

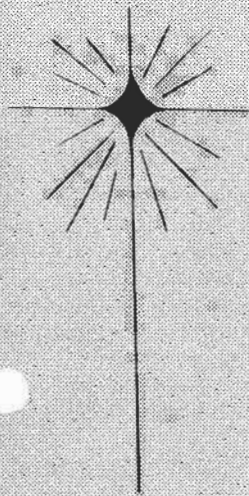
depth

No 2
December
1981

For Australian and News Zealand
staff
and families of



May you all share with your families and friends the joy and peace of
Christmas.



Inside

Bright Future
Ann's Canteen

Ballarat

Familiar Face

Training

Transfers

Newcomers

NZ Upgrade

Fitness

'Impact' Launch

Ultrasound

Kilbirnie Roses



David Booker

HP Computer Museum
www.hpmuseum.net

For research and education purposes only.

Bright Future

Strong confidence in the future of HP in Australia and New Zealand was the recurring note when new Managing Director, David Booker talked to Depth soon after returning from his visit to the United States.

"You can't be anything but optimistic with the foundations on which we can build. Sure, we have short-term problems - relating to cost control, profitability and cash flow - but we can solve them," he said.

"We had a successful FY81 in Australasia. We achieved quota and growth in economies that were not exactly booming. Our order rate was very good. We're a selling company and we must write orders, whatever our difficulties. There is a good basis for growth; solutions to short-term problems are readily within our grasp.

"We have good sales and support teams. The number of complaints I get is, in proportion to the number of systems installed, very low.

"Customers have confidence in us. This is a great asset and one we must work hard to preserve."

David said that he was not alone in sensing that HP Australia faced a challenge in adapting the HP Way to changing conditions. At the meeting of Australasian managers at Albury recently most of the discussion was about the HP Way and the theme uppermost was communications.

"HP Australia has grown into a big organisation and is still growing fast; Australia is a big country with our people widely separated; and our need is to retain our sense of intimacy and unity," he said.

"I place much importance on Depth as being one way to communicate with each other - not the only way but an important way.

"In the Melbourne office there will be meetings of staff on a more regular basis so that everyone can be kept informed. They will also be occasions for new employees to be introduced. We need to make sure that as the office gets bigger it doesn't become impersonal."

David said he was very pleased with the 'Impact' launch of 20 new products. It was only the second time that HP Australia had used television extensively and was its first major video presentation.

"I think it is a technique that we might use more. Also, we will be

looking at sometimes using video conference facilities. It seems to make sense when it now costs nearly \$200 to go from Melbourne to Sydney and back.

"However, video conferences will not be a substitute for face-to-face consultation, which is still the best way to communicate."

A small but perhaps prophetic indicator of his commitment to the Open Door philosophy is the decision to replace wood panelling in his office with glass. Not one-way glass so that he can see out without being seen but the same glazing as in adjoining offices.

"I can't stand being secluded. I can't go as far as pulling down all the partitions because important customers aren't all attuned to the open office concept. But two-way glass will let fellow-workers know who is visiting and is a workable compromise," he said.

David Booker was born in London (he's 35), earned a doctorate at Sheffield University for research in microwave antennas and married Diane soon after she graduated in medicine.

"Her first job offered married quarters. We lost no time fixing a date," he recalls.

Diane has contracted to lecture for a year in anatomy and physiology at Preston Institute of Technology. She has not practiced in Australia, being more than busy with their children - Alison, 9, Michael, 6, and Peter, 3.

David joined HP in 1973 in South Africa after two years with the SA Post Office's microwave communications section. He worked as Field Engineer in both Instruments and Computers and became General Manager in 1977.

He moved to Australia in August, 1979, as General Marketing Manager and last month, with John Warmington's retirement, stepped up to Managing Director.

In private time, his priorities are seeing as much as possible of his family ("I'd hate the kids to call me uncle and to get savaged by the dog"), flying and horse-riding.

He flies gliders and light planes, the latter winning more of his affection at the moment. Good thermals for gliding are found inland - at places like Benalla - but he cannot afford the time to travel there. So it's powered flying from Lilydale, the closest airfield to his North Ringwood home. ■

CSG at Ballarat

Ballarat - much maligned by Gray Morgan as being 'too co' - was venue last month for the CSG Area Sales Meeting.

It was attended by most of the O2 Group from Australia and New Zealand in company with Mike Naggiar, ICON Regional Marketing Manager, John Warmington, David Booker, Gray Morgan, Peter Delbridge and the advertising agency, and other HP personnel.

Theme was **Formula for Success**, enabling attendees to recognise and share in the successes of others in the Group.

The week started with DM District Reviews and two training courses new to Australia. **Strategic Selling**, attended by more than 30 senior Sales Representatives and District Managers, was designed to improve the quality and quantity of sales results in a changing market place.

Selling Computer Solutions was a series of audio tapes with situations reviewed by course participants with emphasis on practical selling skills. Fifteen people who joined the O2 Group within the last 18 months attended.

A tight schedule on the last tv days started with these FY81 presentations:

Salesman of the Year - **Bob O'Brien**.
Top Dollar Salesman - **Adrian Farrell**.

Top District award went to **Bob Keers** for Northern Commercial/General.

Presentations were also made to these Million Dollar Club Members: **Adrian Farrell, Bob O'Brien, Mark Dilli, Tim O'Sullivan, Stan Karpowicz, Colin Scott, David Chambers** and **Ross Chapman**.

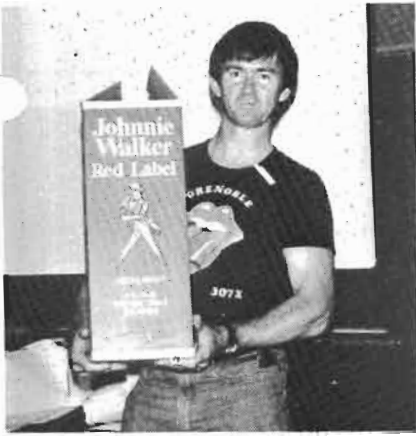
Quota Club awards were made to 19 SRs.

Thursday ended with a brief presentation by **Begg Dow** Friday, our advertising agency. At a group dinner, **Dr John Nieuwenhuysen**, Reader in Economics at Melbourne University, talked on **The Economic Climate in our Marketplace**.

Final day speakers included **Gray Morgan, Craig Hoften, Bob Caldwell** and **David Booker**.

John Bieske summed up: "Its overall success was outstanding, with the contribution made by everyone, high morale, motivation or cross-fertilisation of ideas and strategies. A positive, stimulating experience for everybody."

GWEN WELSH ■



Bob O'Brien . . . won a wee drap as CGS Salesman of the Year

New Facilities

Work on building additions at Joseph St has started well, aided by a spell of perfect weather.

It is still very early days but progress in the first three weeks was well up to schedule – excavation was completed, concrete pouring was proceeding and the whole new car park and recreation area was graded.

Austin-Anderson (Aust) Pty Ltd the designer and builder. **Bill Rotman**, who hails from Michigan, is the project superintendent (other construction companies would call him the project manager). Another thing different about Austin-Anderson is that all accounting and payments are done on site.

John Springall is in charge of the project for HP. Bill and John work well together. John nods approvingly when Bill says, "It's drying out. We'd better send the water carts around again. We don't want dust annoying neighbors."

The pair are also watching closely what excavation will do to the impressive stand of pines on the southern boundary.

November Newcomers

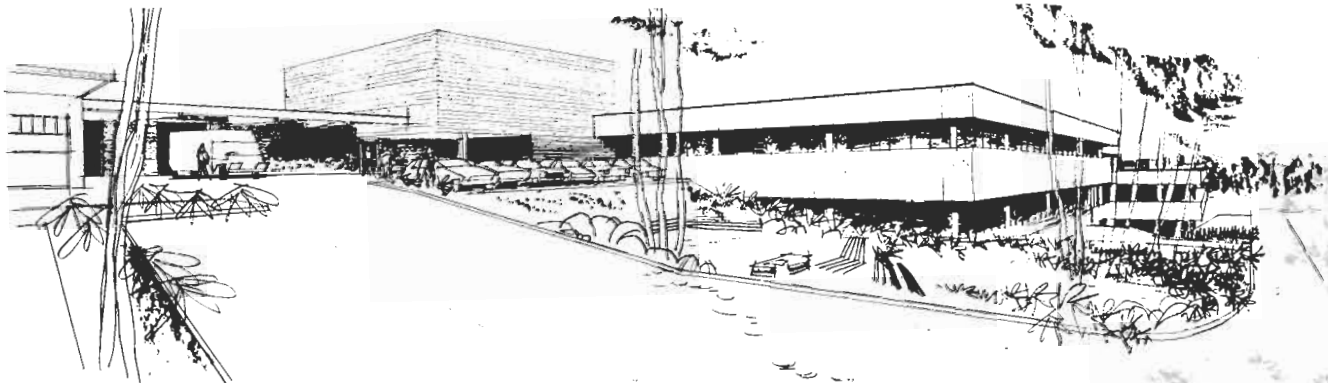
- Paul Bankowski**, Computer Operator/EDP (Melbourne).
- Bruno Buras**, Field Engineer/Instruments (Sydney).
- Stephen Clark**, Field Engineer/Medical (Sydney).
- Peter David**, Sales Rep/Commercial/CSG (Melbourne).
- Delys Deane**, Receptionist (Melbourne).
- Stuart Dowie**, O/P Co-ordinator (Wellington).
- Gwen Farr**, Service Co-ordinator/CEO (Sydney).
- Jeff Gomes**, Systems Accountant (Melbourne).
- Allan Kershaw**, Warehouseperson (Melbourne).
- Gordon Makryllos**, Staff Sales Rep/Technical CSG (Sydney).
- Robert Miles**, Systems Engineer/PCP (Melbourne).
- Jenny O'Dea**, Secretary/Comm Services (Melbourne).
- Susan Tonkin**, Receptionist (Adelaide).
- Andrew Watkinson**, Staff Field Engineer/Instruments (Sydney). ■

"It would be a great pity to lose them. They make a good wind and noise buffer," John says.

Architect's plans are still being fine-tuned but not in areas that would delay construction. One extra has been a lift well to serve three floors. A decision on a lift will be made later.

Don't forget – the construction site is a 'hard hat' area with access forbidden to HP staff. Inspection tours for 'sidewalk superintendents' will be arranged at suitable times. ■

An artist's impression of the enlarged Joseph St building



November Transfers

- Hans Bels**, District Manager (Sydney) to Customer Support Manager/Instruments (Melbourne).
- Chris Butchers**, Customer Engineer II (Auckland) to Service Manager/Medical (Melbourne).
- Lesley Dunton**, Co-ordinator/CEO to Secretary/SEO (Sydney).
- Kerri Lambert**, Contracts Clerk-Op Typist to Secretary/Marketing Support/CSG (Melbourne).
- Bruce McCormick**, Field Engineer (Sydney) to District Manager/Instruments (New Zealand).
- Jeff Marshall**, Service Manager to Staff Engineer/Medical (Melbourne).
- Kevin Neal**, Customer Engineer to District CE Manager/CEO (Melbourne).
- Hans Neilson**, CE Support Manager to Area CE Manager (Melbourne).
- Roger Oakden**, Staff Sales Rep to Systems Engineer/SEO (Melbourne).
- Bernd Rottinger**, District CE Manager to CE Support Manager/Sth Districts/CEO (Melbourne).
- Gordon Smith**, District Manager (Melbourne) to District Manager/Instruments (Sydney).
- Grant Spratt**, Systems Engineer to Staff Sales Rep/CSG (Canberra).
- Steve Watkinson**, Field Engineer (Sydney) to District Manager/Instruments (Melbourne). ■

Hearty

The invitation to attend an open day at HP Melbourne and take part in tests of our new Ultrasound Imaging System was addressed to "anyone with a heart."

Les Lawrence and his Medical Group were so hospitable to customers and staff that, while cynics called for a scan of a couple of accountant types, no one was turned away.

It was a highly successful demonstration. Specifications are sometimes gobbledegook to non-technical staff who nevertheless have important roles in the chain of equipment supply and service. November 30 gave a great opportunity to them to see just what the equipment does.

There was no shortage of volunteers (men) to pull up a shirt and see their heart valves opening and closing. There was a little less enthusiasm for a public video show of kidneys, livers, spleens and gall bladders.

Of course, the open day was primarily for customers and most were up with the technology. But even they were impressed by the clarity of image and versatility of Ultrasound.

The science of sonography allows medical people to explore for abdominal, pelvic and obstetrical abnormalities. Images on a video screen can be viewed either in motion or frozen as stills. ■



Les Lawrence, David Wright and David Pawley

The Roses of Kilbirnie

The big question around HP New Zealand's Wellington office at Kilbirnie is whether there is some kind of mystic communication going on between sales secretaries Cheryl Joseph and Margaret Skews.

Staff agree that it must be more than coincidental that they show up at the office in similar outfits at least three times a week.

While the two claim they wear the same styles and colors without discussing it beforehand, it happens so often that people are speculating there is a bit of ESP involved.

They have other striking similarities:

Both wear their blonde hair in a curly 'wash and wear' style (they had perms at the same time without telling each other); both wear glasses; smoke; like backgammon, gardening, knitting and cooking; have a menagerie of cat, dog and goldfish; and have a mad sense of humor.

"We're often taken for sisters and we are alike in many ways," says Cheryl.

Margaret and Cheryl joined HP within two months of each other and they instantly hit it off as friends and workmates.

"It's important in a small office that we get along well. It's really good that we're so similar and work so happily together," they say. ■



Margaret and Cheryl . . . psychic?

Why Depth?

Why was the staff magazine of HP Australia called Depth?

Did the title relate to Australasia being 'down under' or was there a non-geographical reason?

What can the old hands tell us?

And is it a good title to describe what the company is doing today?

To throw light on the subject, send your ideas to Geoff Windsor, Personnel Manager, or Peter Delbridge, Marcom Manager. If you think a new name is needed, let's hear it. Say why you think a change is timely.

Or if you're happy, why there should be no change. ■

Visitors

Making a visitor welcome, from wherever he or she comes, is part of the HP Way. Among the most welcome are HP staff on private travels who look in with no business need to do so. They show a feel for family.

One such visitor was Andremachi Hoppe, from HP Boeblingen, Germany, and her husband, Manfred, who called particularly to see Payroll Administrator Karin Biermann.

Another was Margaret Rankin, occupational health nurse, from HP Corporate, Palo Alto. ■



Andremachi and Manfred with Karin Biermann

Fitness

There are many ways to keep fit. Victoria's 'Life, Be in It' campaign has promoted scores of sports and recreations and as many methods to make exercise helpful to health but at the same time enjoyable.

The campaign has been so successful that it has interested governments interstate and overseas.

'Norm', its lethargic anti-hero, has a strong following beyond Australia.

Most lunchtimes about 1.05 up to six joggers stride briskly out the front gate of Joseph St. Half an hour later they return - not quite as briskly and not always together.

They have completed a jog of three miles and struck their blow for fitness.

Each has a different reason for wanting to be fit. **Chris Saxton**, who lives at Mooroolbark and works in Accounts Payable, jogs to keep fit for karate.

Darryl Gale, of Accounts, is the unofficial leader of the joggers. Sometimes he holds back to encourage the group but seldom is he beaten back to the office. He lives at Thornbury and works on fitness for cricket with Preston Social CC.

Darryl works out at a gym three times a week; other interests are scuba diving and anything to do with the water.

Danny Hills, instrument service co-ordinator, who lives at Bayswater, started jogging as part of his training as an umpire for Eastern Districts Football League.

Isobel Sinclair, who works in the mail room and lives at Hawthorn, was active in badminton back in Scotland and runs just to keep fit.

Alan Honeyman, analyst programmer with EDP, who lives at Boronia, has the same approach.

Roger Morgan, commercial services manager, is not quite as regular as the others. He jogs "because I enjoy it."

It isn't hard to join the group; you would be made most welcome. Just meet outside the front in suitable gear any day at 1.05.

What are others doing for fitness? Not just in Melbourne. Depth would like to hear. ■

'Impact' Was Television First

More than 20 new HP business computer products were launched on November 12 in an Australia-wide simultaneous television link-up.

'Impact' was the codename for the release which included two additions to the HP3000 hardware range (the Series 40 and Series 64) and Hewlett-Packard's official entry into the office automation market with its 'Interactive Office' strategy.

Telecom provided a co-ordinated co-axial link between the South Melbourne studio of AAV Australia and audiences in all capital cities.

More than 200 current and potential users of the HP3000 system were in the originating studio in Melbourne. Another 200 saw the live telecast in Sydney and 70 in Canberra, Perth, Brisbane and Adelaide.

Split-second timing was crucial because the Mike Walsh Show with 2 million viewers required the cable at 11.45 am. If 'Impact' went over time, Telecom would simply "pull the plug."

It was always going to be tight but nail-biting became a fashionable sport when a technical problem developed in the Perth link, a double booking of the Brisbane studio was discovered and a sudden illness put David Booker to bed the day before the launch.

However, the show went on and met all its deadlines. The relaxed urbanity of **Denis Hitchens**, Marketing Support Manager for Computer Systems Group, in the last seconds of the countdown gave no hint to spectators of behind-scenes drama.

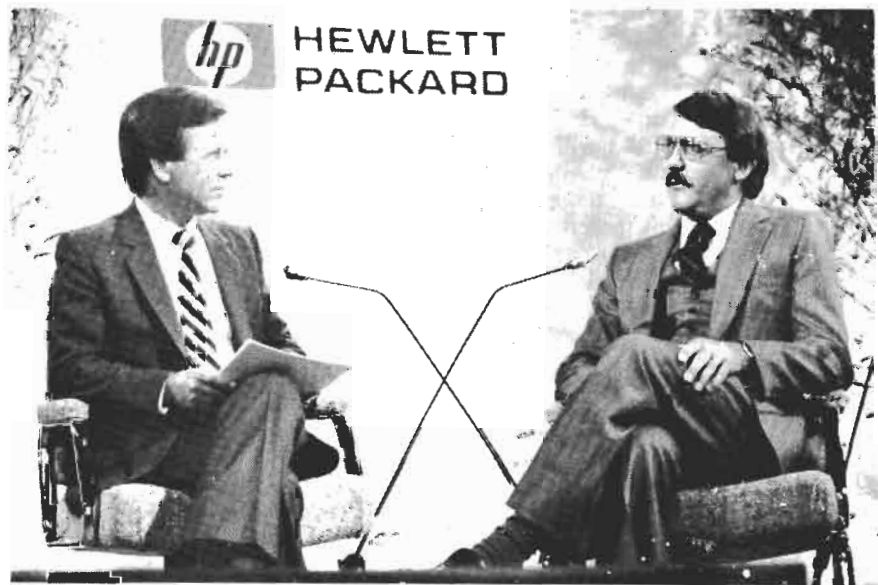
Current affairs interviewer **Michael Schildberger** compered the 45-minute presentation. It featured highlights of the United States TV presentation in October; film clips from America were interspersed with live interviews with **David Booker**, recently appointed Managing Director of HP Australia Ltd, **John Bieske**, Australian Sales Manager for Computer Systems Group, and Denis Hitchens.

Advance details of the new product launch were given to more than 15 of Australia's major newspapers and trade journals at a press conference at Sydney's Hilton Hotel on November 4. Earlier journalists from The Australian, The Financial Review and Australian Business had spent nine days with Denis at the US launch of 'Impact'.

Feed-back was good. HP's initiative in offering the simulcast and the opportunity to discuss the products over lunch was appreciated.

Follow-up seminars are planned for early 1982 with the three-pronged theme: HP3000 New Product Overview; introducing the Interactive Office; and Increasing Your Programming Productivity. ■

Michael Schildberger and John Bieske on stage at the South Melbourne studio of AAV Australia



Ann's Canteen

Where else could you imagine a sign that said, "Irish spoken – English, Australian and American understood", than in Ann Hill's canteen?

Melbourne staff, visitors from interstate and abroad and those who attend training courses and sample her catering recognise Ann as one of the personalities around the place.

She describes herself as an Irish-Pommy Australian. She was a Doyle born in County Wicklow (no brogue or blarney like hers was learnt anywhere but in Ireland). At 18 she went to Liverpool and came to Australia in 1966.

She is married to John, a builder, and they live at Park Orchards. Their son, Seamus, is 29 and married to Marianna, daughter of Anna Arena, who also works in the canteen. Daughter Sharon, 22, is not married.

Ann started training as a nurse but did not finish. She has been in catering for 20 years, had a restaurant at Ashburton and has been two years at HP.

"It's the happiest place I've worked in. Everyone is so friendly. They rubbish me unmercifully but they don't upset me by telling Irish jokes. I tell them back. I'll be having a holiday in Ireland next year, visiting my 87-year-old mum. I want some jokes to take away and I'll punish them by bringing some back," she threatened this week.

Why is HP a happy place?

"Everyone is treated equally. There are no upstarts. With the canteen, the senior people don't send others to get their lunches. David [Booker] comes to get his own Irish sandwich. He calls it Irish because it's meat with bread between. He likes hot mustard but one day I accidentally gave him a double serve and his face went red; it looked like fire was coming out of his ears. He takes his place in the queue. I treat them all the same – rough," she says with a twinkle.

"The company subsidises the canteen, requiring that I cover only the cost of food and casual staff, and the prices go up about once a year, but the customers are always joking about the canteen being HP's biggest profit centre."

Ann appreciates the open door



Anna and Ann

that her boss, Geoff Windsor, gives her.

"He's never too busy to help with my problems. I appreciated being allowed to write the equipment specifications for the new canteen. When the building additions are finished, we will be able to add some hot dishes and to serve everything faster. I don't expect we will replace our best sellers, the roast beef and roast port sandwiches."

With Ann and Anna in the canteen are Vera Colledge, who has worked part-time for nearly six years, and Pat Cooper, who recently joined to help casually in busy periods.

Training

You will have seen that the FY82 Training Schedule has been posted on noticeboards. It has also been sent to your manager.

Consideration is given to applicants where courses could benefit them in their performance and their future within Hewlett-Packard.

Nominations for courses are generally discussed with each employe as part of the development plan or on an ongoing basis. Depending on several factors, it may not be possible to accommodate all nominations.

Factors such as the size of the class and priorities of some individuals to attend certain classes determine the final list. As each program date gets closer, these lists are finalised and letters are forwarded to participants approximately two weeks before the course is to start.

If you wish to be nominated for a particular course, you can discuss

this with your manager, considering what part it would play in your own development and, depending upon factors already mentioned your manager may decide to nominate you.

Some courses are compulsory. **Managing at HP** and some of the modules that go with it, especially **Performance Evaluation Workshop** and **Salary Administration Workshop**, are mandatory for all managers.

New employe **Orientation** and **Working at HP** are also mandatory for all employes.

If you are nominated for a particular program and you are on the final list, you are required to attend. If for some reason you are unable to attend – it doesn't have to be quite as drastic as a severe attack of rigor mortis – your manager has to be made aware and involved in the decision for your non-attendance.

Your development in the company is an important aspect of your success and the company's success. Training plays an important part in supplementing your on-the-job training and experience.

If you have any questions or concerns still unanswered, be sure to discuss them with your manager or a member of the Personnel Department.

RAY GERWING
Personnel



Jenni Power became our receptionist in Perth last May. She's single and "on the lookout for a man with the looks of Robert Redford and a wallet like Rockefeller's."

The second search should be easy. Isn't the West just bulgin with millionaires?

Jenni rollerskates, swims and enjoys wining, dining and night clubs.

Familiar Face

One of the most familiar faces around Joseph St, who never forgets a name, is not an employe, although he has served HP Australia longer than most. He's cheerful **Jim McKenzie**, who started carrying for the company 13 years ago when it was located in Weir St, Glen Iris.

Jim's first truck was a Ford Transit, so he was on-side with John Warmington from the beginning. It wasn't until much later that he felt secure enough to switch to a Mazda but he admits the Ford served him faithfully. It had clocked 146,000 miles when traded in and he got top price.

"The chap wouldn't believe it had travelled so far. But then I washed it every week and kept the tyres painted. You have to look after your equipment," he offers.

Jim's work has been 'light carting', parcels he can carry himself up stairs and down lanes too tight for a truck. Equipment that needs manhandling is delivered by other contractors.

Nevertheless he has handled millions of dollars worth of freight with few losses. Once his truck was stolen in Preston and television receivers for another client vanished like fairy floss. Four HP parcels were opened "but the coots couldn't fathom what the stuff was for and they left it undamaged."

The theft led to **Danny Kovaks**, service technician, and **Bruce Marsh**, then service manager, offering the vast resources of HP to instal a burglar alarm. It lay doggo for a few days and then at 3 am a banshee wail issued from Jim's truck parked in his drive in Williamson's Rd, North Box Hill.

"Don't panic; don't put on a light; I'll get the gun and surprise them," Jim whispered with great aplomb to wife Lavinia.

"As I tippy-toed into the drive," Jim recalls, "the whole place lit up. It was like the telly when Fred Flintstone trips over the hose and says a few well-chosen expletives about his barked shin. Lights were coming on all up the street.

"What made it worse was that there were no burglars. One tyre had gone down and it threw the alarm out of kilter.

"Not long after that I pulled up in Bridge Rd, Richmond, to give a

police car a clear go. I heard a siren and saw a flashing blue light in the rear vision mirror. A good citizen does that sort of thing. But they pulled over and wanted to know about the noise coming from inside the truck. Back to the drawing board for Danny and Bruce. They must have used some space-age technology because there hasn't been a false alarm since. Or perhaps it isn't working; I'd better get it checked."

Jim is impressed by HP's growth. Back in Weir St days, the stationery store was the McKenzie garage. Lavinia also drove, doing most of the clearance of customs papers.

Jim's great passion is the Collingwood Football Club; he has no doubt that the doubters will be confounded in 1982 by a Magpie premiership.

Lavinia, daughters Catherine, Leanne, Susan and Jennifer (pretty rugged matriarchal rule out there in Box Hill North) and only son Michael all support Collingwood.

Jim has one heavy sorrow, however. Born into the true faith, Susan and Jennifer contracted mixed marriages. Susan's hubby, Brad, barracks for Carlton, and Jennifer's choice was Stephen, a Demon.

"Can't work it out; they're nice fellows in every other way. They had the good judgment to marry my daughters yet they support a bunch of footy no-hopers."

● For those not initiated into Australian Rules football, Collingwood has not won a premiership since 1958. The Demons are the Melbourne FC which has not been doing too well, either. Carlton was top Victorian Football League team this year.



Jim McKenzie . . . a good citizen

Profit Share – An HP Benefit

Hewlett-Packard recognises that the performance of each employe contributes to the overall profitability of the Company and, as such, believes that employes should share in the Company's success.

Consequently, at the end of each fiscal half-year, 12 per cent of the Company's pre-tax profits are distributed worldwide based on an employe's eligible earnings.

The profit share for the second half of FY81 was 8.32 per cent and this resulted in a cash payout in Australia of A\$258,439.35 to 336 eligible employes.

In New Zealand the cash payout was NZ\$25,291 to 39 eligible employes.

Overall, 82 per cent of Australasian employes participated in the cash profit share.

Our first objective is profit – "to achieve sufficient profit to finance our Company's growth and to provide the resources we need to achieve the other Corporate objectives."

We impact the Company's profitability and consequently the amount of profit share received. There are many ways we can contribute in keeping costs down. Simple things such as:

- Control personal expenses.
- Use the best and most cost-effective method of communication.
- Be aware of costs on long-distance telephone calls.
- Utilise resources more effectively.
- Time management.
- Utilise stationery effectively.

Profit is not something that can be put off until tomorrow; it must be achieved today. It means that myriad jobs be done correctly and effectively. The day-to-day performance of each individual adds to – or subtracts from – our profit.

Profit is the responsibility of all.

RUSSELL WARMINGTON
Personnel

The Ballad of Big John

By Jim Watson
District Manager, Analytical Group

Well, nobody knows where John came from,
He's just been around for so darn long,
He never said much, he was kind of shy
And if you spoke at all, you just said
Hi . . . to Big John.

Chorus: Big John, Big John, Big Bad John.

Like a father figure, he was always around,
And if you got too smart there was always the ground,
And sound advice he always had some,
Like "Straighten your tie," and "Put your name tag on."

Well, he ran this firm for thirty-odd years,
Through the good and the bad, the blood, sweat and tears,
And he ruled from the top with iron-clad laws,
And I guess that's why we called him "Jaws".

With an eye like a hawk on expense accounts,
That well-trained hand was eager to pounce,
And pity the guy who for comfort would seek,
To ring back home more than once a week.

Like the field engineer who was feeling the crunch,
So he claimed for laundry as well as a lunch;
John knew he was lying and he just wouldn't pay,
'Cause he'd worn the same shirt on the second day.

At Ops Council meetings, he was known to be frightening,
When your ears heard the thunder, your tail felt the lightning,
But when it came to cars, he was really the lord
Any color you like, as long as it's Ford (. . . and no options.)

Well, came the day he had to retire,
And they searched the world for a suitable hire,
And we advertised for a real good looker,
But they spelt it all wrong and we got David Booker.

Well, he grew HP to what it is today,
And I'm sure John would feel that's a hell of a way;
And as we move into the future, these things are certain . . .
The times will keep on changin', '02 will keep on re-arrangin',
And we will always remember that for many years,
At the top of HP Australia was a big, big man . . . BIG JOHN. ■



Bill Doolittle makes presentation to John Warmington

Joan Warmington shared esteem felt for John. Joy Wingard presents flowers at farewell function at Ringwood Civic Centre.



New NZ Status

New Zealand achieved full country status last month and Wayne Squires was appointed Managing Director.

Wayne joined HP as Auckland's FE in 1971 after being with the HP distributor as SE for three years. He moved to Wellington as Instrument FE and Sales Manager in 1976 and was appointed the ORDM in 1978.

His hobbies include yachting and restoring a 70-year-old house to its original state.

The need to go to full subsidiary status with fulltime general management became clear as the size of the New Zealand operation grew, Wayne said when he was appointed.

With 50 people in the two offices there was need for closer day-to-day control in decision making while planning for future growth.

"We need more space in Auckland and have to start planning to move to a new Wellington facility in three years' time," Wayne said.

"The change in New Zealand's relationship to HP Australia and our customers will not be too obvious internally. Although New Zealand moves from being a district to a subsidiary, the basic area concept does not change and we

still report into area management in Australia. However, we now become more responsible for our own decisions and results. Also these results are now more visible to HP generally.

"To our customers there are some significant changes. For the first time we have a resident managing director with the authority to make necessary decisions and provide a continuing high level of interface to the customers.

"In the past the challenge has been to develop New Zealand to a viable subsidiary from the sales and people point of view. With this achieved, our challenge now is to continue growth by achieving a greater visibility as a major supplier of computer products in the commercial and scientific markets, while maintaining our position of leading supplier of instrument and medical products."

Wayne said that to achieve this would require hiring the right people and developing them along with the excellent group New Zealand already had.

"The HP Way is developing here and we still have some distance to go before we can say we reflect it in all areas. The move to full subsidiary status will provide the opportunities for us to gain the necessary experience," he said. ■



Wayne Squires heads HP in NZ

THANK YOU to correspondents interstate and in New Zealand for a strong flow of copy for December Depth. Some items that could not be fitted will still be fresh for the next issue in February.

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