

John Austin

From: John Austin
Sent: Saturday, 16 May 2020 4:19 PM
To: John Sultana; Dean Jones; Jason Bozzi; Luke McClelland; Mick Wilcox; Stephanie Mikhael
Subject: Meeting Request

The last three months have been crazy times. Anybody who believes they have coped well during this time, and hasn't at some time been stressed or apprehensive is not being entirely truthful. It has been tough and I would like to thank you all for your efforts to keep the business operating and the support you have given me and the company.

We are not at the end point yet, but I think it is a good time to start to make a plan to push forward in a positive manner.

Due to an inconsistency of staff, at times a lack of resources and the restrictions, it has been difficult to have any sort of sales meeting in order to address any internal issues that have cropped up. Unfortunately at times this has meant that they may have been left festering for too long.

Therefore, I would like to propose a meeting for this Wednesday 20th, May at 10am. I know that everyone of you is actually rostered off this day, but if you agree to come in for this day I will add it to the roster as a work day and pay you accordingly.

Before the meeting, I would like everyone to provide me with a written list of issues, discussion points etc (for their department) that we can address at the meeting. Only issues given to me before the meeting will be raised and discussed. These issues need to focus on process, policy and procedure. No references to people should be included, rather the department name should be used if there is a need to reference people. It is important that these written points given to me should only address the problem or information needed to aid a robust discussion. No emotion should be attached to the matter being raised. I will raise each issue for discussion, I will call on relevant people to provide me with additional information and then I will arbitrate on any process/policy changes required or reiterate existing process/policy.

Despite what you may think from time to time, we have a really good team at Ryde and what we need to do is work through any problems sensibly and logically in order to continually drive the business forward. At the end of the day it is my job to provide that forum and I have also not done that well over the past couple of months.

So can I please ask that you make yourself available, provide me with discussion points and bring your positivity to the meeting Wednesday.

Regards

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Luke

Hi John,

I've had discussions and advice on the recent events at work and decided against the advice to not come to your meeting and come. However after Stephanie and I were attacked by John Sultana in my office the last time I was at work and this is causing me to feel anxious to the point I can't sleep at the moment about this meeting and the way in which it is set up to take place. So in saying this I will not be attending the meeting setup for 10am. I will be returning to work on Thursday as per my roster and will discuss this matter further with you then. Thanks

John

Hi Luke,

Respect your decision but also disappointed. I was hoping to use this meeting to resolve issues the issues that are making you, me and lots of others anxious and hoped I could control this so it resulted in some positive outcomes. At this stage I believe everyone else will be attending, so it will be a shame not to have your input. Thanks for letting me know and see you Thursday.

Luke

Hi John, I won't be attending another one of these style meetings

You hold. They are not productive and never have been. every meeting like this to date has failed, all staff left worse then they entered and I won't be a part of your boxing match your trying to hold today.

But if your still going ahead with it I emailed you a list of things 9 months ago. Try to actually address them today even though it's nine months later. If you start that it might actually help.

Luke

The way things usually work in Ryde is you tend to share staff issues with everyone. If I come to work tomorrow and people know why I'm not there today I hope there's a good explanation for breaching employee confidentiality.

But please do let me know the outcome of the meeting your holding to allow staff to use me and as excuse and slag me off for their own poor performance.

I'm pretty sure it is called provoked bullying but I'm sure as our LEADER your across that but I will most definitely clear that up today. Thanks John.

John

Luke,

I had already noted your previous concerns about deposits and sales communication with customers. I don't really have time to find the email from 9 months ago so if you can resend it it would be appreciated. I also intended to get Mick to take "minutes" of the meeting so he could share these with you.

Luke

Sorry but Mick is not my manager so he won't be doing anything of the sort. I'll be happy to address any issues with you my manager.

It's your meeting John, but you have 9 months of issues not sorted so pick an email any email from me and start there but like I said the same issues i raised with you after working there for THREE days were raised with you in writing and you told me not to put stuff like that in writing.

And also I send myself a copy of every email to my personal email so I'll be sure to dig it up for. Thanks