

THE CEO WOULD NOT APPOINT ME - I WAS MUCH TOO QUALIFIED

The above is a common gripe with HR professionals that have a string of degrees and plenty of evidence that they understand their role and responsibilities.

It is not unusual and not uncommon for a CEO to decide on balance that a candidate is much too qualified for the role or vacancy. Such a decision can come after reference checks have been completed and the candidate is seen as a highly probable appointee.

But the boss does not decide in favour of what would normally be a straightforward decision. If you dig deeper you will find that there are two or three reasons that are the more worrisome rationale behind the lack of logic.

The CEO is not really a top shelf CEO and is only half a crown. He or she wants to protect his or her role from an invader getting much too close.

The second reason is that the CEO is not wanting the risk of appointing a high flier that would soon be up and away to an even better job and the CEO is then back in the same situation of having a vacancy to fill.

Then of course the other reason why is that one of the candidates had attributes / assets that the other/s did not have in terms of presentation and demeanor.



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John 1:12-13. But as many as received Him, to them He gave the right to become children of God, to those who believe in His name: who were born, not of blood, nor of the will of the flesh, nor of the will of man, but of God.

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BUSINESS SUSTAINABILITY - OUR CLIENTS ARE SURVIVORS

For more than 25 years we have proclaimed that being a client of Summit Systems Ltd and adopting proper compliance systems for legal purposes is not only a good idea, it improves the survivability of a company by almost 100%.

The normal survival rate for NZ businesses is not flattering and our standard drop out rate is understood to be about 9.37% per annum. This means that the average business will have more than 90% chance of failure over 10 years.

Contrary to the NZ norm, our clients have a tremendous advantage. As part of a large exercise to go back to 20 year old lists of old clients to see if we can track the ones stolen by a corrupt manager who no longer works for us – we found that only 100 businesses have dropped off out of combined lists in this case extending to almost 900 company names.

This means that in our case the drop out rate or loss factor is about one tenth of the normal rate of 93% over ten years. This is wonderful news for us and we are extremely pleased to report the survivability rate to our clients.



AVOID PROSECUTIONS FOR REAL - GO FOR 99.9999% SUCCESS

We are raising the bar yet again. For 25 years we have made claims that our injury prevention training courses and other things we do (there is a long list of them) are not only effective but actually work and stop 99% of potential prosecutions.

Since we have helped 35,000 sites over nearly 30 years we can claim some statistical accuracy and relevance. If we claimed a goal of 99% of them being kept free from prosecution then this would leave 350 sites that did not escape. If however in fact we only ended up with only 4 that we know of plus one that was silly enough to try to defend himself we can say that 5 out of 35,000 is 99.99 %.

We are however telling you that this target is now being reviewed and now that we have had decades of experience in the field we actually know what will work and what will look good. So that you know what the competition is all about you need to do some serious research to find out what their success rate actually is.

You will find that one is maybe secure and has ten things that it advocates for and we assure you that not one of the ten things will work in our expert opinion, sorry.

There is another which is slightly more safe or so it says. Our Barrister tells us that they are guaranteed to fail in court the moment they present their wonderful tick box systems that look good with lots of top quality comic book presentation.

There is yet another competitor that tells all of the workers that they are the hazard. (It is against the law to try and pass the buck but they sure try hard). We can tell you that this company is now doing one of the three things that will stop prosecutions but only with a small number of sites that are prepared to pay serious fees for extra research and compilation work.

In a nutshell. There are only three things needed to stop 99.99999 of prosecutions and we happen to know what will work and what is useless. 90% of sites are full of tricks and will fail to prevent the potential prosecution. To give you a fair go and a chance to prove that you are diligent and serious about this matter please do this quick test to see if you can pick the right answers (if there are any in the list).

- a) Appoint a safety committee so that all workers get involved
- b) Offer a significant prize for the best safety suggestions for the year
- c) Train all of the workers and have plenty of NZQA courses
- d) Appoint a manager and make him or her responsible for a safe workplace
- e) Identify all of your hazards and there are many of them to find
- f) Get AED machine that will revive a person and get the heart beating again
- g) Ring OSH or Worksafe and ask them to visit and check out everything
- h) Get the latest APP that will do everything and tell workers what to do
- i) Get the latest cloud system that is so clever that it can actually talk to you
- j) Have a prize for the department that has the most improvements
- k) Get a consultant to make a long report on what to do
- l) Get three of your managers to search www and find ideas.
- m) Get an engineering report and convert some job functions to automation.
- n) Convert all of the workers to independent contractors or free lance roles.

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- o) Make a fancy folder that is full of wonderful formats.
- p) Reengineer the risky jobs to remove or control serious risks
- q) Contract out of the things that could cause accidents or problems
- r) Close down part or restructure the business to reduce risks
- s) Use employment agencies to take over the employment role
- t) Talk with the Accountant and set up subsidiary for employment only

SO WHAT WILL ACTUALLY WORK IN THE REAL WORLD?

Well Stirling Moss did you go fast enough?. Unfortunately there were no right answers in the list of 20 things that you have just checked out. The list was compiled as a smoke screen for those who like to play games or look good.

Now for the matter of fairness, let us reflect on what is advocated by competitors. Some of their recommendations look good and obviously appeal to thousands of sites as otherwise they would not achieve any market penetration. Yes it is a good idea to train workers and yes it is a good idea to find and document hazards and yes it is a good idea to have formal procedures. All of that looks good.

Unfortunately it will look good but will not work. So firstly we must find out what will work vs what is a complete waste of time, waste of effort and waste of money.

INJURY PREVENTION METHODOLOGY

There is a useful methodology called injury prevention and this does work and if introduced in a thorough manner and all of the goals and subsidiary objectives and targets are in place it will remove the risk of serious accidents by 99% and that in turn will actually reduce the risk of accidents by the same degree approximately.

RESTRUCTURING OR ABDICATE METHODOLOGY

Yes this can be made to work and some clients have effectively sequestered their employees into a shell company and the shell company has been designed to go into liquidation the moment there is a big fine. Some of the other lesser options are included in the list of twenty items above.

LEGAL DEFENCE METHODOLOGY

This method is little known and certainly not known by the legal profession. They do not know what practice or compliance performance will actually work with reliability. Under the legal defence methodology there are only three things that will work to the degree that we can be sure of success. You can contact our head office for full details or wait for our next newsletter for further information that is of extreme value for all NZ employers.

