IT Work Interview with Bobby Bazaad

Group 3 Group Interview Transcript – 10/1/2022

00:06:11.230 --> 00:06:12.060
Bobby Bazaad
Can you all of you?

00:06:13.290 --> 00:06:14.970
Bobby Bazaad
Yeah, can you hear me OK?

00:06:18.340 --> 00:06:20.210
Angadh Bazaad
Welcome to IT MOG.

00:06:24.420 --> 00:06:26.840
Angadh Bazaad
It will stop recording themselves actually interview then.

00:06:28.660 --> 00:06:30.560
Bobby Bazaad
So can everyone hear me OK?

00:06:31.370 --> 00:06:31.720
Maddison Davis
Yes.

00:06:31.390 --> 00:06:31.670
Cameron McNab
Yep.

00:06:32.960 --> 00:06:33.320
Bobby Bazaad
Great.

00:06:33.640 --> 00:06:34.050
Matthew Bradley
Yep.

00:06:34.020 --> 00:06:35.520
Angadh Bazaad
But can you find Yep?

00:06:36.340 --> 00:06:38.240
Bobby Bazaad
Well guys, I know you guys gonna grill me.

00:06:37.020 --> 00:06:38.320
Angadh Bazaad
Welcome to IT mob.

00:06:38.980 --> 00:06:42.280
Bobby Bazaad
Thank you, uh, how long is the grilling going to work? Or or?

00:06:39.980 --> 00:06:42.250
Angadh Bazaad
Uh, at Team leader is Kieran.

00:06:43.020 --> 00:06:46.550
Angadh Bazaad
Yeah, Members Maddison Matthew broken?

00:06:45.950 --> 00:06:46.460
Bobby Bazaad
Let's see.

00:06:48.720 --> 00:06:49.770
Angadh Bazaad
I reckon here yeah.

00:06:48.830 --> 00:06:49.540
Bobby Bazaad
I should be doing.

00:06:50.600 --> 00:06:50.900
Bobby Bazaad
Yeah.

00:06:52.210 --> 00:06:55.170
Angadh Bazaad
Thank you for participating and being here and giving us your time.

00:06:56.910 --> 00:06:57.510
Bobby Bazaad
No problem.

00:07:00.090 --> 00:07:03.260
Bobby Bazaad
I'm excited to be here, you know, amongst the students.

00:07:02.320 --> 00:07:03.480
Angadh Bazaad
It's breaking up very bad.

00:07:04.400 --> 00:07:05.180
Bobby Bazaad
Can you hear me OK?

00:07:08.400 --> 00:07:09.230
Angadh Bazaad
Can everyone hear me?

00:07:11.410 --> 00:07:12.330
Maddison Davis
Yeah, I can hear.

00:07:13.140 --> 00:07:13.480
Bobby Bazaad
Yep.

00:07:13.150 --> 00:07:15.140
Matthew Bradley
Yep, no clear audio, right?

00:07:16.120 --> 00:07:18.280
Angadh Bazaad
I think I can you speak once more.

00:07:18.890 --> 00:07:21.920
Bobby Bazaad
Yeah, thank you everyone for the opportunity I.

00:07:20.950 --> 00:07:21.420
Angadh Bazaad
Yeah, the.

00:07:22.660 --> 00:07:37.630
Bobby Bazaad
I am actually quite excited. You know, I always like to be around the new, you know students and trainees in our last 30 years of my experience. So I've been, you know, instrumental in mentoring lot of the people like that. You know who are fresh graduates.

00:07:38.290 --> 00:07:45.830
Bobby Bazaad
And in some of the units are actually gone in as a guest lecturer as well. You know, when I was called upon, so yeah.

00:07:46.890 --> 00:07:47.380
Bobby Bazaad
Right?

00:07:47.970 --> 00:07:48.990
Bobby Bazaad
I'm ready for the grilling.

00:07:49.250 --> 00:07:50.410
Angadh Bazaad
Alright, let's get started.

00:07:52.460 --> 00:08:01.510
Angadh Bazaad
Could you please tell us more about your role in the IT industry, specifically as a IT project manager, what does your job entail and where we spend most of your time?

00:07:56.700 --> 00:07:57.110
Bobby Bazaad
OK.

00:08:00.780 --> 00:08:01.200
Bobby Bazaad
Sure.

00:08:01.970 --> 00:08:06.410
Bobby Bazaad
Let me just give you a brief 5 minutes background update or myself.

00:08:07.130 --> 00:08:13.200
Bobby Bazaad
So I actually started my career from in a sales and marketing and then you know I.

00:08:13.840 --> 00:08:26.900
Bobby Bazaad
Progress into the IT side. When I complete the degree, so I had my bachelors in business so sorry. Bachelors in science and then I did Masters of business there. But then in those early you can say.

00:08:27.860 --> 00:08:45.970
Bobby Bazaad
9798 IT was kind of picking up, you know, that was the in thing at that time when it happened, so I decided to sort of change my career direction into the IT. And then I did a master's degree in IT, and then I went into the industry itself, started off as a as a business analyst.

00:08:46.680 --> 00:09:17.310
Bobby Bazaad
Uh, and then on from there because I was working as a business analyst in a project team. Here I was private through all the the project management side of it and how things happened. I was the bridge between the developers testers in the project manager and the business documenting all the requirements. So the next natural progression for me was to move into the other project management. So I started off project management with Optus World Exchange because Telecom was the was the growing field in there.

00:09:17.430 --> 00:09:18.780
Bobby Bazaad
At that point so.

00:09:19.670 --> 00:09:23.740
Bobby Bazaad
No further from there then I actually, you know, progressed onto.

00:09:25.630 --> 00:09:47.800
Bobby Bazaad
You know, as a program manager with some of the IT companies consulting companies like Idiots, HP, some of my past roles have been. I was the global head of Nestle, so I used to run the Nestle's IT hub from from Frankfurt in Germany. SA Pi don't know whether you've heard about the company. SA PSAP is one of the biggest ERP.

00:09:48.390 --> 00:09:50.860
Bobby Bazaad
Uhm solution providers so.

00:09:51.560 --> 00:10:06.040
Bobby Bazaad
Even HP, you know you got Apple. You've got all the airlines industry. They all run their enterprise enterprise resource management solutions, so SA P is one of the leading software development company, and they're also a German mob.

00:10:06.690 --> 00:10:08.770
Bobby Bazaad
And then I was a global delivery head for them.

00:10:09.200 --> 00:10:20.740
Bobby Bazaad
The Saudi Airlines I managed the largest transition transformation of the the IT in the airlines industry up there, and now I'm actually working for the federal government.

00:10:21.490 --> 00:10:30.540
Bobby Bazaad
And the Agriculture Department has a delivery hit, so managing all the the government delivery side for the agriculture, environment and border so.

00:10:31.470 --> 00:10:38.220
Bobby Bazaad
Uh, you know we say project management, program management delivery heads, so these are all kind of.

00:10:38.910 --> 00:10:42.720
Bobby Bazaad
And tailor similar kind of work, which is like you know which is planning.

00:10:43.390 --> 00:10:46.310
Bobby Bazaad
After project and managing the project.

00:10:47.380 --> 00:11:02.010
Bobby Bazaad
And then delivering the project. So lot of these three things actually have lot of things that we do. So in the planning you know we would organize workshops with their business. We try to document what are the business requirements.

00:11:02.740 --> 00:11:08.260
Bobby Bazaad
We gather requirements we locked on the requirements and then, uh, involve.

00:11:08.900 --> 00:11:15.200
Bobby Bazaad
Other technical teams to convert that business requirements into the technical specifications as we call it, takes weeks.

00:11:15.760 --> 00:11:21.090
Bobby Bazaad
Uh tech requirements and then basically managing the coding part with the developers.

00:11:22.100 --> 00:11:27.740
Bobby Bazaad
And then you know managing the testing part of it and then the implementation team so.

00:11:29.230 --> 00:11:32.830
Bobby Bazaad
Different organizations have different structures. How they manage the projects.

00:11:33.800 --> 00:11:36.800
Bobby Bazaad
They also use different kind of methodologies as well.

00:11:37.550 --> 00:11:54.380
Bobby Bazaad
So latest trend is edge. Also Angel is basically like you know you work in in the short period of burst deliveries rather than a big waterfall. Which delivery method which like you know may take you from three months or six months to 12 months so.

00:11:54.950 --> 00:12:11.800
Bobby Bazaad
Uh, they are, you know, benefits, good sides and bad sides to both of the delivery cycle depends on like you know what the department is going to do about the company wants to implement and the solution as well so they can be actually managed in different delivery modes. You can use a different methodology for that.

00:12:13.480 --> 00:12:24.590
Bobby Bazaad
Uh, yeah, so the difference. Main difference like Project manager, is simply you just manage a project program manager. You will manage multiple projects across the board.

00:12:25.350 --> 00:12:43.220
Bobby Bazaad
And then when you are at delivery laid, you managed the after support as well. So there's a lot more than just the project management. So after go live you manage their service delivery component, which is like you know your Slas managing their slaves with the with the client and making sure that you know the team actually complies with that.

00:12:30.750 --> 00:12:31.080
Angadh Bazaad
Right?

00:12:46.360 --> 00:12:46.650
Angadh Bazaad
Right?

00:12:48.530 --> 00:12:54.460
Angadh Bazaad

In your role as a project manager and delivery had heavy ever had any interactions with clients or investors?

00:12:55.970 --> 00:12:58.740
Bobby Bazaad
Yes, look, I actually you know I would.

00:12:59.410 --> 00:13:04.310
Bobby Bazaad
Some of the companies that I worked in when the bubble was going up with the ID bubble in 2000.

00:13:04.950 --> 00:13:11.490
Bobby Bazaad
So briefly, I was engaged with some of the companies that were coming up, so you know the startup companies.

00:13:12.110 --> 00:13:37.470
Bobby Bazaad
And in that I had to actually work with investors in terms of, you know, explaining to them what the solution is, how it the implementation is going to work, what are some other clients are going to be? How are we going to manage him, how we going to handle it? And some of the budgeting side as well. Because OK, if the project is going to be this, it's going to be costing eggs and that actually led into the investors. You know how much funds we need.

00:13:38.090 --> 00:13:51.650
Bobby Bazaad
Generally, for a project management we work with all the clients anyway, so you can call them the clients. You can call them as investors you know because we work with them. We scope the project. We give him a budget saying OK, this is how it's going to cost you.

00:13:49.970 --> 00:13:50.270
Angadh Bazaad
Right?

00:13:52.350 --> 00:13:56.710
Bobby Bazaad
And then once the client signs off on that, you know we engage and we deliver it.

00:13:57.340 --> 00:14:02.000
Bobby Bazaad
So basically they are kind of investor as well because they're investing here on for their service delivery.

00:14:03.650 --> 00:14:04.060
Angadh Bazaad
Right?

00:14:06.400 --> 00:14:11.950
Angadh Bazaad
What are some tools you've used most recently in your job as a delivery had or it project manager?

00:14:12.800 --> 00:14:14.240
Angadh Bazaad
Most common tools you today.

00:14:12.970 --> 00:14:13.760
Bobby Bazaad
OK well.

00:14:14.720 --> 00:14:22.540
Bobby Bazaad
Look, most common tools and project management is the Microsoft project, which is you use for planning the task with the team.

00:14:23.300 --> 00:14:26.810
Bobby Bazaad
But nowadays there's Dev OPS. I don't know whether you guys have heard about that.

00:14:28.560 --> 00:14:31.210
Bobby Bazaad
OK so look Dev OPS is basically.

00:14:32.120 --> 00:14:36.620
Bobby Bazaad
Like a web tool in in this you can plan up your tasks.

00:14:37.660 --> 00:14:50.100
Bobby Bazaad
You can plan the dependencies. You can allocate the user to that you can track the user. You can allocate time frames, so rather than having having that Microsoft project as the plan.

00:14:50.700 --> 00:14:58.320
Bobby Bazaad
The Dev OPS is in the real time. You know team can interact with you and it's a web based so everybody got real time access.

00:14:55.370 --> 00:14:55.780
Angadh Bazaad
Right?

00:14:58.960 --> 00:15:07.210
Bobby Bazaad
Uh, they can go in. They can check the tasks from the project management point of view. I can look at the holistic view. I can see where the progress of each of the task is.

00:15:08.260 --> 00:15:38.590
Bobby Bazaad
And from the senior management point of view, they can see that delivery of the milestones are being met or not. They can run reports on, you know what are the risks associated with each of the tasks, how we mitigating it? Where are we with that? So it's got layered approach to it. But so Dev OPS is is the current tool. Most of the latest companies are using and the delivery method being used at at the moment is Sprint. So Sprint is you. Can you know how you are a runner right so?

00:15:30.770 --> 00:15:31.160
Angadh Bazaad
Right?

00:15:39.090 --> 00:15:48.480
Bobby Bazaad
Run as a runner, you know you make a quick Sprint, gather distant, then you stop. Then you make another ring. So this is exactly what the Sprint is. We do a two weeks planning.

00:15:49.400 --> 00:15:54.960
Bobby Bazaad
So we have broken up a whole project into what we call the user stories.

00:15:56.450 --> 00:16:22.540
Bobby Bazaad
So let's say you are saying or you know we need a system with the blue screen that will print paper as well, and you know it will give you an update when I email comes in. So that's like a whole project. We've broken into three different stories that first story will develop. Is that blue screen? Second story will be ability to print. Third story will be the notification of the email. Then we plan that in the two week cycle.

00:15:58.890 --> 00:15:59.300
Angadh Bazaad
OK.

00:16:23.300 --> 00:16:25.980
Bobby Bazaad
So it's not necessary that the project will deliver in two weeks.

00:16:26.670 --> 00:16:31.930
Bobby Bazaad
But each of the task is done in two weeks. After that we review how that went.

00:16:32.580 --> 00:16:39.940
Bobby Bazaad
Whether it was a success failure, what are the key learning points out of that? What will it feed into the next cycle work? Can we improve?

00:16:40.850 --> 00:16:51.670
Bobby Bazaad
Ah, look, the benefit of this is, rather than you know, six months or doing, developing and all that. And when you implement, you found out OK, well, you know we just got a hot potato that doesn't work.

00:16:52.630 --> 00:17:07.150
Bobby Bazaad
In the Sprint cycle, you are actually implementing the testing and you know for the user point of view, the benefit is you know they might say Oh well shared, you know it's the blue screen doesn't look good. How you know can we have a green screen? So in the next Sprint we can actually address it.

00:16:54.860 --> 00:16:55.590
Angadh Bazaad
Right, yeah?

00:17:07.890 --> 00:17:11.290
Bobby Bazaad
In the normal project it would have been OK. No, you asked for blue, you get through.

00:17:10.760 --> 00:17:12.260
Angadh Bazaad
So it allows for quicker updates.

00:17:14.500 --> 00:17:23.450
Bobby Bazaad
Yeah, quickly updates a user is most. They're working closely with us so they can see the system rather than waiting for six months. Three months, one year.

00:17:18.660 --> 00:17:18.990
Angadh Bazaad
Right?

00:17:23.920 --> 00:17:24.400
Matthew Bradley
Yeah.

00:17:24.070 --> 00:17:29.170
Bobby Bazaad
They can see you OK, what they're what are they expecting and then they can make modifications to it.

00:17:29.900 --> 00:17:34.800
Bobby Bazaad
As we go for the next Sprint and this then you get a quality product which which the customer is happy with.

00:17:35.180 --> 00:17:35.490
Angadh Bazaad
Right?

00:17:35.890 --> 00:17:41.680
Matthew Bradley
So from the start you've got people and you've got the clients and investors involved in the making of it.

00:17:42.290 --> 00:17:51.140
Bobby Bazaad
That's right, so part of the team is obviously the standard team. Is the you know the project manager, then you've got the business analyst. You've got developers. You've got testers.

00:17:51.990 --> 00:18:07.280
Bobby Bazaad
And then you have a business user nominated user from the business who gets involved right to the

project and also he's involved in the UAT so acceptance testing from the business side. Then there is also one person from business also involved called the product owner.

00:18:08.290 --> 00:18:22.700
Bobby Bazaad
So the product owner is the person who defines the requirements. They prioritize what they need and when they need it, so they're very closely working with me. They define, you know, OK, well, we want you know the printing facility to be next.

00:18:23.870 --> 00:18:32.510
Bobby Bazaad
So they are actually yeah so day today they're working with us. Part of the the project is we have a daily standup, so we call Scrum meetings.

00:18:33.780 --> 00:19:02.500
Bobby Bazaad
So in that you know it's it's basically a quick one, saying, OK, Yeah, Maddison, you were working on X stars. How you going? Do you have any issues you know? Do you need any help? No workout tracking, OK, and you know we we go through it. So after every every two weeks we have a Sprint planning session. So in the planning session we go through the 1st is the retrospective so retrospective is OK. You know, let's look at the last Sprint.

00:18:47.260 --> 00:18:47.590
Angadh Bazaad
Right?

00:19:03.220 --> 00:19:07.330
Bobby Bazaad
What was the best thing that happened? OK? What are some of the things you learn?

00:19:08.080 --> 00:19:09.840
Bobby Bazaad
What are the some things that he wanted?

00:19:10.590 --> 00:19:16.600
Bobby Bazaad
And what was some some of the things which are lacking and that feeds into the continuous improvement and planning for the next Sprint?

00:19:17.680 --> 00:19:17.990
Angadh Bazaad
Right?

00:19:19.400 --> 00:19:22.290
Angadh Bazaad
That makes sense. Instead of writing longer time periods, we get feedback.

00:19:23.540 --> 00:19:40.370
Bobby Bazaad
Yeah, so you know the customers are the testing their product as they go along. They're happy with it. Minor things that needs to be updated can be done, but when you're looking at some complex in

larger implementations that you can't run in sprints like you have big projects like data center relocation.

00:19:23.760 --> 00:19:25.470
Angadh Bazaad
Do we call yeah?

00:19:29.050 --> 00:19:29.450
Angadh Bazaad
Yeah.

00:19:40.980 --> 00:20:02.020
Bobby Bazaad
You know you can't have two week sprints in that because that needs to be a cutover. We need to plan properly. You know, duplicate this as systems in the other company, then transition happens with the cutover so you can't have two weeks of implementation in that. Some other projects are like there as well, like SA P. Large implementations. You can't run that so they are like broken into three months, six months.

00:19:43.230 --> 00:19:43.590
Angadh Bazaad
Right?

00:20:02.620 --> 00:20:03.680
Bobby Bazaad
Not government cycle.

00:20:04.400 --> 00:20:04.770
Angadh Bazaad
Right?

00:20:07.060 --> 00:20:09.240
Angadh Bazaad
What makes a great project in your eyes?

00:20:09.280 --> 00:20:09.510
Angadh Bazaad
Good.

00:20:12.860 --> 00:20:18.930
Bobby Bazaad
They look, you know it's it's a different, uh, all projects are being involved with. They were all different flavors to it.

00:20:19.750 --> 00:20:44.950
Bobby Bazaad
You work with different people you know. So not only you're working with a different technology in in different projects, you're working with different mindsets, different culturally different background people as well. That makes it challenging. It is the industry that you work in because I worked in banking or worked in airlines worked for large consulting companies, so part of their consulting companies they send you in any you know different.

00:20:45.000 --> 00:20:50.150
Bobby Bazaad
The industry where the engagement is on, so you get to work on that.

00:20:50.930 --> 00:20:51.800
Bobby Bazaad
And dumb.

00:20:52.870 --> 00:21:02.010
Bobby Bazaad
You know different challenges you get in different projects, So what I enjoy is the challenge. Actually to solve problems and to deliver for the business is what sort of attracts me to this role.

00:21:04.930 --> 00:21:07.460
Angadh Bazaad
Pretty fine, most rewarding as your position.

00:21:08.340 --> 00:21:10.070
Angadh Bazaad
As a developer had available.

00:21:08.960 --> 00:21:09.270
Bobby Bazaad
Book.

00:21:10.990 --> 00:21:22.630
Bobby Bazaad
Well, it's the best reward is you know when you successfully deliver a project and your team gets appreciated for that and you get, you know, recognized for their effort that you've done so in December.

00:21:23.240 --> 00:21:25.520
Bobby Bazaad
Ah, I joined up the department in September.

00:21:26.820 --> 00:21:29.470
Bobby Bazaad
And in December I did the first delivery for the department.

00:21:30.100 --> 00:21:33.110
Bobby Bazaad
And that delivery was the first delivery since 2017.

00:21:34.180 --> 00:21:35.560
Bobby Bazaad
So they unfortunately.

00:21:36.370 --> 00:21:52.650
Bobby Bazaad
Previously, whatever the way they were planning couldn't happen, so the business work. We're quite happy with that. We didn't deliver a like a big change, but the change that it was implemented was small but quite important. Like and it. It's saved now. 4000 Hours of man work in a year.

00:21:53.460 --> 00:21:55.410
Angadh Bazaad
Oh, very good, that's impressive.

00:21:56.020 --> 00:21:56.320
Bobby Bazaad
Yep.

00:21:56.930 --> 00:22:03.810
Bobby Bazaad
So yeah, so this is what we did. Each of the project you know. Just because you guys are starting up.

00:22:04.550 --> 00:22:06.360
Bobby Bazaad
It's important to do.

00:22:07.070 --> 00:22:21.460
Bobby Bazaad
Uh, you know, like a realization plan. So BPR's. Basically, how will you you know value the project value to the business, right? So for this delivery we did, it was how much man hours will save.

00:22:22.090 --> 00:22:49.950
Bobby Bazaad
And that, will you know, ultimately, in everything relates to money anyway, because you multiply the 4000 hours by the you know, Ollie, right? So that's the saving in terms of the the money. But for the business it was mostly the users getting away from that manual work and for the customers it was like another manual work obviously was taking time. So with that automation you know their process for the export is had become quicker.

00:22:26.320 --> 00:22:26.950
Angadh Bazaad
Money, yeah.

00:22:51.310 --> 00:23:07.650
Bobby Bazaad
So what we're doing in Agriculture Department, just as a background, is the government we've got our farmers. Unfortunately, they're not tech savvy. You know, they can't get across to the exporters to the overseas markets, and they're not able to explore their full potential.

00:23:08.350 --> 00:23:11.910
Bobby Bazaad
So the federal government, lastly, uh, allocated 800 million budget.

00:23:08.370 --> 00:23:08.760
Angadh Bazaad
Right?

00:23:12.620 --> 00:23:42.620
Bobby Bazaad
To actually enhance their capability, which links directly the explorers, the farmers do the exporters exporters to the overseas market and each of the country. When we say market, they are like countries each other country has got his own Pacific import requirements, right? So there's tons of

paperwork that somebody will need to do, and you can imagine you know getting a paperwork dark in done in Asia, you know you'll pull your hair out. You'll have no here like me, you know you'll be like completely mad nuts bolts. So what we're trying to do is.

00:23:35.070 --> 00:23:35.660
Angadh Bazaad
Right?

00:23:42.840 --> 00:24:13.370
Bobby Bazaad
Streamlined that for our farmers and exporters that they don't have to go through it. So we are building a system which we is is going to be implemented by my team in probably in 12 months. Time is going to eradicate all the paperwork so you know you'll submit all your information. Will go to the international hub of the export for the agriculture. It will get approved there. The farmers or exporters will just get a number that they have to quote. Paperwork will already be in the system where they export the things you know.

00:24:13.790 --> 00:24:33.940
Bobby Bazaad
So this is this will take off a lot of the manual processing by the department. The customers will have quick turn around time for their exports and some of the you know the live exports and things like that. They need quick turn around time, otherwise you know it can impact the goods itself like you got shape, you got mate, milk, dairy and all that.

00:24:32.300 --> 00:24:32.730
Angadh Bazaad
Right?

00:24:34.640 --> 00:24:40.790
Bobby Bazaad
So the so that's where the government is going, and I think it's a very good initiative that they've taken 2 actually.

00:24:42.170 --> 00:24:46.050
Bobby Bazaad
They don't highlight the export. We were all dependent on China.

00:24:46.690 --> 00:24:49.680
Bobby Bazaad
But with this, the international market will open up to Australia.

00:24:52.980 --> 00:24:57.630
Angadh Bazaad
Position as an IT professional. Do you feel the industry is moving in a particular direction?

00:24:59.040 --> 00:25:06.850
Bobby Bazaad
Look, ID is always evolving. You know if somebody thinks whatever you learn now will last with you for the rest of the life, then you know you're kidding yourself.

00:25:07.530 --> 00:25:08.110
Bobby Bazaad
Uhm?

00:25:08.960 --> 00:25:12.860
Bobby Bazaad
Are you have to evolve with ID as well? OK, so whatever skills you learn now.

00:25:13.840 --> 00:25:35.280
Bobby Bazaad
Technology will will involved, so you need to evolve with that. You need to upskill yourself, you need to familiarize yourself with you know what's happening in their technology so look again OUA it. They're different segments of the IT sector, right? So most of the new technological advancement is in the artificial intelligence where it's heading now.

00:25:36.250 --> 00:25:41.780
Bobby Bazaad
So a lot of the work that we're doing are the automation. It it will lead into artificial intelligence later on.

00:25:42.380 --> 00:25:42.780
Angadh Bazaad
Right?

00:25:42.450 --> 00:25:52.000
Bobby Bazaad
So the systems will be, uh, you know can make up the decisions themselves rather than we hard coded. They'll be able to, you know, pick up and make those decisions.

00:25:45.540 --> 00:25:46.430
Angadh Bazaad
Overall important.

00:25:47.950 --> 00:25:48.270
Angadh Bazaad
Yeah.

00:25:53.180 --> 00:25:59.720
Bobby Bazaad
And some of the examples you can see you know if you're on the social media network, they are there, you know. They look at your behavior.

00:25:53.670 --> 00:25:53.940
Angadh Bazaad
Or

00:26:00.530 --> 00:26:24.210
Bobby Bazaad
You know they judge? What are you doing and then you know how you sometimes you get a pop up. Oh Maddison, this screen will look good for you. That's because you visited some of the sites, so the AI has picked it up. Then Cameron, he'll pick up, OK, is into the gaming. OK, this new game has come

up, so that's where I think it's the industry is heading most in that. And when you look at the new security systems in the airports, you know that's all AI driven.

00:26:00.680 --> 00:26:01.100
Angadh Bazaad
yeah.

00:26:07.860 --> 00:26:09.630
Angadh Bazaad
They're the algorithm out there.

00:26:24.960 --> 00:26:31.440
Bobby Bazaad
It will record your movements will record your you know facial systems and all that and it'll match it with the system.

00:26:29.260 --> 00:26:29.700
Angadh Bazaad
Yeah.

00:26:32.070 --> 00:26:38.060
Bobby Bazaad
So ultimately I think what the codes that we are riding for the automation will lead into that.

00:26:38.830 --> 00:26:39.200
Angadh Bazaad
Right?

00:26:44.090 --> 00:26:51.430
Angadh Bazaad
What do you feel about the AI taking over all the whole industry? It will it impact your position or what are your thoughts on it?

00:26:51.650 --> 00:26:53.710
Bobby Bazaad
But well, somebody has to implement, right?

00:26:54.480 --> 00:26:57.360
Bobby Bazaad
Somebody has to quote that as well. Somebody has to test it.

00:26:55.210 --> 00:26:55.440
Angadh Bazaad
Sure.

00:26:58.110 --> 00:27:02.520
Bobby Bazaad
So the only thing is that I will have to must upgrade myself with it.

00:27:03.330 --> 00:27:06.020
Bobby Bazaad
Come with the product information, knowledge, skills.

00:27:06.710 --> 00:27:07.040
Angadh Bazaad
Right?

00:27:06.900 --> 00:27:14.600
Bobby Bazaad
And when I started in the project management industry we had, we were using this. The Microsoft Ms Project for planning, you know, their tool was there.

00:27:15.310 --> 00:27:22.760
Bobby Bazaad
Uhm, from there you know it's devolved into a lot of different, like I totally like dev OPS. Now you know who's on online.

00:27:23.590 --> 00:27:35.420
Bobby Bazaad
There will be more collaborative, so it's more into the collaboration now. Real time collaboration, and that's where the tools are being developed and you know, as a project manager, you do short courses to upskill yourself with the tools.

00:27:29.190 --> 00:27:29.560
Angadh Bazaad
Right?

00:27:36.040 --> 00:27:41.210
Bobby Bazaad
And that's it. But most of the core basic which is you know.

00:27:42.190 --> 00:27:42.990
Bobby Bazaad
Planning.

00:27:43.590 --> 00:27:56.790
Bobby Bazaad
Managing delivery other three core things in the project management that will remain the same. Some other things underneath that changes, like you know, but you just upskill yourself like with Sprint planning. I did a quick post for that Sprint planning and there was.

00:27:58.280 --> 00:27:58.670
Angadh Bazaad
Right?

00:27:58.540 --> 00:28:05.050
Bobby Bazaad
For developers, for testers it's a different story. You because for, let's say you might be coding in C++.

00:28:05.710 --> 00:28:17.660
Bobby Bazaad
Uh, now you know with the AI they may have Java, or they may have HTML or some other language may come up. So for the developers, yes you need to do it. Update it. But the good thing about that is.

00:28:18.390 --> 00:28:35.830
Bobby Bazaad
You're all programming. Skill will not be obsolete because they're still systems there to be maintained and enhance. So it's not like in all the systems are going to move on to the Java. In the government there are lot of the system there. There are still running on the mainframe programming like C++.

00:28:30.000 --> 00:28:30.440
Angadh Bazaad
Yeah.

00:28:36.440 --> 00:28:46.510
Bobby Bazaad
Uh, with cool Gen programming you know which is outdated. Unfortunately, the systems are so big and it it will be so costly for the government to change it that they are still being run and maintained.

00:28:47.510 --> 00:28:47.980
Angadh Bazaad
Right?

00:28:47.670 --> 00:28:54.500
Bobby Bazaad
And there's so many less developers in C++ available in market. You know they are being paid 800 nine, $100 a day.

00:28:55.460 --> 00:28:56.340
Bobby Bazaad
To get those developers.

00:28:59.790 --> 00:29:07.620
Angadh Bazaad
So Cody could say is actually, uh, also like a sector of IT that's will be, you know, every developing whenever sort of go out of.

00:29:08.640 --> 00:29:16.540
Bobby Bazaad
No, no look at it, will not go up because, uh, whatever technology is, will get developed. But somebody needs to develop it. Somebody needs to test it.

00:29:11.710 --> 00:29:12.030
Angadh Bazaad
Yeah.

00:29:17.260 --> 00:29:36.660
Bobby Bazaad
The testers are going to be there. Obviously they'll have to upgrade their skill set, but these roles will be the core roles for any of the IT project team, but then you got like, you know IT support as well. So you got the support teams always will be there, you know if we have an an artificial intelligence system it's not going to support itself.

00:29:37.280 --> 00:29:38.460
Bobby Bazaad
It's not gonna fix itself.

00:29:39.300 --> 00:29:45.250
Bobby Bazaad
Somebody will have to do the administrative work in the background so those the roles will be there.

00:29:39.670 --> 00:29:40.050
Angadh Bazaad
Yeah.

00:29:45.610 --> 00:29:51.550
Bobby Bazaad
Uh, but some rules will stay in the fields they are in there. The technology they're working with.

00:29:52.670 --> 00:29:57.370
Bobby Bazaad
Some of the leading edge cutting technology there will come in. People will have to up skill to be in there.

00:30:00.570 --> 00:30:06.550
Angadh Bazaad
Do you currently have any professional development plans to take you beyond your current role or into a different sector of IT?

00:30:07.580 --> 00:30:14.980
Bobby Bazaad
Look, I think I'm getting too old for that. Too much of the professional development. You know 50 but.

00:30:16.040 --> 00:30:17.750
Bobby Bazaad
You can't be stagnant in IT.

00:30:18.290 --> 00:30:18.600
Angadh Bazaad
Right?

00:30:18.450 --> 00:30:48.350
Bobby Bazaad
If if I become stagnant then I won't be across the new technology, so I read through a lot of the the technology papers that come out to read about what their technology is. When I go into the organization, I read about the, you know the architecture there of the system, what is their read about the the processes mapping and all that. So these things you have to be to read it as a part of the project manager. Anyway you know the end. Like I said with the tools.

00:30:48.790 --> 00:31:00.580
Bobby Bazaad
You know if there is a new project management framework that comes out, which becomes a, you

know the trendy thing at the moment like I was told you. Sprint anyone you last saw? Yeah, Sprint Sprint. Have the people even don't know what Sprint is.

00:31:01.180 --> 00:31:13.700
Bobby Bazaad
But then say, Oh yeah, you know it's pretty good. So to be in the you know you need to understand it because you'll manage it. So for these obviously, like you know, I do take on courses time to time just to upskill myself.

00:31:14.330 --> 00:31:14.640
Angadh Bazaad
Right?

00:31:15.350 --> 00:31:19.680
Kieran Symons
Is there a? Is there a sector that you would jump into if you had the time and the and the want?

00:31:20.900 --> 00:31:22.780
Bobby Bazaad
Might look up work dumb.

00:31:24.380 --> 00:31:26.790
Bobby Bazaad
And basically most of the sectors are worked in already.

00:31:27.780 --> 00:31:58.020
Bobby Bazaad
You know, when I was working with the HP NDDS Consulting Fujitsu Consulting, so you know we had all different these consulting companies or the best experience so you can get because you're not tired up to. And let's say you work in a bank, right? So you work in a bad you always in that same mode in the same industry. But when you work with the consulting companies you get to work across different industries, different teams, different countries as well. For last 20 years I was living out of suitcase.

00:31:55.540 --> 00:31:55.960
Angadh Bazaad
Right?

00:31:58.760 --> 00:32:26.870
Bobby Bazaad
He knows about that. You know they used to be here I I would. I would be in the USUK now every 15 days I should travel. So for young people that's very good. You know you get to travel a lot. You can't see much because in it you know we are always bogged down into the bloody grind, other things and it's always you know urgency to deliver and all that, but you get that perks to do that. And the best thing for me was to experience a different industry, different technologies.

00:32:27.550 --> 00:32:41.140
Bobby Bazaad
Uh, and working in different geographical area, period. You know, with different people as well. Look at it. Just opens up your or way of thinking. You know if I would have just been working in Australia just, you know, let's say in Sydney.

00:32:41.860 --> 00:32:42.980
Bobby Bazaad
Uh, it wouldn't be the same.

00:32:43.980 --> 00:32:44.290
Angadh Bazaad
Right?

00:32:46.170 --> 00:32:49.560
Angadh Bazaad
Is giving you like a wider inside in different areas of?

00:32:48.810 --> 00:32:56.670
Bobby Bazaad
Water inside the project management sales lot of the people handling skills as well so you know you need to handle the team.

00:32:50.850 --> 00:32:51.930
Angadh Bazaad
Different trends though.

00:32:55.240 --> 00:32:55.590
Angadh Bazaad
Right?

00:32:57.350 --> 00:33:14.800
Bobby Bazaad
Uhm, you need to motivate the team as well. Sometimes you gotta be hard, you know you gotta take out the whip as well. For people like and I would not performing but you need to do manage in a subtle way. You've got cultural background difference as well. In people in the you know you got different linguistic skills as well.

00:33:15.400 --> 00:33:46.960
Bobby Bazaad
Because in ITI I generally work with some of the teams who are located overseas as well with some other providers. So there we are working. Their understanding is different than a then as we Australian works you know we we are quite open right? But sometimes I used to joke and like how they used to just look at me in a blank face was just like so I had to sort of tone down my you know rough sense of humor and this you know sort of make it light for them to understand and all these things. So yeah there's a human aspect, plays a big part in the project management or part.

00:33:22.420 --> 00:33:22.760
Angadh Bazaad
Right?

00:33:47.060 --> 00:33:51.450
Bobby Bazaad
From your technical skills and their ability to sort of like you know, plan and manage.

00:33:52.120 --> 00:33:52.490
Angadh Bazaad
Right?

00:33:56.420 --> 00:34:05.570
Angadh Bazaad
Uhm, what aspects do you think you find most challenging or things like the most common mistakes that you find during projects?

00:34:07.060 --> 00:34:10.480
Bobby Bazaad
I think the biggest mistake is you know when you don't.

00:34:12.490 --> 00:34:13.500
Bobby Bazaad
Locked on the scope.

00:34:14.240 --> 00:34:14.630
Angadh Bazaad
Right?

00:34:15.550 --> 00:34:20.340
Bobby Bazaad
So scrab is, you know, Matthew will say, well, you know I want a PC.

00:34:21.550 --> 00:34:51.460
Bobby Bazaad
So you still OK, will deliver a PC, but what NPC you know? What's the memory? Do you need? What's the storage? You know what's what size of screen do you need? So some of these projects? In the past I've learned is, you know what happens is our sales people. They are very, you know, sort of in a in a rush to sign off the deal, make it happen and if you missed the nitty gritty of that then you get dropped bogged down in that way you don't have the clear requirements. You don't have the clear scope. The goal post keeps on moving.

00:34:30.220 --> 00:34:30.570
Angadh Bazaad
Right?

00:34:52.120 --> 00:34:57.450
Bobby Bazaad
Uh, you know, the customer keeps on moving. It impacts obviously. Then, the timelines, the budget, everything.

00:34:58.350 --> 00:35:04.140
Bobby Bazaad
So that's for me in a project, management is the most important is the scope of the project. What do you need to deliver?

00:35:05.290 --> 00:35:07.300
Bobby Bazaad
So it's what I call is the.

00:35:08.430 --> 00:35:11.850
Bobby Bazaad
Ford 3WS and eight So what needs to be delivered?

00:35:12.620 --> 00:35:13.950
Bobby Bazaad
Why we need to deliver it?

00:35:14.920 --> 00:35:18.370
Bobby Bazaad
Who's gonna deliver it when it's going to be delivered? And then how?

00:35:19.360 --> 00:35:19.710
Angadh Bazaad
Or

00:35:19.380 --> 00:35:23.560
Bobby Bazaad
So these are the core. If you answer all these, you are the project manager.

00:35:25.040 --> 00:35:26.380
Bobby Bazaad
Support WNN edge.

00:35:33.030 --> 00:35:35.510
Angadh Bazaad
are there any other current projects you're working on?

00:35:36.230 --> 00:35:37.150
Angadh Bazaad
They can share it.

00:35:36.560 --> 00:35:37.220
Bobby Bazaad
Yeah I've got.

00:35:38.480 --> 00:35:42.810
Bobby Bazaad
I have actually I manage a portfolio of 10 projects simultaneously.

00:35:43.270 --> 00:35:43.640
Angadh Bazaad
Right?

00:35:44.270 --> 00:35:51.010
Bobby Bazaad
Yeah, so they are all different related so one is for the horticulture and grain industry.

00:35:51.660 --> 00:36:00.600
Bobby Bazaad
You know for the farmers who are like, you know, read, growing all the crops so that actually looks after them. Then there's dairy side.

00:36:01.410 --> 00:36:02.690
Bobby Bazaad
There is a honey.

00:36:03.540 --> 00:36:07.590
Bobby Bazaad
Uhm, honey manufacturing people there from the wine industry.

00:36:08.240 --> 00:36:12.610
Bobby Bazaad
So everything related to the in, like you know from the agriculture POV.

00:36:13.280 --> 00:36:18.890
Bobby Bazaad
Then from the environmental point of view, they are systems that are being developed to monitor the environment in the water.

00:36:19.950 --> 00:36:23.680
Bobby Bazaad
So their systems running for that, so there's a variety of different projects that.

00:36:21.910 --> 00:36:22.300
Angadh Bazaad
Alright.

00:36:24.550 --> 00:36:27.070
Bobby Bazaad
Is I'm managing his part of the delivery head, yeah?

00:36:31.340 --> 00:36:36.510
Angadh Bazaad
I think that's about it for all the questions. If anyone else had anything to add or ask.

00:36:37.590 --> 00:36:38.170
Angadh Bazaad
Feel free to.

00:36:37.630 --> 00:36:38.360
Beau Foster
All I do.

00:36:39.140 --> 00:36:44.340
Beau Foster
I'm I'm just wondering what's your biggest advice for people like us who are just starting out in the industry like.

00:36:45.070 --> 00:36:48.180
Beau Foster
What do you think for how to progress through our careers and?

00:36:49.000 --> 00:36:49.660
Beau Foster
Move forward.

00:36:51.010 --> 00:37:03.200
Bobby Bazaad
Look, I think, uh, you know some of you because you guys are starting now. You know you are being

taught the basic. You're being given the base of the IT. You know you're being taught the fundamentals of programming as well.

00:37:04.200 --> 00:37:08.180
Bobby Bazaad
And what you'll find out is some some of you may not have neck for the programming.

00:37:09.090 --> 00:37:15.720
Bobby Bazaad
OK, so that does not mean you got no Korean ID. Not everyone who's doing it becomes a programmer.

00:37:16.950 --> 00:37:20.430
Bobby Bazaad
OK, let's some of you will become a business analyst.

00:37:21.230 --> 00:37:30.310
Bobby Bazaad
They are also from the ideal background. There are critical to the project because they are a bridge between a business and the right people. They understand the document all the requirements.

00:37:31.100 --> 00:37:37.080
Bobby Bazaad
Uh, later on they move into the other management roles as well. You know who look after?

00:37:38.320 --> 00:37:41.790
Bobby Bazaad
Uh, some of you may go into the testing site to become testers.

00:37:43.070 --> 00:37:45.380
Bobby Bazaad
Some of you might end up becoming a project manager.

00:37:46.040 --> 00:37:53.700
Bobby Bazaad
Some some of you may go into the, uh, the upside as well for supporting supporters, support and operations.

00:37:54.640 --> 00:38:02.310
Bobby Bazaad
Uh, So what I would say is you're getting a good base. Get the base. See what you like.

00:38:03.600 --> 00:38:19.730
Bobby Bazaad
As you go along, because now if we end the first year, it's too early for you guys. Look, we all are tech savvy. You know you guys are all across different. You know R tech platforms you're already using you using computers and all that, but this degree will give you a bit more deep insight into it.

00:38:04.950 --> 00:38:05.240
Angadh Bazaad
Right?

00:38:20.950 --> 00:38:51.020
Bobby Bazaad
So you aren't used to the front end. It's going to give you the back end information how things work. OK, how you quote something and I can tell you some, some of you will enjoy the coding so much you know may become one of the best quarters and you know, release your own games or or some of the products. There's opportunities are endless, so go through your degree, see where your interest lies and then sort of move more into you know making yourself more expert into that site. So if you're in the good in the coding.

00:38:51.570 --> 00:38:54.050
Bobby Bazaad
Then just move into the coding and and see how you go.

00:38:56.020 --> 00:39:03.940
Matthew Bradley
Just one question as a as a manager you obviously do with people a lot. What's what's something that I can do to give?

00:39:00.560 --> 00:39:00.990
Bobby Bazaad
Yeah.

00:39:04.580 --> 00:39:16.870
Matthew Bradley
Uhm, 'cause someone will be taking like a gamble on me as a first time employer. Someone coming into the IT world what something I can do to sort of up my chances for getting their employment for the first time?

00:39:18.420 --> 00:39:25.280
Bobby Bazaad
Well, I think it's look up. The first thing is when you are going for any job. Your research about the company.

00:39:26.390 --> 00:39:26.830
Matthew Bradley
Yeah.

00:39:26.610 --> 00:39:31.540
Bobby Bazaad
OK, but what is the company doing? Where are they moving? What is the direction of that?

00:39:32.770 --> 00:39:37.740
Bobby Bazaad
And I I can tell you so much information is present if you just ask Uncle Google.

00:39:38.430 --> 00:39:38.830
Matthew Bradley
Yeah.

00:39:38.440 --> 00:39:47.200
Bobby Bazaad

Just ask him and you just get tons of information that you can prepare yourself. The second point of call is when you get the recruitment agent.

00:39:47.840 --> 00:39:49.400
Bobby Bazaad
You know you talked to them.

00:39:50.050 --> 00:39:58.660
Bobby Bazaad
Because they talked to the hiring manager, you know you've got your information about the company right from the Internet and all that they will give you the information about the hiring manager.

00:39:59.600 --> 00:40:02.160
Bobby Bazaad
And the detail of the job, what exactly it is?

00:40:03.290 --> 00:40:04.780
Bobby Bazaad
You need to prepare yourself.

00:40:05.740 --> 00:40:09.520
Bobby Bazaad
In that interview that you fit into that role.

00:40:11.790 --> 00:40:26.000
Bobby Bazaad
And some of the questions we must might ask, you know, I can share with you guys. I actually used to use that checklist or the interviews. You know that you prepare and those are some of the things to do. And there are tons of those things on Internet as well.

00:40:26.490 --> 00:40:26.890
Matthew Bradley
Yeah.

00:40:26.630 --> 00:40:32.190
Bobby Bazaad
You know you go firm, shake hands, look in the eyes. I speak clearly.

00:40:26.750 --> 00:40:27.060
Angadh Bazaad
Right?

00:40:32.800 --> 00:40:34.340
Bobby Bazaad
And if you stuff up.

00:40:35.740 --> 00:40:38.670
Bobby Bazaad
No need to panic. Just say sorry, I don't recall it.

00:40:39.700 --> 00:40:40.710
Bobby Bazaad
I'll come back to that.

00:40:41.340 --> 00:40:54.580
Bobby Bazaad
You know, so you just move on. So some of these things out there in terms of the preparation with the like I said, you know, you ask the recruitment agent. OK, what's the hiring manager like? OK? What are the qualities they like in a person?

00:40:55.470 --> 00:41:02.510
Bobby Bazaad
What other person and when I do the interview myself, I ask the hiring manager. OK, you know what is your idol person for this role?

00:41:03.580 --> 00:41:13.730
Bobby Bazaad
That person will tell you. Look at, I need somebody proactive and then when you're giving your answers then you mold it accordingly. That you show that you have done that. Quality is in the past.

00:41:14.400 --> 00:41:15.260
Matthew Bradley
Yeah, OK.

00:41:15.390 --> 00:41:15.700
Angadh Bazaad
Right?

00:41:18.430 --> 00:41:20.490
Angadh Bazaad
Does anyone have anything else to ask ahead?

00:41:22.340 --> 00:41:28.880
Bobby Bazaad
Don't worry guys, I'll be here when you guys graduate. I'll be happy to help you out into getting the jobs as well.

00:41:29.510 --> 00:41:36.290
Bobby Bazaad
You know I have helped a lot of the people in the past 20 years, you know, provided jobs to them. Got him into the training.

00:41:36.990 --> 00:41:49.000
Bobby Bazaad
So my elder brother is also a delivery head into the defense. You know when you guys are into that session like you know the third year, final year and things will get you into the trainings. You know there's no issue.

00:41:51.440 --> 00:41:52.330
Angadh Bazaad
Appreciate that.

00:41:53.530 --> 00:41:57.530
Angadh Bazaad
Anyone else have anything else to add at all? It's after this fool. Just wrap it up.

00:41:58.320 --> 00:42:13.680
Kieran Symons
Yeah, I think for me, thank you very much for that. That was a that was an awesome awesome interview. Very very very very very detailed. It perfect and I was wondering if it might be right if we send you an email afterwards. You use a lot of acronyms that.

00:42:03.160 --> 00:42:04.790
Bobby Bazaad
Perfect so I'm.

00:42:06.750 --> 00:42:07.490
Bobby Bazaad
So my pleasure.

00:42:14.600 --> 00:42:20.510
Kieran Symons
I haven't heard of and I. I guess we can go through it as a group just to get it get a list together. And no.

00:42:16.370 --> 00:42:16.790
Angadh Bazaad
Yes.

00:42:16.560 --> 00:42:16.860
Bobby Bazaad
Sure.

00:42:17.960 --> 00:42:39.660
Bobby Bazaad
Sorry there was, there was my bad. I I shouldn't shouldn't have done that, but you know, because now I'm at that level like a resume like in a farm. And that's actually a wrong assumption anyway to start with, but please feel free to clarify anything you want. I I'm happy too. I I told a then I'll be happy to share my professional profile with you guys as well so I can look.

00:42:40.300 --> 00:42:50.970
Bobby Bazaad
Uh, you know you might get some insight into your resume, so I'll give you 2. I've got a professional profile which is like from the consulting point of view, we present to the client, so it's not like a normal resume.

00:42:51.630 --> 00:42:55.260
Bobby Bazaad
Uh, then I'll give you another copy of the resume, which you can use it for.

00:42:55.860 --> 00:42:57.880
Bobby Bazaad
Uh, you know, for the jobs later on.

00:42:58.510 --> 00:43:00.960
Bobby Bazaad
And it is designing a certain way.

00:43:01.560 --> 00:43:31.660
Bobby Bazaad
That you know it, because for the recruitment agent in the first page it needs to grab the attention of the agent and say, OK well you know it needs to give all the information on first page. So OK, this is what this person is. They don't want to read your 6 pages and then try to gauge OK. What kind of person came around is you know after the six page they lose interest. So this is how I design. My resume is in the first page they get the summary. OK they can say Oh well, you know this guy.

00:43:11.130 --> 00:43:11.470
Angadh Bazaad
Bro.

00:43:31.710 --> 00:43:34.560
Bobby Bazaad
Get that done this OK, you know is is good enough.

00:43:35.230 --> 00:43:38.550
Bobby Bazaad
Do I need to look at his details then they go onto the further pages you know?

00:43:39.340 --> 00:43:39.650
Angadh Bazaad
Right?

00:43:40.980 --> 00:43:42.030
Kieran Symons
Awesome, thank you very much for that.

00:43:41.280 --> 00:43:43.210
Angadh Bazaad
Love you very thank you very much.

00:43:42.300 --> 00:43:43.470
Matthew Bradley
That's great thanks bye.

00:43:44.020 --> 00:43:44.820
Maddison Davis
Thank you Sarah.

00:43:44.270 --> 00:43:45.220
Bobby Bazaad
Alright thanks guys.

00:43:45.820 --> 00:43:46.250
Cameron McNab
Thank you.

00:43:45.880 --> 00:43:52.310
Bobby Bazaad
All the best anything you need, you know, feel free. I'll be happy to sort of guide you guys through it.

00:43:46.140 --> 00:43:46.940
Angadh Bazaad
Thank you for joining us.

00:43:47.220 --> 00:43:48.000
Beau Foster
Thanks Bobby.

00:43:53.030 --> 00:43:53.570
Matthew Bradley
Thank you.

00:43:53.800 --> 00:43:54.340
Angadh Bazaad
Thanks again.

00:43:54.280 --> 00:43:56.150
Bobby Bazaad
Alright, enjoy evening.

00:43:56.510 --> 00:43:56.890
Kieran Symons
Thank you.

00:43:56.720 --> 00:43:57.980
Angadh Bazaad
Thank you, thank you for joining us.

00:43:57.110 --> 00:43:58.020
Maddison Davis
Thank you.

00:43:57.650 --> 00:43:57.910
Cameron McNab
8.

00:43:57.910 --> 00:43:58.240
Bobby Bazaad
Bye.