



More fur and front teeth than  
Alexandra's Great Easter Bunny Hunt.



We've come about the variation.



Control Systems seemed to be overly  
represented at Ergo's gambling and  
alcohol support group.



Baby, baby, where did our love go?



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MERRY CHRISTMAS 2013

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## Success has many fathers but failure is an orphan (JFK)

My father used to say that if you are successful money will come to you but money is not success. This is a sentiment along with many things my father taught me that I have taken into life. I am sure that we all experience prosperous times and lean times and often we don't know why. But this is not a measure of who we are. Sometimes we are responsible for lean times through decisions that proved to be wrong in the long run but looked wise at the time. Sometimes we are greedy and foolish.

Whatever choices we make in life it is our decision and our consequences. Successful people own their actions and believe they are responsible for the outcomes.

Others may attribute your success to luck and your failures to you but it is the same person who is responsible for both. The same drivers that make you succeed can also make you fail and sometimes we are lucky, and sometimes unlucky.

My best birthday present this year (55 in case you were wondering) was an email from my son saying how much he loves me and appreciates me. When my son shows me love and respect, is making his own way in the world and has good friends he is showing me success.

Ultimately success should be measured by your values not others.

Don't let failure become a measure of your life.  
It is only a staging post.

Don't let wealth and position become a measure of your life.  
It too is only a staging post.

Chris

Chris Turney



Ethics and professionalism were always top of the agenda at the monthly directors meeting.

## Celebrating 10 years of Ergo

This year Ergo celebrated our 10th year in business. We also celebrated winning the supreme award at the Newmarket Business Awards in April. We engineers are generally a humble bunch but these two successes are well worth celebrating.

I am grateful for the opportunity that Chris provided me when I joined Ergo in 2005. The journey since cannot be defined in a single word or sentence. How do you define the following simply? Morning teas & birthday cakes, family, laughing, Friday beers, loyalty, wacky Christmas cards, practical jokes, friendship, Carla, Scott....

Rather than define the 10 things I have learnt this year, I have decided to share 10 11 random things Ergo has taught me. Here goes....

1. People are everything. The right team matters. Work with people who are passionate, who you trust, you like, and are fun.
2. When hiring it is not always about the grades. A personality that fits with the company culture tops this any day. You can teach the other stuff.
3. Always strive to improve. Seek feedback. Train, educate, empower.
4. Get help. You can't do everything and you don't know everything (don't tell this to my family).
5. There are no certitudes. Never sit still. Don't take anyone or anything for granted.

6. Do the simple things right. Deliver on time, deliver quality, deliver value.

7. Be persistent. Have a strategy and vision. Continually remind yourself what you're working towards. Don't ever think about giving up.

8. Take some risks. Think big. The value in employing a graduate engineer is not for the now, it is for the workload in two-years' time!

9. Always be professional. Dress-up. Communicate. Be honest. Own up to mistakes. Respect the competition.

10. It is a fact that some days are easy and some days are just hard. Being positive does make a difference. There is nothing wrong with going home sometimes too.

11. Almost anything can get solved over a cup of coffee.

From the Ergo team we wish you all a fun, safe, and relaxing festive season. Make the most of the time away from the office.

N.Y.S.H.

Nigel Stevenson

No it's fine...you use whatever SCADA you like.

Chris's penchant for H&S meant none of the gang could use real guns.