

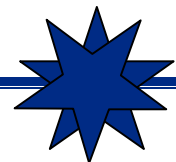


## 2010 Rising Stars Award



<b>Business Name:</b>	Building Solutions (Aust) Pty Ltd
<b>Address:</b>	1/725 Marshall Rd, Malaga WA 6090
<b>CEO / MD Name:</b>	David Guille / Marcus Kotsoglo
<b>CEO / MD Title:</b>	Executive Chairman / Managing Director
<b>Industry:</b>	Commercial Construction Builders & Property Developers
<b>Date founded:</b>	1st January 2005
<b>Website URL:</b>	<a href="http://www.buildingsolutions.net.au">www.buildingsolutions.net.au</a>
<b>Applicant Name:</b>	David Guille
<b>Position:</b>	Executive Chairman
<b>Office Phone:</b>	08 9209 2289`
<b>Mobile:</b>	041 931 2777
<b>Email:</b>	<a href="mailto:david@buildingsolutions.net.au">david@buildingsolutions.net.au</a>

# Building Solutions



## Part 2 The Facts & Figures

### Staffing information:

	2005/06 Actual	2006/07 Actual	2007/08 Actual	2008/09 Actual	2009/10 Budget
Number of Staff/ FTEs	5	7	11	14	20

## Part 3 Who are you?

Growth

## Part 4 The Growth Story

“Who’s with me?” asked David Guille late December 2004. David had been a Chartered Accountant in practice for over 15 years and knew that it was time to make his dream to build a successful construction enterprise a reality. Marcus Kotsoglo, an experienced Construction Manager in the industry, replied “I’m with you”.

Since that moment, David and Marcus have drawn on their reputation, experience and hard work ethic to develop and grow their commercial construction company, Building Solutions (Aust) Pty Ltd. Building Solutions has sustained significant growth from its inception throughout times of “global financial crisis”, in a hard-hit industry, to be recently presented by the Master Builders Association with the prestigious John Roberts Award as the Best New Commercial Builder in WA for 2009.

Building Solutions offers a complete building and construction service including:

- Co-ordination of a full design service;
- Management of all Approvals;
- Projects in industrial, commercial, government, health and mixed-use residential construction;
- Extensive fit-outs of both new and existing premises; and
- Co-ordination of feasible developments and investments.



Our reputation has been cultivated on the premise of completing unique and demanding projects to a high quality standard within strict timeframes. Our growing repertoire of customer testimonials is proof of this statement.

We have grown our Building Solutions family from its humble beginnings in 2005, where 2 hopeful directors had no experience in driving a business in this industry, no affiliations to established builders, no clients or regular sources of income, no management team and no sub-contractors to currently employing 20 full-time employees directly and indirectly over 150 sub-contractors and suppliers. The sustained growth of the business would not be possible without the hard work and positive mind set of our dedicated team, who are thanked for their support and work ethic at regular “fun days”, to have a laugh, exhale and celebrate what we have achieved.



Building Solutions aspires every day to be a rising star. We focus every day on learning, enjoying our commitment to action and being rewarded for our efforts to the team. In short, because we have been exceptionally good at this task and have worked hard to achieve it, then the growth, profitably and Awards have been there to greet us.

## Part 5 How do you view the cornerstones of growth?

### 5a Strategy

The Directors of Building Solutions have developed a five-year, a two-year and a 1 year strategic plan that are reviewed at least annually or updated as necessary depending on market conditions. A 90 day action plan, based on these strategic imperatives, is used to enable implementation and tasks are assigned to key personnel.

The “valuable formula” of Building Solutions, derived from the strategic plan, is one of our key strategies - Flexibility for Opportunity. Building Solutions actively employs and retains experienced, flexible and qualified personnel and sub-contractors that have the in-built capability to manage different profitable project opportunities that arise under different market conditions to reduce risk. In short, our highly skilled team regularly punches above its weight when compared to larger well-established building companies.

During the boom period, Building Solutions was able to profitably construct a variety of projects including an MBA award winning winery, showroom/warehouse facilities through to a 3-storey mixed-use commercial project.

Following the Global Financial Crisis, we are currently able to profitably build libraries and covered assemblies for 8 primary schools under the government’s “Building the Education Revolution” program. At the start of 2009 year Building Solutions were not registered to complete government projects, yet within four months of deciding to undertake this work, we started construction work on the BER program and are now the first Builder to complete a school for the government in the Canning district.

The strategic plan has enabled the Directors and their teams to react quickly to changing market conditions and therefore continue to build its reputation on solutions.



Best Strategy: Flexibility for opportunity

Worst Strategy: Endeavoring to accommodate every customer’s request, even though this decision reduces the bottom line profit

## 5b Capability

Building Solutions has moved beyond commercialisation and is now focused on structure and the development of effective and efficient systems and processes to enable our next phase of growth.

Processes/Systems:

- **Budgeting:** In-depth financial budgeting and reporting systems have enabled us to calculate at any point in time what projected profit remains on a project, our current financial position and when construction slots are available from a financial and supervision perspective;
- **Safety:** A safety management plan has been created using an external consultant and has been in operation for the last three years;
- **Two-way Communication:** Being open and honest internally and externally. Establishment of a regular feedback mechanism for supervisors to report on the progress of each project.
- **Employee Training and Handover:** A wide ranging in-depth policy manual has been created to assist with employee changes and strengthen our corporate culture.
- **Feedback:** We have established a regular reporting system for supervisors to accurately assess the status of each project and make necessary changes to ensure profitability and timeliness remain.

Infrastructure

- **Expand corporate headquarters:** will provide much need space to enable us to employ further staff and for a growing list of equipment.
- **Networked computer system:** provides a base for expansion to include external access by onsite supervisors.

People

- **Training:** formal team and individual training programs are implemented and reviewed regularly to increase the skill set of our people
- **Client Quality:** Establishing more long-term relationships with vested parties including clients and architects
- **Performance Incentives:** Individuals remuneration will be linked with specific job profitability and performance targets.



Best Strategy: Employment of qualified and experienced personnel in senior management positions

Worst Strategy: Taking on low-margin projects below the capability of the team

## Part 5c commitment

Building Solutions is aware that “good” growth drives value creation and not all growth creates value. Building Solutions are very mindful of this especially when looking at the type of client and project we take on. Nothing is more focused in our thoughts than the mission we created which is;

“Source suitable construction projects from clients and/or undertake development projects for our shareholders. Provide innovative and quality workmanship to a standard that will satisfy the end user. Complete work safely within budget and time constraints and to conduct business in a professional and ethical manner whilst forming new relationships with vested parties over many years of operation.”

The mission has relevant strategic goals attached to it with important KPI’s to measure our performance. All of which is reviewed by an external mentor group on a yearly basis, displaying our commitment and dedication to the growth of the company.

The Directors believe that growth flows from the top and if they continue to provide strong leadership, effective communication and employ ideas to motivate employees, they will continue to derive success and growth. As the opportunity arises they will continue to employ people with the “right stuff”, as part of a scaleable organisational structure, even if future workloads are not readily known. This strategy shows true core belief and commitment to future growth.

The construction industry is unique when considering commitment in that it constantly requires the team to be committed to action if a project is to be completed on time. Added to this is the commitment of the Directors to protect their excellent individual reputations that have been built up over the last 20 years.

This commitment from the team has lead to exceptional growth, gained the attention in only a short period of time of the many stakeholders in the Perth property development industry, and enabled the company to confidently enter the 2010 Rising Star Awards.

Best Strategy:                    Implementing a scalable organizational structure

Worst Strategy:                Placing greater demands on employees to perform without adequate rest and opportunity to celebrate our achievements