

Précis – Kenneth (Ken) Sidebottom Managing Director and CEO

Ken has over thirty years of successful consulting and change management experience in executive management, general management and Board level advisory. He worked in the private sector to the level of Divisional General Manager with Pioneer International Ltd, where he was very successful building capability, increasing quality, customer service focus and profitability in the concrete, quarrying and transport operations he managed. He then completed a transition into professional services consulting, where he partnered with Boards and executive management, throughout his program management and business improvement facilitation roles to create an enviable record of successful sustainable implementation. He has served as a Director of several companies including Pioneer Concrete NSW Pty Ltd, MAXX Operational Management Pty Ltd and Simsworx Pty Ltd. In his recent role as Principal Consultant he had responsibility for all analysis's, project setup, training and project delivery in Australia, New Zealand and South East Asia. His particular skills and passionate interest are in creating capability that is sustainable in executive management, positively engaging stakeholders to develop agreed strategic vision and implementation of blue prints for the future; coaching and training managers; problem solving; business analysis; process re-engineering and facilitation of organisational change. For the past 5 years Ken has been Principal Consultant for Simsworx Pty Ltd and is continuing his professional career in Business Improvement and Management advisory professional consulting services with Simsworx; where he will grasp opportunities in organisations that require strong stewardship, training, coaching, mentoring and facilitation, that achieves sustainable improvement through building capability and high performing individuals and teams that successfully implement sustainable future solutions and outcomes.

Ken has been involved in more than one hundred major organisational change programs in Australia, New Zealand and South East Asia. He brings a wealth of experience, having completed significant organisation wide transformations for large public, private and government clients in Australasia. Projects have focused on: identifying problems with systems/processes and structure; increasing production and quality; reducing cost; streamlining processes; implementing new business systems; new structures; operations, services, procurement, supply chain and customer service improvement, in a variety of industry areas including government, defence, rail/mine/port logistics, supply chain management, building/construction, forestry, agriculture, mining/quarrying, telecommunications, aviation, printing/media, manufacturing, food industry, IT, and financial services sectors.

Qualifications

Bachelor of Business, Edith Cowan University
Graduate Diploma of Business – Marketing, Edith Cowan University
Master of Business Administration, University of Central Queensland
Fellow of the Australian Institute of Management, FAIM
Certified Professional Manager, CPM
Member of the Australian Institute of Company Directors, MAICD - Company Directors course 1994 NSW
Member Australian Computer Society, MACS
Train the Trainer
Situational Leadership

Relevant Director Experience

Ken is passionate independent Director and Chairman who has a successful track record of senior board management and proven capability through his board stewardship over the past 25 years in not for profit, community and business including:

- President and Chairman of Tuggeranong Valley Australian Rules Football Club 1992-1993
- Executive Director of Pioneer Concrete NSW Pty Ltd 1994-1995
- Executive Director of Rio Pioneer Gravel Company Pty Ltd 1995
- Executive Director of Maxx Pty Ltd 2004-2008
- Non-Executive Director of Maxx Operational Management Pty Ltd 2008-2009
- Managing Director and Chairman of Simsworx Pty Ltd 2009 - Present

Ken was nominated for Australian of the Year in 2012, 2012 and 2015 for his contribution to charity and community groups, sporting groups and business and organisational improvement. Ken has also received professional recognition for his contribution to Senior Executive Management Training, Coaching and Mentoring over his 30 year management career.

Resume - Profile and Introduction

With over thirty years general management and consulting experience Ken has managed strategic and corporate wide business service performance improvement projects across a range of industries.

Ken has managed single and complex multi-project business service and enterprise initiatives, successfully develops business improvement opportunities; delivery high standard corporate services for clients with Australia and internationally.

Ken is a high-energy, results-oriented manager and leader, having managed over one hundred business re-engineering and implementation projects, achieving agreed deliverables within contract deadlines.

Ken utilised a variety of business and process improvement methodologies customised to deliver the most sustainable improvements and results. The Business Improvement methodologies utilised are based around Lean Six Sigma, Toyota Production System, The Toyota Way, Theory of constraints, Just in Time, Kanban and Kaizen.

While consulting in many industries Ken has specialist knowledge of the mining industry, manufacturing, transport and logistics sectors, pharmaceuticals and health care. Being awarded high commendation for excellence from CEO of Argyle Diamonds is a testament to the quality of services provided.

He has provided strategic direction, business systems design, re-engineering and implementation outcomes for engagements with Australia Post, Qantas, RMIT University, Energy Safe Victoria, Hancock Victorian Plantations, Rio Tinto Coal Australia, Rio Tinto Argyle Diamonds, Xstrata Coal, Hy-Tec Industries Concrete and Quarries, Centennial Coal, QR National Coal, Pacific National, Thoresen Thai Agencies, BlueScope Steel and New Zealand Steel to name a few.

Ken has expertise in lean methodology application and implementing sustainable business performance improvement systems. These skills have been applied to engagements with clients including manufacturing, construction, medical, telecommunications industry sectors and government agencies.

All levels of stakeholders; staff to middle and executive management; are engaged to ensure ownership of redesigned business process and practices. Involving stakeholders in the process of improvement is critical in minimising change impact and resistance while managing expectations.

Ken has a demonstrated and proven track record in the skills and experience required for this role including:

- A proven track record of providing leadership and delivering strategic business plans
- Experience with significant process end to end sustainable improvement and business transformations with over one hundred clients, involving: forecasting, planning, systems, reporting, continuous improvement, purchasing, supply chain and logistics, and corporate service.
- Developing operations as a centre of excellence for customer service management
- A demonstrated champion for implementing a culture of continuous improvement, a zero harm environment, and
- A leader and steward of my peers in the pursuit of world class corporate governance standards and outcomes.

Education

University of Central Queensland, QLD

Masters of Business Administration

Edith Cowan University Perth, WA

Graduate Diploma Business Marketing; and

Bachelor of Business, Triple major in Administration, Human Resource Management and Industrial Relations

Busselton Senior High School W.A. Completed Year 12 and gained tertiary admission

Affiliations

- Fellow of the Australian Institute of Management (FAIM).
- Certified Professional Manager (CPMgr)
- Member of the Australian Institute of Company Directors (MAICD).
- Member Australian Computer Society (MACS).

Professional Experience

SIMSWORX PTY LTD

APRIL 2011 TO PRESENT

Principal Consultant and CEO

Greater Metropolitan Cemeteries Trust, Review of Cremation operations at three sites, implementations of improvements to increase productivity and reduce costs and improvement in the reporting and scheduling of cremations. 2017

Western Water Reviews of the Asset Management and Geographical identification Systems, Reviews of IT Infrastructure Operations and service delivery 2016/2017

Review of Mitchell Shire Council Infrastructure Services and Operations 2015/2016

- Providing contract, project management, business analysis and productivity improvement engagements
- Business Improvement methodologies utilised based around Lean Six Sigma, Toyota Production System, Theory of constraints, and Kaizen.
- PMBOK and Prince II proficient change project management professional.

Programs and Projects managed in Principal Consultant capacity are listed below:

Contract Principal Consultant to LSI Consultants

April 2011 – July 2015

Clients included:

- Energy Safe Victoria Electrical Licensing
- Hancock Victorian Plantations
- Energy Safe Victoria Gas Installation and Appliance safety
- City of Greater Geelong,
- RMIT University Melbourne
- CS Energy QLD

NEWPORT CONSULTING PTY LTD

MARCH 2010 TO MARCH 2011

Project Director, client's included:

- Rio Tinto Coal Australia
- Xstrata NSW
- Xstrata Qld
- Hy-Tec Industries (Adelaide Brighton Cement Ltd)
- Goodman Fielder Biscuits and Snacking
- Queensland Rail Infrastructure Services Asset Services Coal Mackay Qld 2010
- QR National (Aurizon)

SYDNEY CONSULTING

APRIL 2009 TO NOV 2009

Operations Director and Principal Consultant, clients included:

- Thoresen Thai Agencies Bangkok Thailand
- Tasmanian Racing Board

MAXX IMPLEMENTATION

JANUARY 2004 - OCTOBER 2008

Director of Operations and Program Manager, client's included:

- Star Track Express
- QR National Coal Goonyella Coal Chain Review and Improvement Project
- Centennial Coal Tahmoor Colliery NSW
- Mrs Crockets Kitchen
- Argyle Diamond Mines WA Open Cut Mining and processing (Rio Tinto)
- Argyle Diamond Mines Underground Operations (Rio Tinto)
- Mayne Pharma NSW

- New Zealand Steel
- Port of Melbourne Corporation 2006
- Mackay Port and Airport Corporation
- Auckland International Airport
- Sydney International Airport
- BMA Coal
- Port of Brisbane Corporation 2007
- Qantas Airways Ltd
- KH Foods – Mills and Wares

MAXX IMPLEMENTATION

SEPTEMBER 1997 TO DECEMBER 2003

- Group Project Manager/Program Manager, client's included:
- Australian Pharmaceutical Industries
- Australia Post, Victoria
- Pacific National Coal, Grain, Bulk, Intermodal
- Hunter Valley Coal Chain – Hunter Bulk Terminal
- NSW Bulk and Regional Rail
- Pacific National Intermodal
- Freight Australia (Freight Victoria)
- Australian National Railways
- BHP Steel Flat Products NSW
- PMP Print, NSW and SA
- Anglo Coal Australia Grass Tree Mine
- Pasminco Century Mine Qld
- Pasminco (Zinifex) Century Mine - Karumba operations Qld.
- McMillan Press
- Blue Care Nursing and Centres for Retirement Living Qld
- Stawell Gold Mines Vic
- Pasminco Broken Hill Mine NSW
- Berri Limited NSW
- Revesco Investments (Healthcare) WA
- Hazel Bros. Earthmoving and Contracting TAS
- KR (Castlemaine) Darling Downs Bacon Qld
- ETSA Torrens Island Power Station SA Electricity Generation and Distribution

TCC Consultants

JANUARY 1997 TO SEPTEMBER 1997

Senior Consultant/ Business Analyst, client's included:

- Dairy Farmers NSW Operational Review
- Optima Energy Victoria Electricity Generation and Distribution
- United Energy Victoria Electricity Generation and Distribution

REFRIGERATED ROADWAYS FEBRUARY 1996 TO JANUARY 1997

Contracts Manager NSW/ACT WOOLWORTHS fresh produce

PIONEER CONCRETE AND QUARRIES
DECEMBER 1995

DECEMBER 1985 TO

Divisional Manager Quarries & Transport NSW, Director of Pioneer Concrete NSW Pty Ltd July 1994 to December 1995, Over 500 staff and \$300 million sales 1995. Surpassed budgeted profit by \$15 million in 1995. Implementation of cost reduction Program resulting in 7 per cent reduction in costs. Ten per cent improved productivity per man hour achieved in the quarrying operations. Reached agreement with AWU, FIME, TWU and MTU on four separate enterprise agreements. Maintained Third Party NATA Quality Assurance Accreditation for Quarry and Transport Division. Improved and enhanced staff training program, including customer service and sales training.

Area Manager Quarries NSW August 1993 – July 1994
Area Manager Southern NSW October 1990 – July 1993
Manager ACT October 1989 – September 1990
Plant Manager Perth January 1986 – September 1989
Graduate Trainee Manager Perth December 1985

EDWARDS SIDEBOTTOM TRANSPORT
JUNE 1985

January 1983 TO

Part owned and managed 3 parcel delivery territories in Perth for Franchised Freight, who became Swift Transport, specialising in automotive and industrial parts delivery. Turnover of \$200,000 p.a
Katrina's Leisure Wear clothing – Owned, managed and operated weekend market stall at the Spearwood Markets 1983-1994
Cleo Aloe Products – Owned and Operated a Health food shop Wembley W.A 1982-1983

COLES NEW WORLD BUSSELTON
January 1983

January 1978 TO

Casual shop assistant, retail, FMCG including dairy and freezer products specialist, store presentation, night fill and trolley collection.

Sidebottom family Farms, Yoongarillup and Kalgup (Busselton W.A) 1970 To 1977
Farm hand on family farm