

It is pertinent that he involved Invest Australia from the outset, as well as AusIndustry, visiting and briefing Adelaide Boon and others in London, and representatives in Washington and Detroit as well as providing regular briefs and updates.

At the other end of the scale he interacts and communicates with communities and unions working through complex and emotive issues such as asbestos, changes to legislation and regulations and other required regulatory themes.

He has brought together the alliances that Pacific Magnesium holds between the Joint Israeli and Russian Laboratory for Energy Research at Beer Sheba University Israel, German manufacturing interests and the University of New South Wales, creating a concept for R&D and future ventures that have capitalised on our work of the past and our future.

Kevin has represented Pacific Magnesium in written submission and personally before parliamentary forums at state and federal level. I am aware that he also been invited in his own right to present on issues and once was interviewed in our offices by the ABC 7.30 report on telecommunications reform.

## JUDGEMENT

His judgement on resource, time and costs is very good and though he has a background in billion dollar large industry he is aware of the constraints of a small business. He is particularly adept at reading politics, competition and reaction moving to counter forces that might obstruct. He learns from experience and takes advice well, and does not dwell too much on barriers and mistakes.

## RESEARCH AND ANALYSIS

Kevin's background in energy was our initial attraction but then I discovered his exceptional ability to cover topics and other disciplines with consummate ease. He built a search engine to carry out the research and analysis required to write reports, prepare submissions and to target opportunity. At the same time he undertook a research degree at Melbourne. Kevin converted his research to 'interest' enabling him to cold call and get into the places where we had to seek our interest, alliances and ventures.

Kevin can analyse costs, rates of return on investment, business plans, tenders and anything associated with large-scale investments.

## PROBLEM SOLVING

We are a small company and face great hurdles and we are by no means at the end of our tasks. Due to prevailing conditions in Australia I must now pursue the R&D and funding off shore taking our alliances into Israel and for this reason Kevin cannot continue with us.

Having said that, Kevin approached the issue of smallness with a clear mind and well honed skills. He solved for us the problem of being heard in a noisy world and did it quite spectacularly. He countered competitive forces, barriers and opposition at all levels and from all quarters competing, often against organisations of far superior resource and size. He is adept and agile in this skill. He seeks compromise as needed and always does his homework.

## PLANNING

The tasks Kevin undertook for us were global in nature in that we covered infrastructure, research, science and manufacturing at the cutting edge of light metals developments. Kevin mapped the strategy and documented it for approval and regularly reported, in writing, progress and new directions required.

He worked unsupervised and often quite remotely literally using technology as his office.