



Spring 2015

Hello and welcome to our Spring 2015 Newsletter.

The problem with a clear and compelling Vision, launched in a blaze of glory by the Princess Royal, that you've given yourself just three years to deliver, is that it drives changes and change is stressful.

Whether it's holding yourself and others to account for delivering a stretching set of numbers, becoming "everyone's favourite company to work with" or ensuring that your efficiency and professionalism proves to be your catalyst for 'Significant Growth', there is a team and a new process being implemented behind this to make it happen. It certainly won't just happen on its own and it won't just happen without some form of change.

Implementing change and a new vision in a £40m business is challenging, stressful and requires a real determination from its leaders as well as engagement and commitment from its employees. I am therefore delighted with the results of our first ever company wide staff survey, (see below) the results have given me a real boost, we now have a clear mandate to make the quantum leap required to achieve our 2017 Vision.

The next survey will ask how our clients think we are doing, and the one after that will canvas our suppliers. In the background we have over 50 separate projects running, all focused on delivering on our Vision whilst at the same time ensuring that we deliver on our promise of 'Inspiring a new generation in construction'.



Thank you for your continued support.

Best Regards



Steve Gelder MBE
Chief Executive Officer



Cromford Mills begins its new life with help from Major Contracts

Our Major Contracts Division is delighted to have been awarded a £1.5m regeneration project to bring back to life Cromford Mill, the first ever water powered cotton spinning mill.

Developed by Richard Arkwright in 1771 it was quickly copied by Mills in Lancashire, Germany and the United States and now forms the centre piece to the Derwent Valley Mills. Works on this 22 week project are programmed to complete in September 2015.

The project, on the Grade 1 listed building located at the Derbyshire World Heritage site, is the first of four phases that will reinvigorate the mill that has remained unused since the 1970s.

On the project Major Contracts Director, Kevin Manterfield, comments "This project is unique and challenging and one that both my team and I are proud to undertake".

Pictured: Cromford Mill



Results of the First Ever Group Survey

The 7th May not only saw the country vote in a new government but it was also the day when the results of our first ever Group wide staff survey were revealed. Compiled by an independent company, 82% of employees completed the survey and we are absolutely delighted with both the uptake and the results.

Statistics were broken down in to four categories. Strongly disagree, disagree, agree and strongly agree with a further optional opportunity to submit comments regarding suggestions/improvements that the senior management team is currently working on to make improvements.

The Gelder Group has an enviable reputation for both staff engagement and the quality of its workmanship and this shone through in the survey with 96% of employees declaring that they know what was expected of them, 91% having the opportunity to do what they do best whilst at work and 89% agreeing or strongly agreeing to the statement "You feel proud to tell people where you work".

On the survey the senior management team member responsible for the survey, Rob Cavill, comments "It is clear from the results that we have a very committed workforce, however there are areas for improvement which we will work on, but undoubtedly the survey results have given us a mandate to continue with the changes required to deliver our 2017 Vision".

For copies of the survey visit www.gelder.co.uk/staffsurvey

Gelder Group and Derbyshire County Council Work in Partnership



Gelder Group's Maintenance Department have secured a contract with Derbyshire County Council to supply, deliver and commission modular accommodation with associated groundworks, foundations and services for the Holbrook Centre for Autism. The £1.4 million project will take 22 weeks to complete and is due for completion in October of this year. On the contract Construction Director Dave Gladwin comments "We were delighted to be awarded this contract and look forward to working closely with Derbyshire County Council to successfully deliver the project".

Gelder Group Head Office to Welcome 250,000 New Residents

The Environmental Park at Gelder Group's Head office has long been home to many animals, birds and fish but nothing on the scale of its newest residents, 250,000 European Dark Bees. The partnership between Gelder Group and Lincolnshire Beekeepers Association will see the association using the on-site bees to train the next generation of beekeepers in exchange for a regular supply of honey which the staff have nicknamed 'Gelder Gold'. Come 2016 we hope to be providing visitors to our Head Office complex with the opportunity to purchase "Gelder Gold" honey, 100% of the proceeds of which will go to charity.



Appointments



Wayne Syson has joined the company as a Quantity Surveyor within the Major Contracts Department. Wayne has spent the previous seven years working for Mouchel as a Quantity Surveyor on schemes ranging in value from £250k to £3million. On joining the Group Wayne Comments "I am very excited to have

crossed the fence from a Consultant role into a Contractor role and to be embarking upon a new challenge with Gelder Group".



James Roberts who joins the Design Team previously worked at Vale Garden Houses and Stem Architects working on some prestigious projects within Lincoln, including the Harbourmasters Wagamama Restaurant on the Brayford and the University's Engine Shed.



David Hopkins has joined the company as a Trainee Management Accountant. He has a first class degree in Accountancy and Finance from Lincoln University and has prior experience working with companies ranging from Siemens to Starglaze. He is currently studying for his CIMA qualification and is looking forward to the variety and challenges ahead in his new role.

Diary Dates

Gelder Camp 12th, 13th, 14th June 2015

LoveDIY

Need some garden sheers? A tin of paint? Or a birthday present for uncle Jim? Give LoveDIY a try. Born out of our stores, the site is now home to 43,000 competitively priced products all delivered to your door within 48 hours of order.

www.lovediy.co.uk



The heart of home improvements

Dewpoint Courses

2015 is seeing record numbers of bookings being taken for Dewpoint courses with over 900 insurance professionals having now completed training in water, fire and mould remediation and restoration.



Dewpoint provides the only independent examination board (City & Guilds) backed training of its type in the UK and is fast becoming the No1 choice for insurers, loss adjusters and industry professionals when it comes to training, auditing and consultancy. To book a place on one of our forthcoming courses contact Natalie Potter on 01427 788 837 or by email natalie@dewpointprofessional.co.uk.

Spaces still available on the following courses:

Professional Water Damage Restoration

One Day : (Claims Handlers) 22nd July

Three Day: (Loss Adjusters, Practitioners) 9th-11th June, 14th-16th July, 11th-13th August

Fire Damage Restoration

Two Day: (Loss Adjusters, Practitioners) 16th-17th June, 26th-27th August