

The Vegetation Manager

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Note from the CEO

I have just returned from another very successful Queensland Weed Symposium at Yeppoon, just out of Rockhampton. Held every 2 years, the Symposium provides a terrific opportunity to expand the knowledge base of weed science professionals and vegetation managers. Technigro were proud to support this key event once again as a gold sponsor and we look forward to participating in the 11th Symposium in 2011. For further information on this and other Weed Society of Queensland events just go to www.wsq.org.au

In last month's edition of TVM we proudly announced our nomination for the Telstra Queensland Business of the Year Awards. At a gala awards ceremony at the Hilton in Brisbane on Tuesday 28th July we were delighted to be presented with our top 5 finalist awards for both the AMP Innovation Award and the Panasonic Medium Business Award. This is our first year nominated for these prestigious awards and to make it through from hundreds of high calibre entrants to the top 5 in both categories is a wonderful achievement. I am extremely proud of our team and it reinforces the strength of one of our core values at Technigro 'Achieving More Together'.

With this last month of winter, our team are busy getting our annual programs in place and preparing for the upcoming growing season which is now just around the corner. Until then, keep well and I look forward to catching up with you again in September.

Kind regards,
Nick Bloor.

Innovation update.

4m DriftProof spray unit



New 4m Driftproof Spray Unit

Technigro has recently completed production of their latest DriftProof® spray unit specifically designed for use on sports fields and large open areas. This project has been 18 months in development and represents the culmination of our many years of experience and hundreds of hectares treated in this highly specialised field.

The new unit includes many modifications and improvements that will enable Technigro to provide their clients with our range of innovative DriftProof® sports turf services more efficiently and effectively than ever before.

Major modifications and improvements include:

- > A stronger, more reliable skeletal frame
- > A more robust control unit
- > Upgraded costors to improve tracking

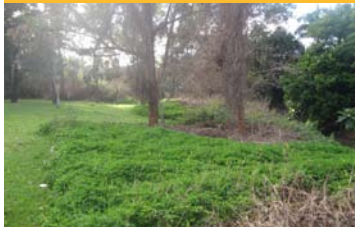
The introduction of this new operational unit will give Technigro the opportunity to upgrade older models with some of the new innovations that have been fitted to this model, making Technigro's Turf Services team better equipped whilst working on sports fields.

Dan Norton, Technigro's Turf Services Manager, would like to thank George Kast, Steve Kearney, Peter Merrigan, Grant Freund and Justin Sands for their input into the project and their assistance in assembling the DriftProof® spray unit; Brad Cawthorne for the composite section of the unit and Richard from Trickyweld for the initial engineering work.

Technigro look forward to unleashing this innovative piece of equipment onto the sports fields of Queensland in the near future!

It's that time of the year.

Bushland Regeneration



Programmed maintenance - the long term solution

Programmed maintenance is a vital component in restoring a bushland environment. Without regular follow up treatments, exotic weed seed banks have the opportunity to establish and native vegetation has a reduced chance of recovery. For more information, read our Bushland Restoration WeedWise Factsheet on our website or call us on 1800 678 611 to speak with one of our Natural Areas specialists.

Upcoming Events.

> IVMP Vegetation Managers Forum for Technigro Customers

19th August at Radisson Resort, Gold Coast

> SERI World Conference on Ecological Restoration

23rd – 27th August, Perth

In the news: Technigro finalist in Telstra Business Of The Year Awards

IVMP



In July, Technigro were proud to be announced as finalists in the Queensland Telstra Business Awards for the Panasonic Australia Medium Business Award and AMP Innovation Award.

The 2009 Telstra Business Awards offer businesses the opportunity to celebrate the story of their success. Success not just on the bottom line, but in the journeys taken by founders, partners and staff along the way.

As the 'engine room' of the Australian economy, small and medium businesses perform an essential role in the day-to-day lives of Australians; employees, family, customers, suppliers – and beneficiaries of the achievements and innovations created by our best entrepreneurs.

The Telstra Awards recognize not just ultimate success in business but also the courage, skills and innovation needed to breathe life into a nascent business idea. The Awards also seek to provide businesses with national recognition for outstanding dedication and commitment and to help them along the road to greater heights and in many cases, international success.

The award entrants were judged on the following criteria:

- > **Business:** achievements and vision
- > **Products and Services:** competitive differentiation
- > **Customers:** market research, marketing and sales, customer services and satisfaction
- > **Team:** management capabilities, business values and work environment
- > **Planning and Performance:** strategic planning, risk management and business improvement
- > **Financials:** financial ratios
- > **Innovation:** innovation profile, market value, research and development and growth
- > **Social Responsibility:** social responsibility profile, impact, commitment, growth and evaluation.

Up against some stiff competition from hundreds of high calibre entrants, Technigro was pleased to have been named as one of only 5 finalists for each of these extremely prestigious award categories. We extend our hearty congratulations to Australian Innovative Systems Pty Ltd on winning the AMP Innovation Award and Trilby Misso Lawyers for taking out the Panasonic Medium Business Award and wish them well at the National Awards.

In the news: Innovation Update.

Training Roll Out



Training Roll Out

Each year, Technigro undertakes a major strategic planning exercise to chart its course for the future and during our last Strategic Planning session the quality of our people was identified as one of our key strengths, and a critical factor in the long term success of our business. Not surprisingly then, since that time we have devoted much of time and energy to ensuring we have the **right people** with the **right skills** doing the **rights jobs** for the **right customers**.

To advance us even further toward the realisation of this goal, we have recently developed a comprehensive Training, Development and Retention Program. This program is designed to assist each participant to advance both their personal and career goals, while also ensuring the company's strategic goals are achieved through a team of employees possessing the skills and competencies required to deliver top performance at all levels of the organisation.

A framework to guide Technigro through the implementation process was completed in April. The first step was the creation of policies reflecting Technigro's commitment to the training and development of their employees, together with the administrative procedures required to effectively to implement and manage these policies.

While it is expected to take up to twelve months to fully implement the new policies and provide the necessary funding, training activities have already been approved and are underway for many team members in order to take advantage of the quieter winter months.

Currently two management staff members are completing a Graduate Certificate in Professional Management through the Australian Institute of Management with another to join them in the next semester. However, it is not just management who are gaining access to further training. Members of the Natural Areas crew are currently completing their Certificate 3 in Conservation and Land Management while other Technigro team members are completing alternative training courses such as first aid certificates and workplace health and safety programs.

Additional training activities will also be run that educate and train senior staff members in the steps required to implement the new system. With their support the entire process will then continue to roll out at a steady pace.



Fast Facts.

- > There are now over 2,500 species of environmental weeds in Australia.
- > Weeds cost Australia over A\$4 billion dollars every year in control and lost production.
- > Some individual weeds, such as lantana, cost the grazing sector alone over A\$104 million dollars each year.

PROGRAMMED BUSHLAND RESTORATION



Before



After first treatment

Protecting biodiversity is one of the most important issues facing Australians today. Technigro plays an integral role in assisting local government, developers and private companies in delivering programmed bushland restoration within South East Queensland. With over 20 years experience in the vegetation management industry, Technigro has developed innovative technologies that significantly reduce human impact when working within these sensitive natural areas.

Benefits of programmed bushland restoration

- > Staggered cost over 12 month period
- > Exhaust weed seed bank
- > Identify and protect natural regenerative vegetation
- > Enhance species richness and density
- > Provide a habitat for native flora and fauna
- > Identify and target undesirable species before they set seed
- > Identify and target annuals before they complete their life cycle

Programmed bushland restoration has the benefit over time of increasing the species composition and density within an area. This leads to an environment that is self sustaining, which greatly decreases the energy, effort and cost required for ongoing maintenance.

Regular programmed maintenance is a vital component in restoring a bushland environment. Without regular follow up treatments, exotic weed seed banks have the opportunity to establish and native vegetation has a reduced chance of recovery.

Our Natural Areas team are specialists in both native and exotic species identification. We have the ability to apply a range of best practice treatment methods to effectively control a variety of target species.

Application

Technigro recommends monthly programmed maintenance during Spring and Summer and, at minimum, bi-monthly programmed maintenance during Autumn and Winter. This approach will deliver long-term, cost effective results and assist in establishing a sustainable natural environment. Technigro's aim is to provide their clients with best value outcomes, best management practices and superior results. A variety of programs can be devised which are suitable to a range of environmental conditions and budgetary constraints.

Your Provider of Vegetation Management Solutions

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