



Hello & welcome to our '2020' newsletter

June 2018 will see the Gelder Group complete 30 years in business, an achievement of which we are all obviously very proud but not something to dwell on. Personally I'm more of a 'look at what we are going to achieve' person than one for looking backwards so I'm delighted that we are now up and running with Vision 2020.

New branding is appearing around the offices, we have begun the process of doubling our apprentice intake, further strengthening our 'Community' credentials and are back active in the housing market under the banner of Gelder Living.

There is a good 'buzz' around the offices at present. Vision

2020 was put together by several dozen employees from different areas of the Group. It's being coordinated by Finance Director Arran Fullwood and I'm looking forward to supporting the team leaders and to seeing it come to fruition.

I hope that your year, despite a winter that seemed to last forever, has got off to a good start and that you are enjoying 2018.

Keep well & best regards



Steve Gelder MBE
Chief Executive Officer



Creating a Vision

Arran Fullwood, Finance Director

Our Vision 2017 was such a success that to top or even equal that with a new more challenging Vision was always going to be a mammoth task but in September 2017 we put together a team of people from around the business, at varying levels of the Group, to work with Human Alchemy to begin the process of creating this new Vision.

Through the course of several away days and over six months the teams emerged with 4 strong aims of where they believed the company should be come the end of 2020, we've appointed four team leaders from around the business to guide us there. The themes are:

We are.....

- The Company to work for
- Embracing Smart Technology
- Building Strong Communities
- Enterprising in our approach to new development opportunities

It's now my job to work with the Vision 2020 team leaders & coordinate the various work-streams to ensure we not only achieve our targets but that we get everyone involved right down to the very fingertips of the organisation.



Kate Brown, Office Manager

The Company to Work for

With a current workforce of over 300 staff we want to not only train and develop new talent through apprenticeships and internships but we want our staff to have a long and fulfilling career with the Gelder Group that helps them to develop and reach their full potential. This part of the Vision will really help us focus on doing that and providing a real culture

where we embrace the idea that 'Our talented people make us what we are, and our friendly and supportive culture encourages them to excel'. Initiatives already in place include free fruit for all staff, WIFI in communal areas, a personalised birthday card from CEO Steve Gelder with a large bar of chocolate and the creation of coffee stations and a 'Go' mug for every trade to make a hot drink before leaving for site.

Embracing Smart Technology



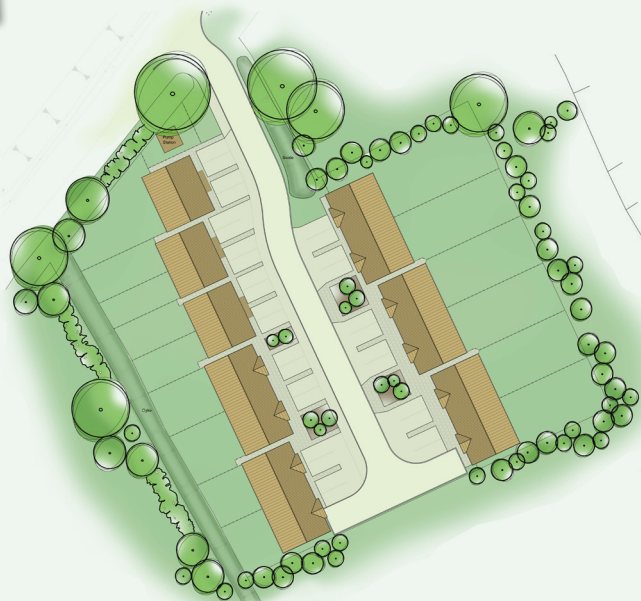
Joe Kendal, Surveyor

The technological investment we made into the Gelder Group over the last 3 years has shown the greatest reward to the company in terms of the customer's experience, efficiency and financial savings. The aim now is to develop on that investment and to integrate a completely responsive client led system that will 'revolutionise the customer's experience' across the whole group.

Enterprising in our Approach to New Development Opportunities



Jon Cook, Design manager



Proposed Site Plan, incorporating Roof Plan (11/2018)

Our new developments are certainly off to a flying start, within six hours of Vision 2020 being launched planning was granted for 16 properties in Kirton in Lindsey. This project,

and many others which we are currently working on will see the group returning to the housing market with a splash over the next 3 years under the banner of 'Gelder living'.



Building Strong Communities

Iain Cameron, Senior Estimator

Gelder Group has always had a strong tradition of working with local schools and charity fundraising and while we will continue this, we also wanted to utilise the wealth of construction experience within the group and share our knowledge and resources with the local communities we work in. One of the recent contributions we made to the community was the donation of leftover building materials to fit-out a sports storage unit to a local school.



Another New Apprentice



Devi Caampued joins us as an Apprentice Architectural Design Assistant with our Design Department. Devi (20) will work within the Design Department and continue her HNC in Construction at Lincoln College. On her new role Devi commented: "I knew I wanted to do something in construction from being at school, but I wasn't sure what, this job is perfect for me and will hopefully take me one step closer to becoming an Architect in the future".

Save the date
20th - 21st June

Lincolnshire Show
Come and see us
on **Fifth Avenue**

