

# Value Champion Awards **July – September 2023**



# Star Group's values



Value

What this means

Guiding principles for staff



## Think Safe, Act Safe, Home Safe

Think Safe, Act Safe, Home Safe is the operating principle embedded in our culture and owned by everyone. We provide high-quality services without compromising health, safety, well-being, or the environment.

- / You have a safety mindset by keeping yourself and others safe
- / You cooperate and comply with all safe systems of work and instructions
- / You call out unsafe and harmful work practices and behaviours
- / You assess, understand and control hazards and risks



## Passion

We care about our work, people, and communities, backed by and building upon our 65-year heritage and strength. We are energised and quality-focused in approach.

- / You strive for excellence and inspire others
- / You never stop learning and improving
- / You care about our success
- / You celebrate the wins



## Creativity

Although we've been around a while, we encourage innovation and non-traditional solutions across our capabilities to continually improve results.

- / You're willing to question the norms to achieve better outcomes
- / You seek opportunities to develop new solutions and ideas
- / You let go of certainties and think expansively
- / You share your thinking and consider diverse perspectives



## Collaboration

We're great communicators and problem solvers, supporting long-term partnerships with our clients and other key stakeholders. We're multi-disciplined, but we operate as one team.

- / You build relationships with your peers and work together as one team
- / You work with and respect our clients and supply chain to accomplish great results
- / You listen intently, embrace different opinions and communicate clearly
- / You bring your experience and expertise to solve problems and help others succeed



## Trust

With high competency and a track record of success, we lean into complexity and challenge. We meet our commitments and won't stop until the job is done.

- / You overcome challenges and deliver on your commitments
- / You hold integrity and respect at the heart of your decisions
- / You hold yourself and others accountable
- / You're reliable and will be there for your team

# Reinforcing our **values**



We believe that culture comes to life through **behaviour**.







Our behaviours create a workplace culture that inspires and motivates our team to fulfil our purpose – **to power and connect communities and skylines.**

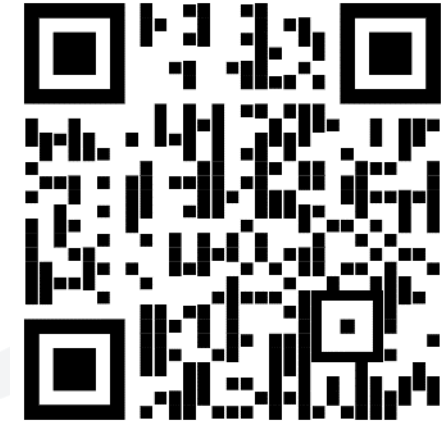


That's why we've made it our priority to **recognise and reward** employees who consistently **embody our values.**

# Value **Champion Awards**

## Recognition Program

-  Quarterly peer nominations
-  Recognising value role models
-  5 winners every quarter (one for each value)
-  \$500 gift voucher **plus** company merch of choice



**Scan here**  
to nominate  
a team member

# Announcing our winners and nominees...

# Think Safe, Act Safe, Home Safe Winner & Nominees



## THINK SAFE, ACT SAFE, HOME SAFE CHAMPION

**Kevin Burns, Site Foreman, ACT**

**Kevin has won the Think Safe, Act Safe, Home Safe award for recognising a colleague going through a difficult period and taking proactive steps both in and outside the workplace to support their mental well-being. This initiative from Kevin aligns with our Think Safe, Act Safe, Home Safe motto and guiding principle of “you have a safety mindset by keeping yourself and others safe.”**

## OTHER NOMINATED EMPLOYEES

Bob Bubevski	Foreman	Rozelle MOC2	E&I (Sydney)
Colin Kelly	Electrician	Canberra	ACT Branch
Tane Dobbie	Tradesman	Waterloo Station	E&I (Sydney)
Nathan Hansen	Electrician	Nepean Hospital	Construction

# Passion Winner & Nominees



## PASSION CHAMPION

**Sally Windeyer, Accounts Payable Officer, Finance**

**Sally has won the Passion award for consistently displaying true professionalism and dedication to maintain a high quality of work within the Accounts team; even with the prolonged increase of pressure due to personnel changes, she has consistently delivered great customer service and worked effectively with all stakeholders. Sally's work ethic aligns with our Passion value and guiding principle of "you care about our success."**

## OTHER NOMINATED EMPLOYEES

Ryan Davey	Head of People, Culture & Communications	Head Office	People, Culture & Communications
Ryan Davey	Head of People, Culture & Communications	Head Office	People, Culture & Communications
Anthony Puglisi	City Service Project Manager	City Service	Service
Jake Pavlicevic	City Service Project Manager	City Service	Service
Renee Schembri	Payroll Manager	Head Office	Finance
Carly Tomison	Project Coordinator	Head Office	Elect Energy
Anneliza Alverne	Marketing & Communications Coordinator	Head Office	People, Culture & Communications
Joseph Grasso	Manager	Head Office	Audio Visual
Kieran O Connor	ICN Project lead	Head Office	CATS
Lindsay Stevens	AV Technician	Sydney	Audio Visual

# Creativity Winner & Nominees

## CREATIVITY CHAMPION

**Leigh Martin, Senior Project Manager, Construction**

Leigh has won the Creativity award for developing the idea of manufacturing our own 'cotton reel' structural steel mounting post which supports both the ULED and Phantom Examination Lights installed in our hospital projects. Leigh collaborated with our manufacturing team to develop a sample, which has since been fully certified as a seismic rated product ready for installation. The development of our own cotton reel has resulted in cost savings for Star Group on the John Hunter Health & Innovation Precinct Project and will be utilised on all future hospital projects where possible. This initiative from Leigh aligns with our creativity value and guiding principle of "you seek opportunities to develop new solutions and ideas."

## OTHER NOMINATED EMPLOYEES

Hayden Cossart	Apprentice	Waterloo Station	E&I (Sydney)
Anneliza Alverne	Marketing and Comms Coordinator	Head Office	People, Culture & Communications
Nicole Kolbe	Executive Assistant	Head Office	Executive Team
Jiakai kai	Programmer	Sydney	02-70 - Audio Visual



# Collaboration Winner & Nominees



## COLLABORATION CHAMPION

### Ethan Bourke, Apprentice, Construction

Ethan has won the Collaboration award for successfully working with our clients to design and build the temporary power for the jump form on Tower B at One Circular Quay. By liaising closely with both Lendlease and ASCA, Ethan has been able to come up with a lighting design that all parties agreed was best due to the careful consideration Ethan has placed on the hazards and risks associated with each task. Ethan also actively contributes to ensuring Star Group has a great relationship with other trades and Lendlease. This initiative from Ethan aligns with our Collaboration value and guiding principle of “you work with and respect our clients and supply chain to accomplish great results.”

## OTHER NOMINATED EMPLOYEES

Lily Ekawati	Preventative Maintenance Coordinator	Head Office	Service
Greg Martin	Warehouse Supervisor	Head Office	SE Distribution
Liam Whiteman	Estimator	Head Office	Estimating
Josh Cosgrove	Estimator	Head Office	Estimating
Adis Murselovic	Senior Service Technician	NSW Parliament	City Service Branch
Philip Abraham	Estimator	ACT	ACT Branch
Cassie Loughin	Project Administrator	Central Coast	Northern Region
Gary Harrison	Project Manager	ACT	ACT Branch
Leigh Martin	Senior Project Manager	Head Office	Construction

# Trust Winner & Nominees



## TRUST CHAMPION

**Josephine Georgiou, Project Administrator, CATS/ People, Culture & Communications**

Josephine has won the Trust award for being able to deliver every task given to her at a high quality and for committing to each of her daily tasks until completion, even when it requires her to arrive earlier to work and stay back. Josephine is also very proactive in her work environment; when she notices something needs to be done, she will start organising without needing to be told what to do. An example of this is a new starter within our department who needed a desk; without being instructed, Josephine organised a swap with another team member to a new location and cleaned both locations as well as the whole area of the mess that did not belong to her department. Josephine's work ethic aligns with our Trust value and guiding principle: "you're reliable and will be there for your team."

## OTHER NOMINATED EMPLOYEES

Caitlin Walsh	Project Admin	Head Office	Construction
Doug Lambert	Storeman	Waterloo Station	E&I (Sydney)