

MINE PROJECT FEASIBILITY

25 - 27 September 2012, Stamford Plaza, Brisbane



Conference Presentation

Dealing with skills shortages and finding the right staff for you project

Thursday 27th September 2012: 9.45am

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Presentation Summary

- Sourcing and finding the right skill set – what to look for in a contractor and an internal project staff
- Dealing with cost pressures associated with skill shortages
- Creating improved field work cultures – overcoming the skills and experience hurdles
- Employing the right people who can understand input data and capture the right information in your feasibility studies



Sourcing and finding the right skill set – what to look for in a contractor and an internal project staff

- Why outsource?
- What will outsourcing look like
- What are the consequences
- Contract and relationship strategy



Sourcing and finding the right skill set – what to look for in a contractor and an internal project staff

- Transaction cost minimisation
- Capabilities – core business
- Opportunism from outsourcing
- Competitive advantage



Sourcing and finding the right skill set – what to look for in a contractor and an internal project staff

- Cost
- Scope
- Independent expert
- Competency
- Negotiation
- Focus

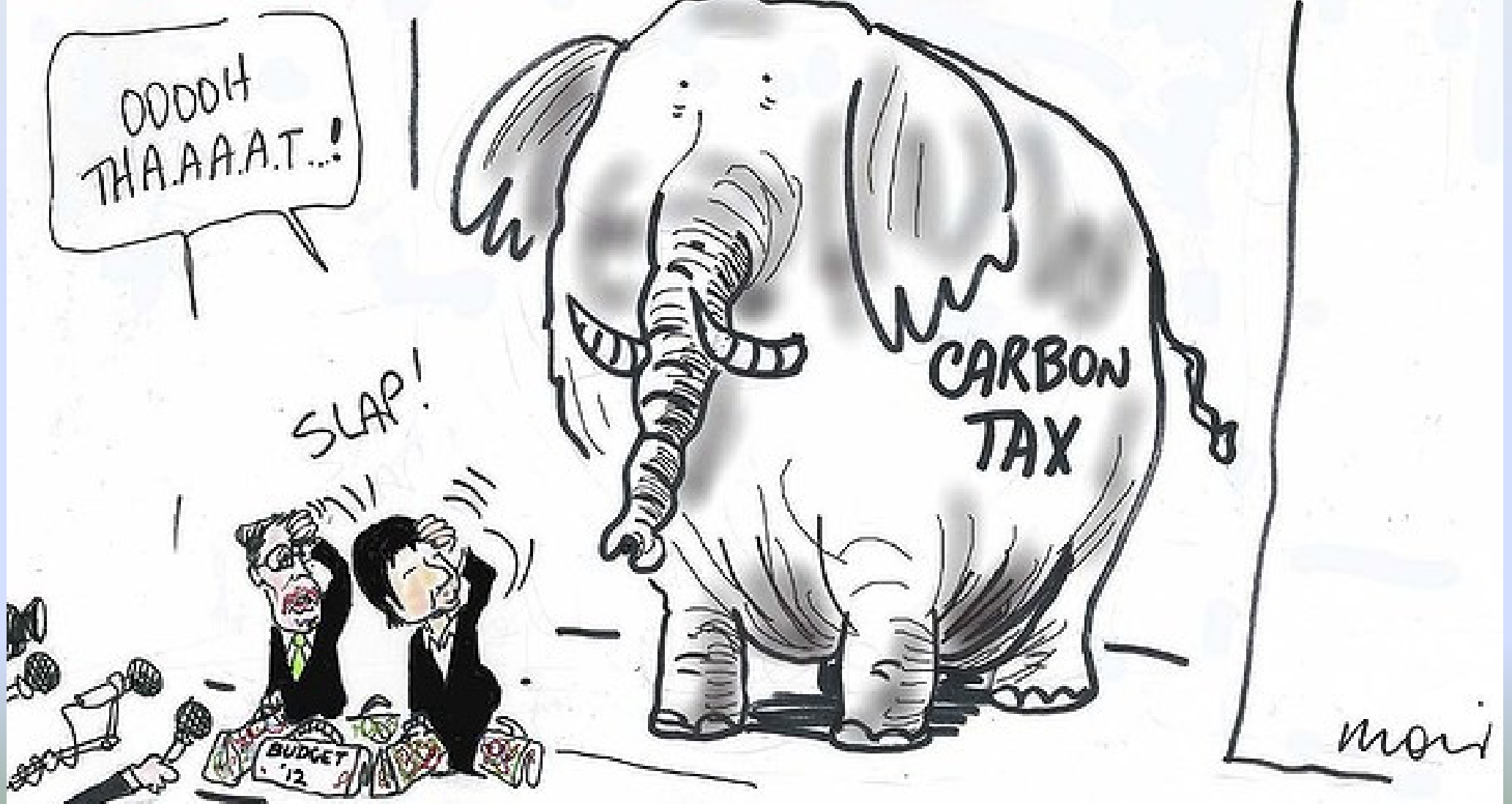


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What elephant?

THE CARPETBAGGERS...



Dealing with cost pressures associated with skill shortages

- Wage increases
- Non monetary benefits
- Overtime
- Motivation/ attitude
- Quality employer
- Training
- Conditions



Dealing with cost pressures associated with skill shortages

- Less value adding
- Lower production vs sales
- Higher business risk
- Less innovation
- Closure



Dealing with cost pressures associated with skill shortages

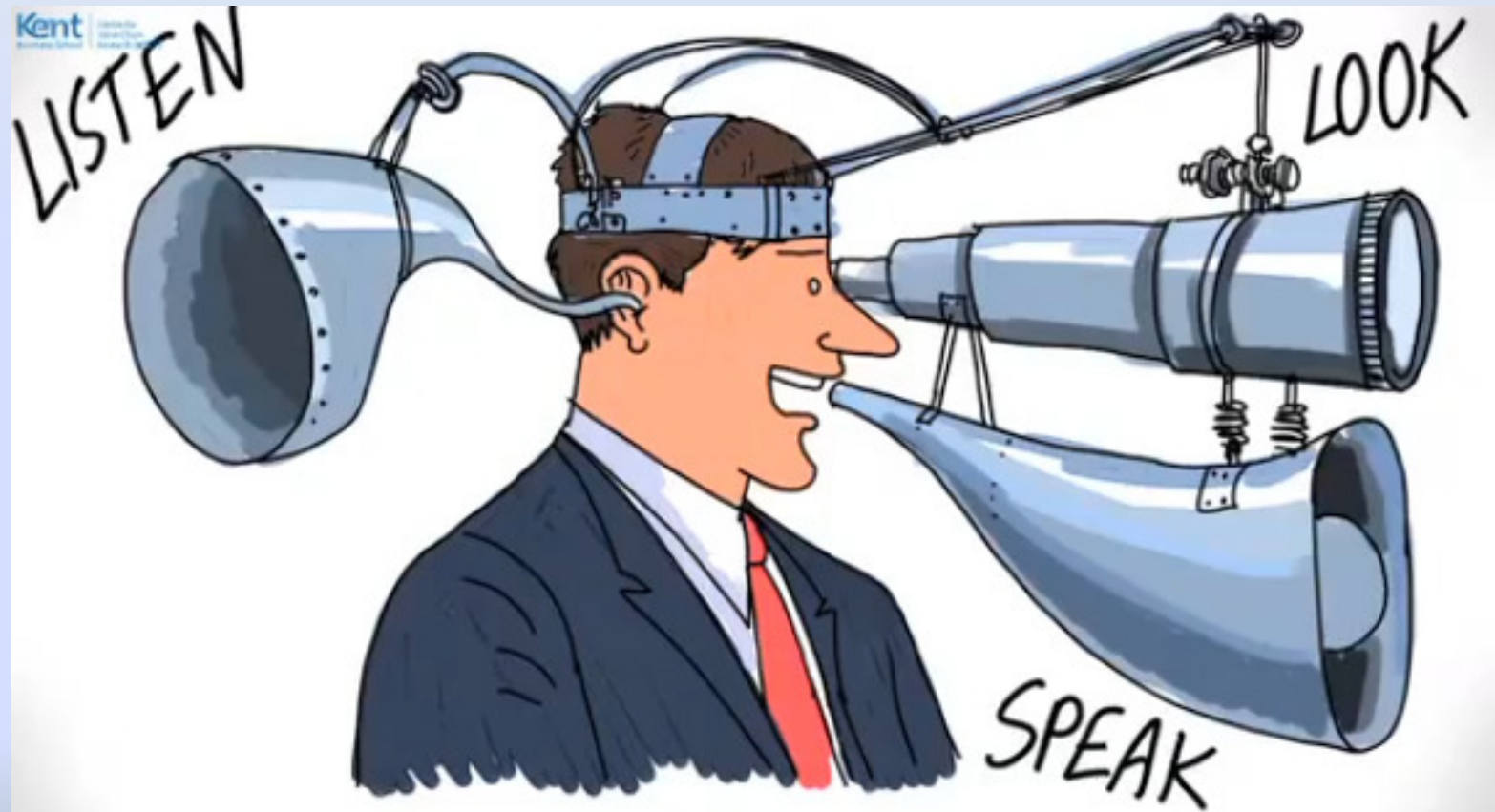
- Will the skills shortage persist?
- Influence on business
- Supply squeeze vs demand pull – commodity prices



Creating improved field work cultures – overcoming the skills and experience hurdles

- Behaviours

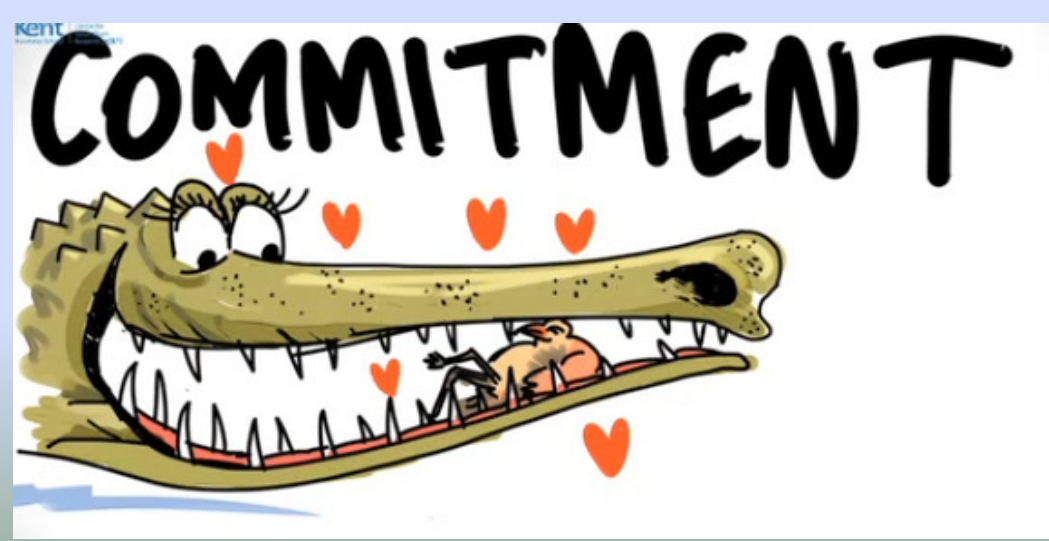
- Promoting individual empowerment
- Building individual expertise and capacity
- Discretionary behaviour



Establishing common cultures and values

-Behaviours

- Individual behaviour
- Individual accountability
- Definition of best practice behaviours



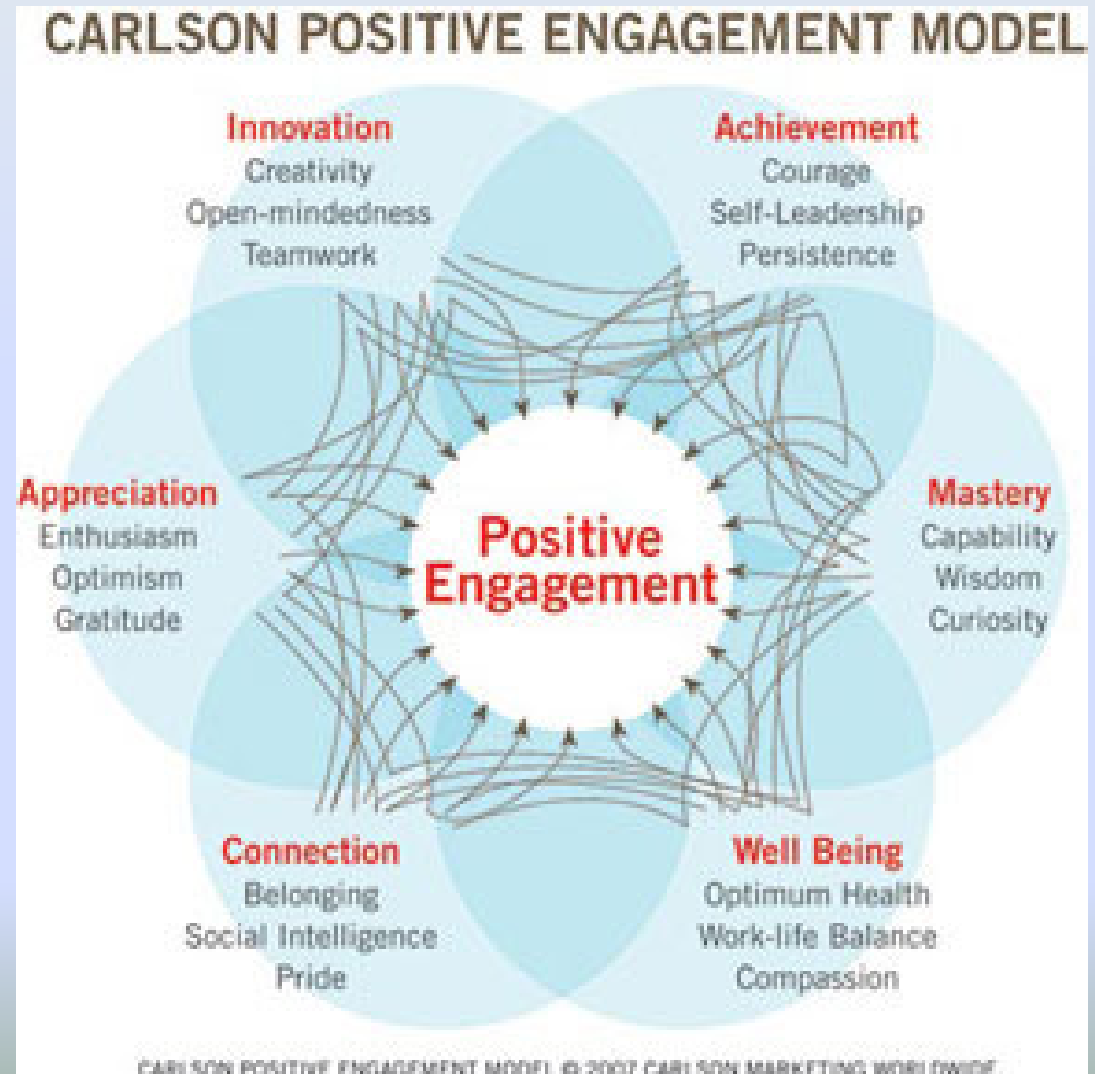
Linking personnel engagement to productivity, satisfaction and retention

- Increase personnel satisfaction 20% => increase financial performance 42%
- 27% less absenteeism
- Safer
- Higher personnel retention
- 27% higher profits
- 50% higher sales
- 50% higher customer loyalty
- 38% above average productivity



Communicating with your workforce and gaining buy-in

- Obtain individual buy-in
- Obtain commitment to the change
- Minimise resistance
- Reduce personal anxiety
- Ensure clarity of objectives
- Share information/vision
- Challenge the status quo
- Obtain clarity
- Minimise uncertainty



Implementing learning outcomes from your workforce feedback program

- Input from staff aids solution acceptance
- Staff offer input, but it is the team and management that set final solution
- Make it easy
 - Suggestion boxes
 - Feedback hotline or email address
 - Empower managers to remove roadblocks
 - Offer incentives
- Use careful language/Empathise
- Prepare for difficult situations



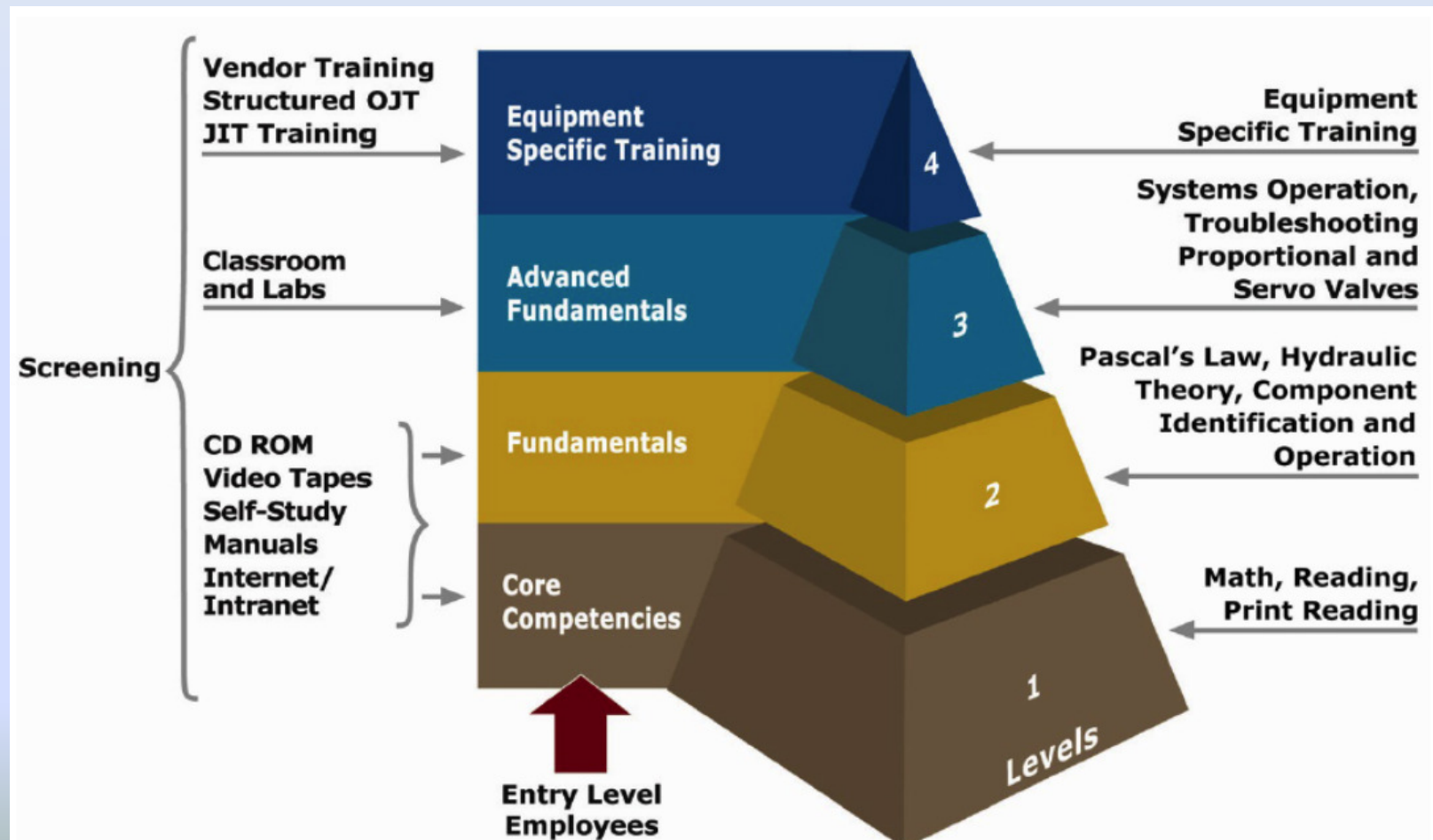
Breaking the barriers to effective workplace training and assessment

- Resources - Time, money, resources, manpower
- Direction
- Data
- Language, literacy, numeracy
- Communication
- Mentoring and coaching
- Diversity



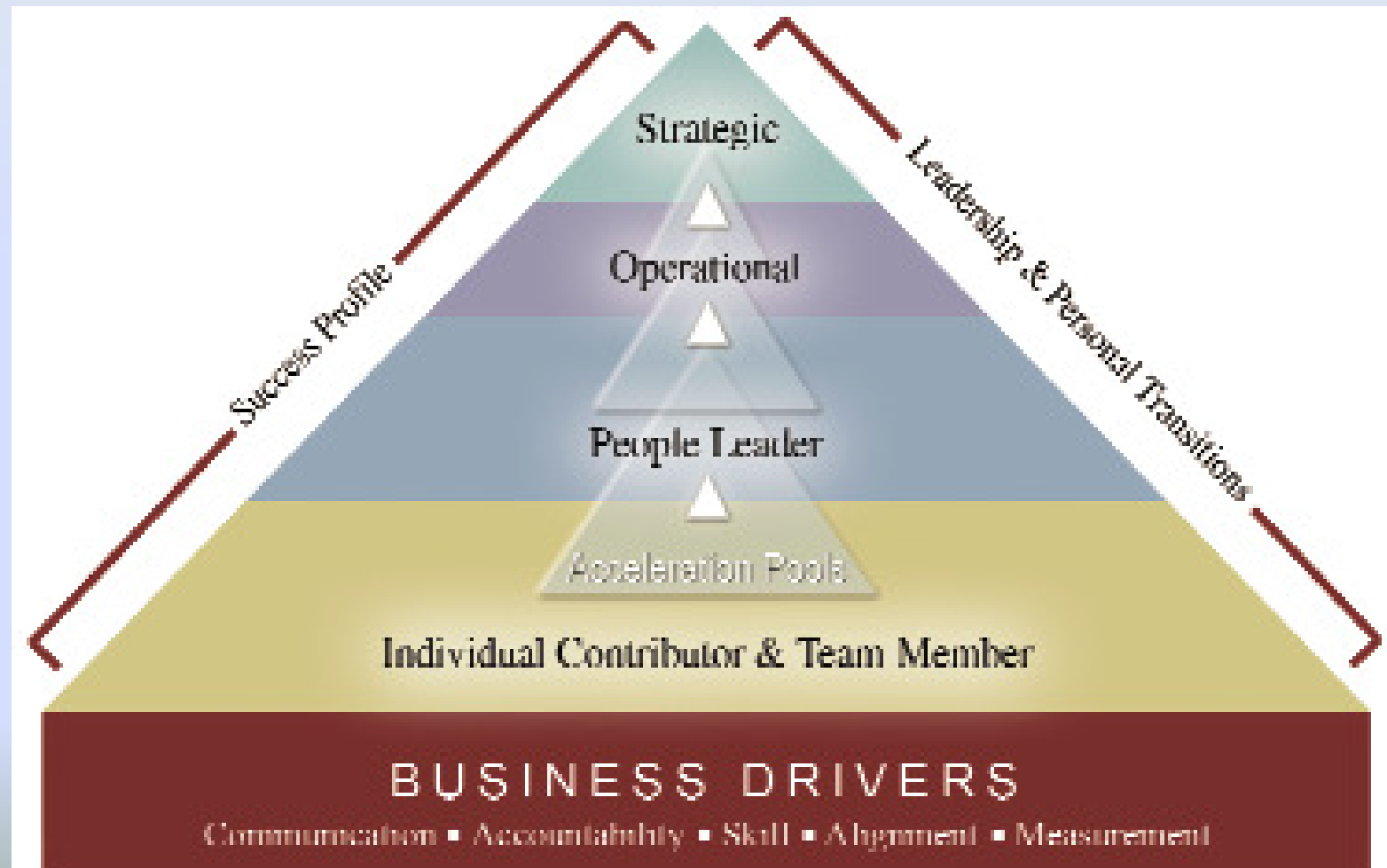
Identifying the gaps between the talent in place and the talent required

- Aligned with business strategy
- Software does not equal management



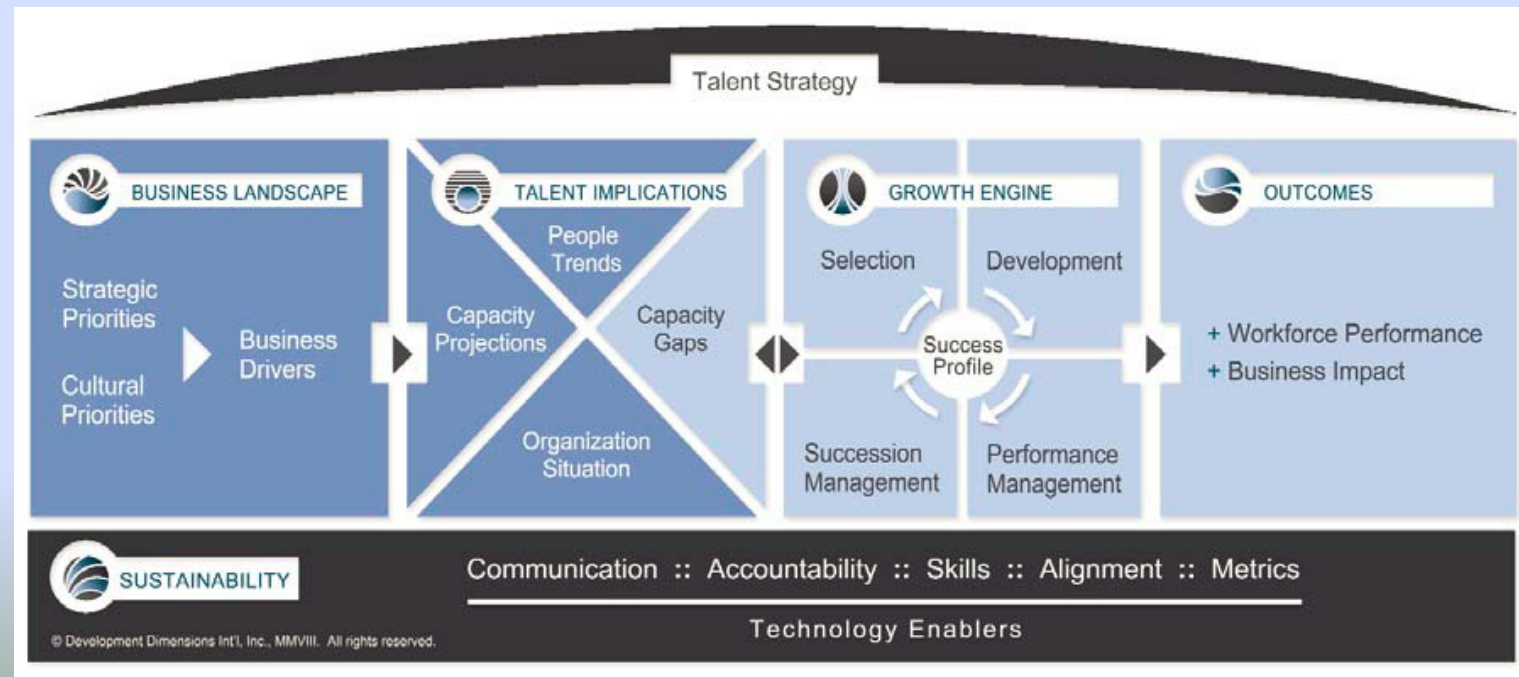
Identifying the gaps between the talent in place and the talent required

- Strong talent pipeline
- Potential vs performance vs readiness
- Right people in the right place



Identifying the gaps between the talent in place and the talent required

- How vs what
 - Communication
 - Accountability
 - Measurement
 - Alignment
 - Skill



Measuring benefits of workforce

- Steps

➤ Plan

- Look at the Aim Statement
- Look at the cause and effect output
- Look at the measure for success

➤ Do

- Look at solutions



Measuring benefits of workforce (cont)

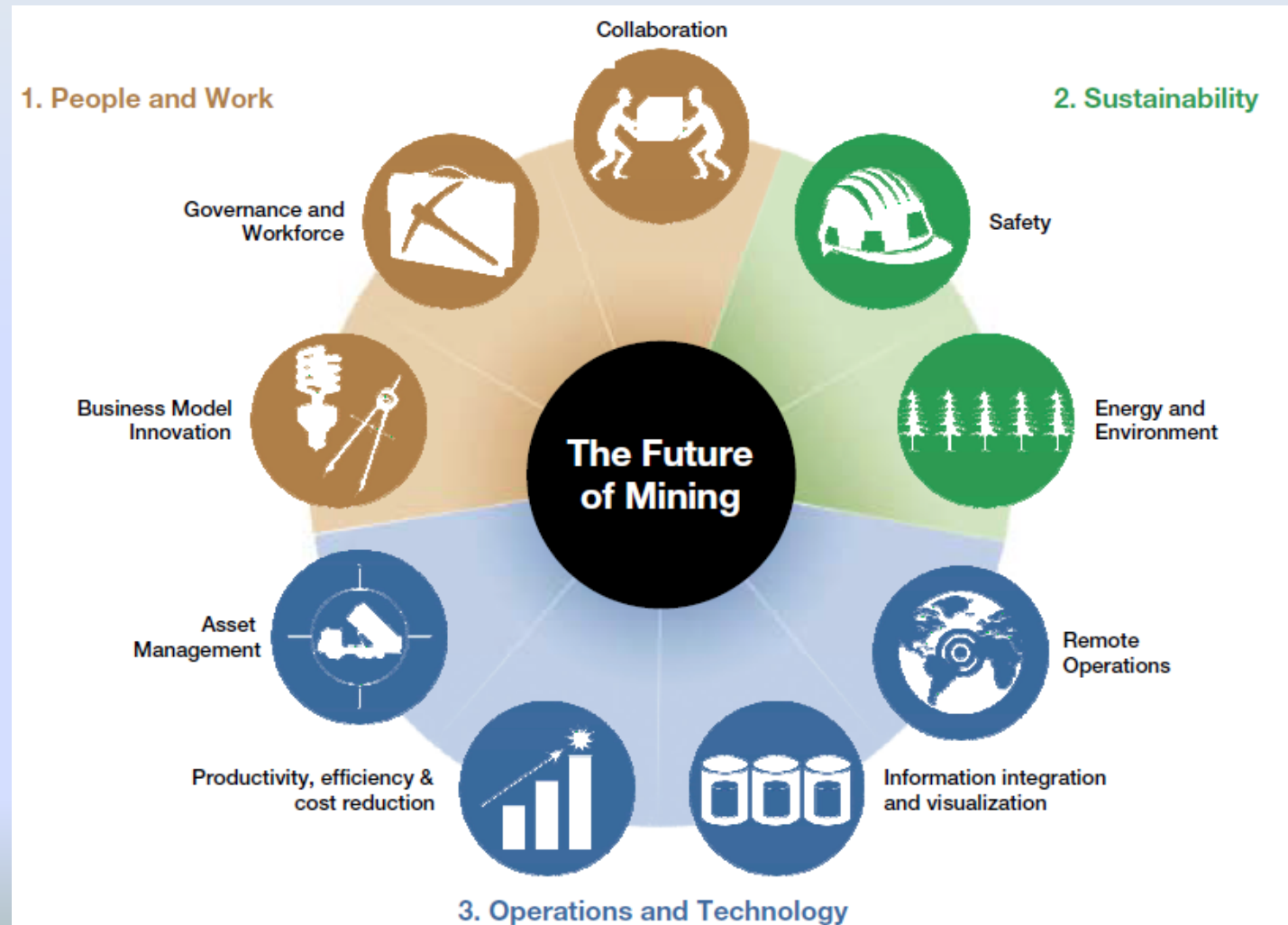
- Steps

➤ Check

- Look at the success

➤ Act

- Look at sustainability



Employing the right people who can understand input data and capture the right information in your feasibility studies

- JORC
www.jorc.org
- Feasibility study scope
- Other studies and information

Geology

- Samples
- GeoTech
- GeoMet

Mining Scenarios

- Underground
- Open Pit
- Selective
- Bulk

Design

Schedule

Financials

Mine Feasibility

Repeatable
Reliable
Robust

Xemplex
Unites Financial
and Physicals data

Scenario 1
Financials

- NPV
- Balance Sheet
- Cash Flow
- P&L

Scenario 2

Scenario 3

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Employing the right people who can understand input data and capture the right information in your feasibility studies

- Executive Support
- Central information management
- Staff rotation and expertise building



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Thank you.

Any Questions?

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