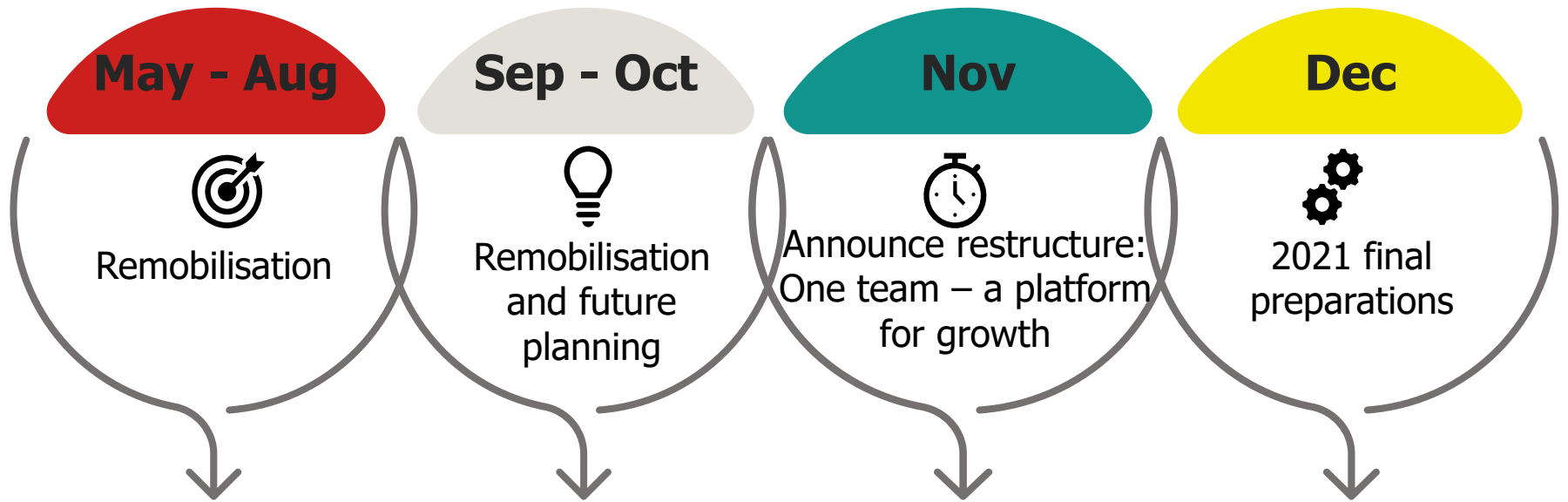
Actual: £61m

Budget: £76m

January – April 2020

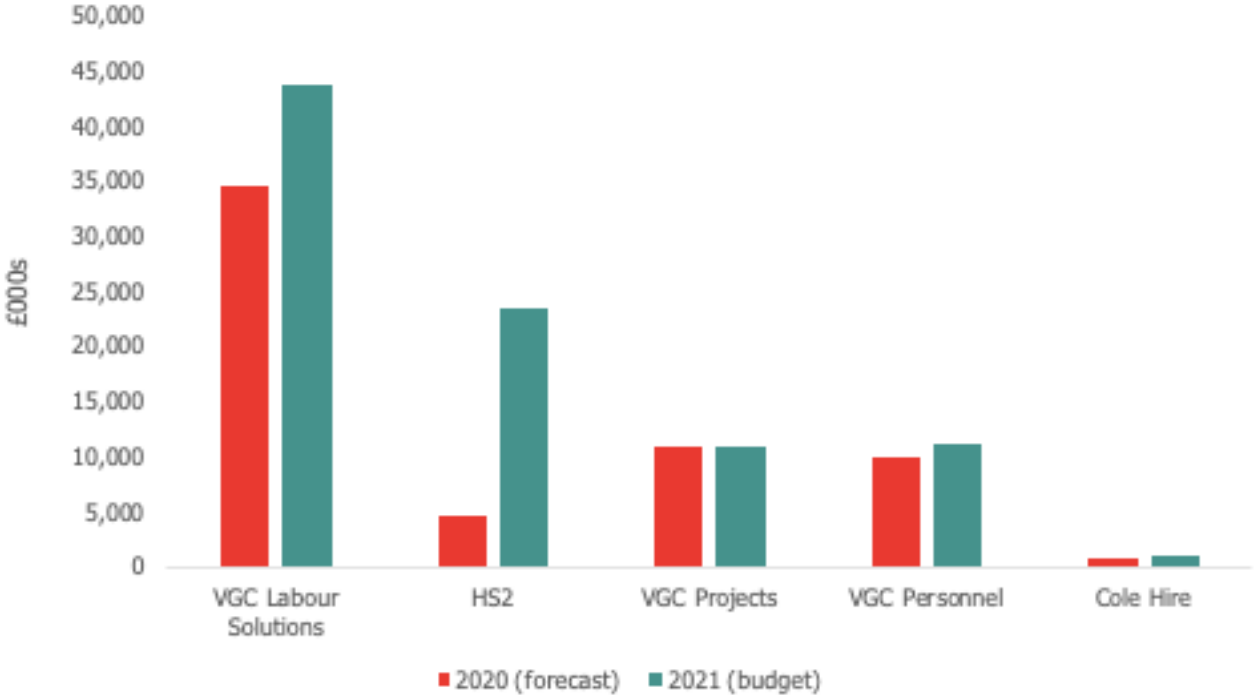


May – December 2020



Looking forward

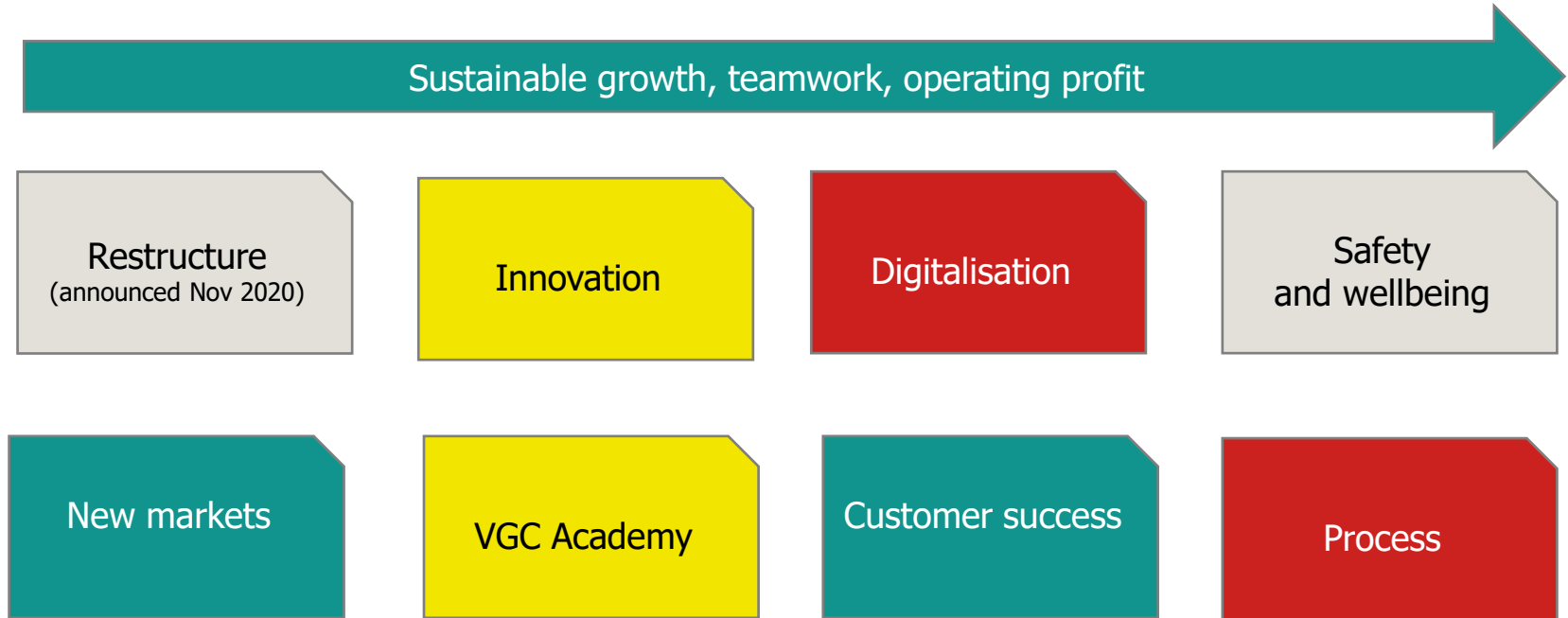
2020 forecast compared to 2021 budget



2020 - £61m

2021 - £91m

2021 and beyond ... company goals



Update from VGC Personnel....



VGC Personnel: consistent growth

- Foundations
 - Good people
 - Strength of the group
 - Front end of projects
 - Maximise every opportunity

Journey 2015 - 2020

- 2015

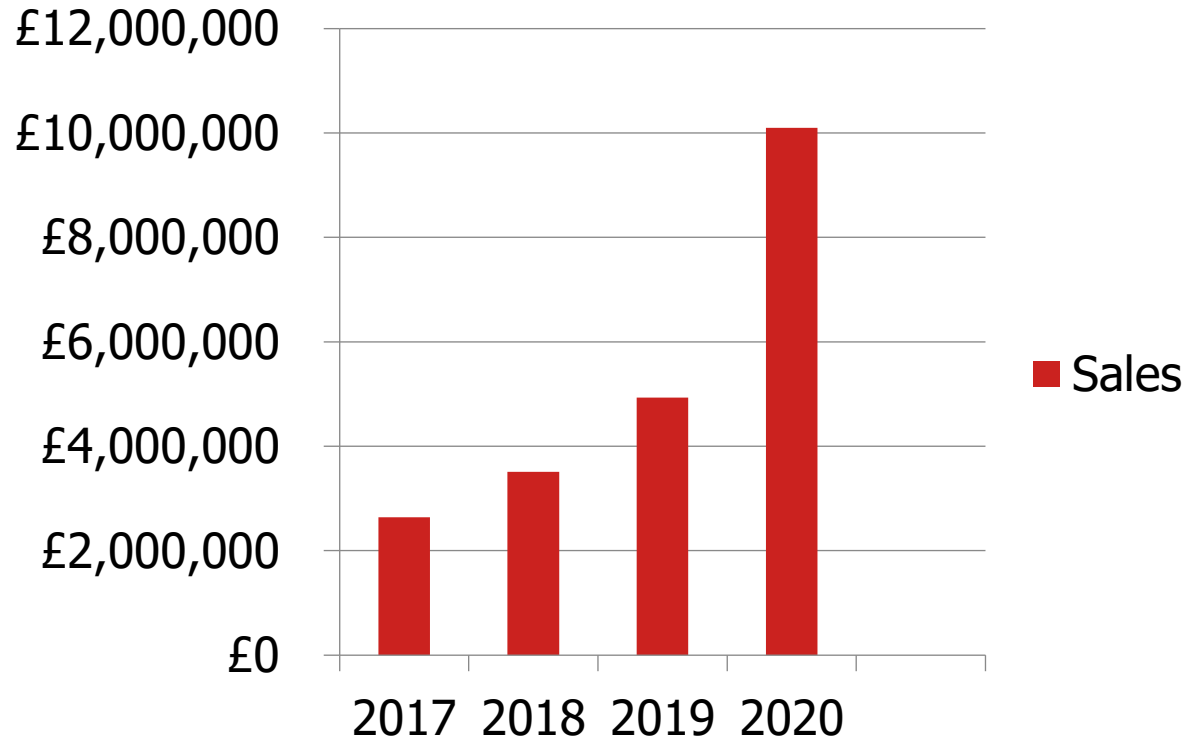


Journey 2015 - 2020

2020



VGC Personnel: last four years



Customer success

**MORGAN
SINDALL**

Balfour Beatty

 **bam**

SIEMENS

Lodge Cottrell 

40SEVEN




**TAYLOR
WOODROW** 

VolkerWessels 

 **KIER**

AMCO GIFFEN

VINCI 

 **MSVF**
MORGAN SINDALL
VOLKERWESSELS

bmJV

RINEY

fusion


BBMV

 **KELLER**


COLAS

 **keltbray**

Our approach

- One team approach - #teamVGC
- Interaction with placements
- Sector experts
- Our people make the difference
 - Relationships
 - Collaboration
 - Learning and development



Our team charter

Final team charter finalised and then in collaboration with a marketing company we create story boards



The team narrow down from over 50 themes to 10 points through 3 rounds of voting and discussions



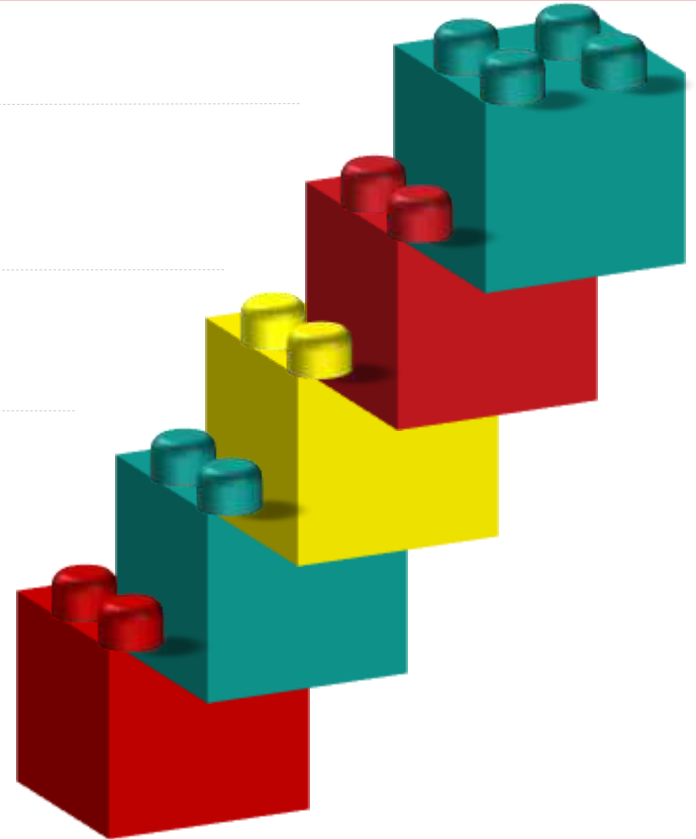
Focus on behaviours, personality types and how we want to work together



Over 50 hours of collaborative group work, presentations to understand what our customers want from us and how we can achieve it



20 weeks of behavioural and collaborative workshops with labour south & north with the aim to enhance our customers experience of VGC Group



Storyboard



Team charter – the future

www.vgc.com/uk

OUR TEAM

VGC is committed to creating a culture that inspires people to demand the highest standards of themselves.

| | | | | |
|--|---|--|---|--|
| 01 We are clear on our objectives and deliver our customer requirements. | 02 If we don't know we ask. | 03 Trust, respect and honesty are important to our work environment. | 04 We improve by embracing challenges and learning from mistakes. | 05 Embracing everyone's talents and skills makes us a strong team. |
| 06 Sharing knowledge and experience helps us improve. | 07 Supporting everybody to reach their potential makes the bar every day. | 08 Positive change comes from our ability to adapt and evolve. | 09 Every individual succeeds & wins for the team. | 10 We are game changers. |

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Restructure and promotions

- Chris Ryan – managing director VGC Labour Solutions
- Jacques Kriel – managing director VGC Projects
- Stephen Burns – client engagement director

Restructure and promotions

- Steve Kenny – delivery director civils and HS2 north
- Chris O'Sullivan – head of delivery civils and HS2 south
- Tommy Hunter – delivery manager civils north
- James Burke – delivery manager HS2 north
- Jimmy Callaghan – delivery manager civils south
- Ciaran Alstowe – customer success manager

Award wins

- Construction News Diversity and Inclusion Excellence award winner
- Balfour Beatty Highways Social Value award winner
- CN Specialist Community Engagement highly commended
- Costain Blue – Crossrail Bond Street station
- Costain Blue – Thames Tideway
- M4 sub-contractor of the month



Intermediate course achievers 2020

Chantal Austin

Sam Balasundaram

James Burke

James Callaghan

Kalpna Gami

Theresa Harrington

Tommy Hunter

Laura Kenneally

Steve Kenny

Nicki Mason

Kimberley McGinty

Chris O'Sullivan

Rick Palin

Laura Perry

Jana Romanova

Matt Teasdale

Mitch Turbitt

Richard Wheeler

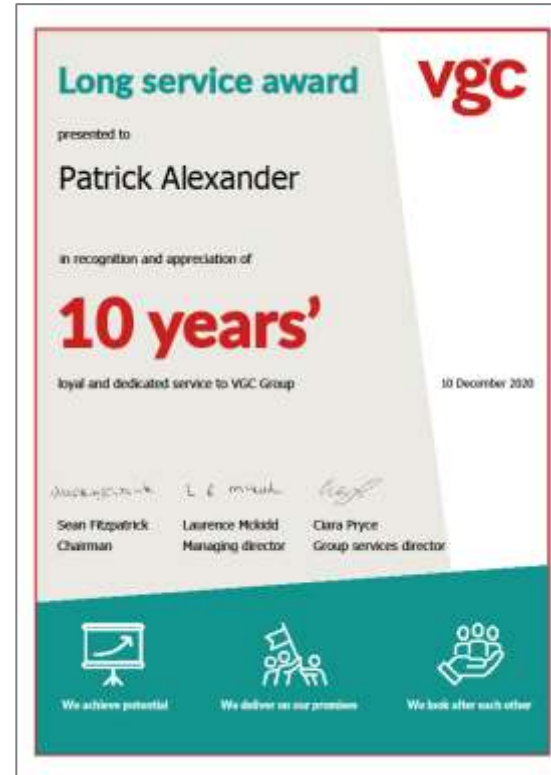
Sam Wilson



Long service awards

10 years

- Patrick Alexander





Go beyond awards

December 2020

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VGC values



**We achieve
potential**



**We deliver on
our promises**



**We look after
each other**

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We achieve potential – head office

- Alice Dupree – HR adviser
- Steve Kenny – head of delivery
- Jana Romanova – labour manager
- Mitch Turbitt – labour manager



We achieve potential - site

- Martin Cox – Tideway East GREPS CSO
- Tilahun Ermago – groundworker, Bond St
- Rishi Khera – foreman, A14 ILT
- Vasile Bud, Tomas Wawryzniak,
Vlad Birtalan – Maidenhead town centre



We achieve potential – winners



Jana Romanova, labour manager



Rishi Khera, foreman - A14 Integrated Labour Team



We deliver on our promises - head office

- Ciaran Alstowe – business support manager
- Stephen Burns – business development director
- Shauna McKeown – Morgan Sindall labour desk
- Laura Perry – head of HR
- Heena Chatrath – senior recruitment consultant



We deliver on our promises - site

- Michael Hagri – concrete finisher, Sellafield
- Manjit Singh – multi-skilled operative, Bond St
- Kamal Mehmi, Krishan Chand Sharma, Cosmin Roman, Stelica Enache – welfare, A14 ILT
- Neville Hamilton, Lewis Ramsey, Samuel Marshall – civils ops, Birmingham New St station



We deliver on our promises – winners



Shauna McKeown
Morgan Sindall Labour Desk



Michael Hagri, concrete finisher,
Sellafield



We look after each other - head office

- James Burke – delivery manager
- Eddie Long – vehicle preparation officer
- Nick Wells – labour manager
- Richard Wheeler – head of HSQE
- Zena Wigram – marketing manager



We look after each other - site

- Callum Lambourne – earthworks ganger, M4 smart motorway
- Serafim-Daniel Morosanu – multi-skilled operative, Heathrow
- Robert Brown – industrial cleaner, Durham Coast
- Reece Grace – site leader, G.Network fibre install
- Cataline Marin – cleaner, Bond Street station
- Raducu-Marian Visan – ganger, HS2 SCS



We look after each other – winners



Eddie Long Cole Hire
vehicle preparation officer



Reece Grace - multi-skilled operative
and site leader - G.Network



Outstanding achievement award



Joanne O'Hara, payroll manager



2020 achievements video



<https://youtu.be/jYJsLYLQhZM>

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