# depth

# New HP President visits Australia

JOHN YOUNG, newly appointed President of the Hewlett-Packard Company, and his wife ROSEMARY were visitors to Australia the last week in April.

At a luncheon for Melbourne employees he predicted that sales will double within five years, which will necessitate employing 20,000 additional people world-wide by 1983. Total number for HP Australia will be between 800 and 1,000 employees.

Seven million square feet of additional space (approximately one building per week the size of the Melbourne office) will be needed world-wide within the next five years.

According to John Young, Hewlett-Packard will become the No. 3 Computer Company behind IBM, No. 1 and Digital Equipment Corporation, No. 2.

This is a shift from Hewlett-Packard's image as a test and measuring equipment business.

Sales for data processing products for FY77 were approximately $US571 million and $US577 million for test and measuring equipment, and he predicts that change to computer systems will be the largest selling product line in the next few years.

During his visits to Melbourne and Sydney, John was the guest of honor at luncheons with leading Australian business men attending. He also met representatives of the media at a breakfast press conference at the Sydney Hilton.
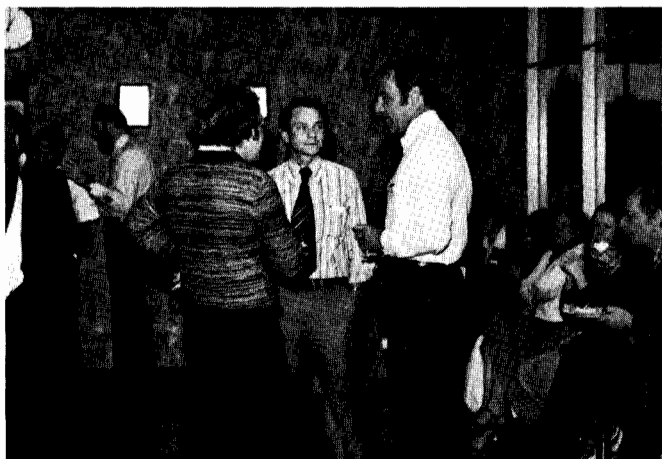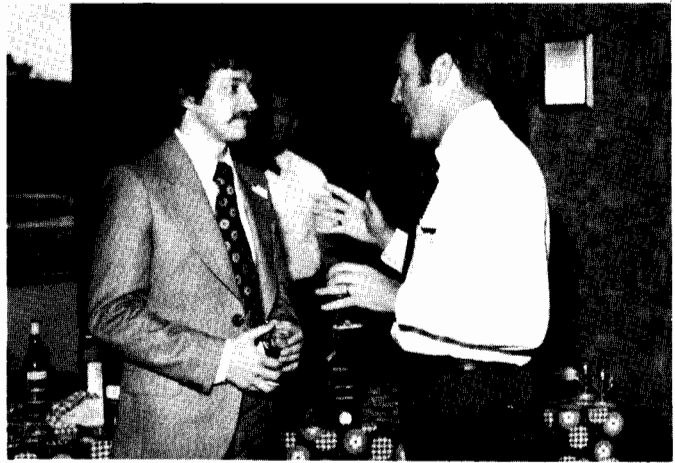
# Calculator Organisation is now Computational Products Group

## Fort Collins Division becomes part of Computer Systems Group

In this issue of Depth, I would like to familiarise you with the Computational Products Group within Australia.

First of all, the Computational Products title came from the need to rename the sales force and their products. Why? The name Industrial Calculators sales force evolved from the need to differentiate between Consumer Calculators and Industrial Calculators.

The products, however, were more and more approaching mini-computers whereas the industry's understanding of the term calculator was not in line with the product's capabilities. For this reason the products were termed Desk-Top Computers and the new name for the sales force became Computational Products.

An important organisational change was the recent Fort Collins Division move. Both Fort Collins Division and Computer Systems Group had been developing products which were converging in capability, while they were to be sold to a common market, namely commercial. It made sense therefore to have the full range of products to be sold to this market within the one group responsible for sales to the commercial market. Hence the Fort Collins Division became a part of the Computer Systems Group. This has the advantage of making us look like one company to the customer.

The Computer Group, as a consequence, will be heavily involved in the commercial and business data processing markets and the Computational Group's major thrust will be into the Scientific/Engineering, Industrial and Graphics markets.

**Bill Thomas**
**Product S.M.**



*John Warmington*
*Dick Warmington, Icon RSM – Comp. Prod.*
*Bob Rogers – Marketing Manager – Comp. Products*
*Bill Thomas, Aust. PSM*

# Computer Systems Group

### PIE IN THE SKY?

The year is 1981. Two groups of businessmen are sitting in conference rooms thousands of miles apart, discussing details of a contract. The computer screens are displaying information transmitted from one computer to the other via a communications satellite 22,500 miles above the earth.

Large colour TV displays allow each group of businessmen to see the other. Teleconferencing is a substitute for business travel and has advantages over telephone communications. Either full motion or freeze-frame video can be used. Freeze-frame images show not only photographs of conference participants, but alos charts and other visuals.

High-speed facsimile units allow the transmission of a complete page of printed material in ten seconds.

### IS ALL THIS PIE-IN-THE-SKY SCIENCE FICTION?

Actually the capability to perform these functions exists today – as demonstrated in the U.S.A. called "Project Prelude".

"Project Prelude" is an exciting experiment being conducted to advance the state-of-the-art in intracompany communications services.

Hewlett-Packard was chosen as the Computer Network supplier by the co-ordinator of the experiment – Satellite Business Systems (S.B.S.). During the period November 1977 to January 1978, six business sites have taken part in these experiments using portable earth stations located at each site.

Late in November 1977, Larry Hartge, the manager of HP's part in "Project Prelude", visited Australia and spoke to a number of interested people at seminars in Melbourne, Sydney and Brisbane.

Even though it is unlikely Australia will have a domestic communications satellite for some years, there is immediate interest in linking computers using HP's advance Distributed Systems capability. In fact, as a result of Larry's visit, at least one large Melbourne company has ordered an HP 3000 as the start of a Distributed Systems Network.

The major advantage of distributed processing is that computers are placed where the work is done, but still allows the degree of central control required.

NO! It's not Pie in the Sky. Hewlett-Packard has aptly demonstrated that all this is feasible today. In fact, S.B.S. plan to have this in operation across the United States by the year 1981.

**Adrian Farrell**

# What other changes have occurred?

The recent organisational change resulted in responsibility to two Products Sales Managers for Rob Stewart. He now reports to Bill Thomas for the Computational Products service operations and to Tony Cookes for Computer Systems. He is capably assisted by Paul O'Brien in the Southern District and Alex Kennedy in the Northern District.

Hans Neilson has transferred from Instrument Products to Computational Products to assume the position of Group Leader.

Hans had been with I.P. for 3 years and was involved in the service of H.P.I.B. Instrument systems and digital products.

# Instruments Group Changes In Australasia

As the dust seems to be settling now, I thought I would bring you up to date and document all the recent changes in the Instrument Group.

After many years as Instrument Products Service Manager, Bruce Marsh has left the position to assume his new role as head of the Systems Engineering Organisation Group (S.E.O.). All who have worked with Bruce wish him well in his new job. Ian Richards has moved in to head up the Service Group and will be reporting directly to me.

John Bieske has taken up the position of Southern and Eastern District Manager in the Calculator Group. John has been replaced by Gordon Smith who moved out of his role as Senior Field Engineer in Sydney to come and look after the Southern District Instrument Group in Melbourne. A replacement for Gordon has yet to be found.

We are going to miss Bruce and John very much. Their guidance and help have been tremendous. I know that everybody will join with me in wishing them all the best in their new ventures and I know that I can count on all the Instrument Group to give Ian and Gordon the support that was given to Bruce and John.

**Gray Morgan**



*GORDON SMITH, Instruments Group District Manager and JOY WINGARD, recently appointed Parts Administrator, at an Management Development Program.*

**WHO IS THE NEW INSTRUMENT PRODUCTS SERVICE BOSS?**



So who is the new service boss for I.P.? . . . It is that smiling, chain-smoking, coffee drinking Kiwi, Ian Richards. For those of you who don't know Ian, he is easy to recognise. With his tie at half-mast he moves around the building followed by a cloud of smoke and Margaret Baker collecting his disposed-of coffee cup holders.

Ian was educated in Wellington, New Zealand and his career has included many years in Research and Development and twelve months as the Scientific Leader of the New Zealand party at Scott Base in Australia.

Ian joined HP in New Zealand as a Staff/Service Engineer in 1968. He transferred to Australia in 1972 as Q.A. Engineer and was responsible for setting up the standards laboratory and gaining N.A.T.A. registration for it. Of late Ian has been the service systems analyst and has developed many important computer reporting systems for the service department.
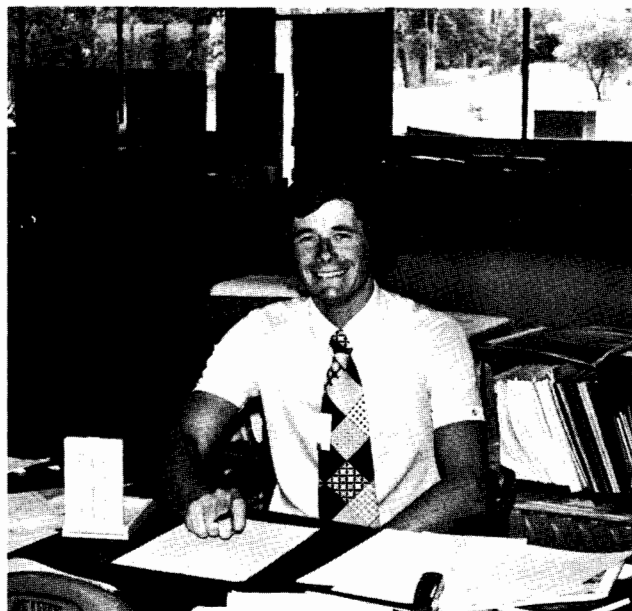


Bruce Marsh

Southern District Instrument Group Meeting was held during the week of March 20 for two days when new product training was given on Model 1615A Logic State Analyser which has recently been released from Colorado Springs Division, plus the 1640A Digital Network Analyser that will be released shortly. It is anticipated that large sales will result into the telecommunications market with this product.

Other Discussions at the meeting centred around systems trained and product strategies.

9825A Training — IAN JOHNSTON, MIKE CANVIN, KEN JACKSON and JOHN WILLIAMS attended this course in Melbourne and are now expertly qualified to handle software enquiries and advice to customers.

IAN JOHNSTON, during one week of February, travelled to Perth to participate in a Microprocessor Seminar with our range of Logic State Analysers and visited good customers in this area with these new products.

RAY DOYLE, Staff Engineer, Melbourne, became engaged to Marina Corso.

# Medical/Analytical Sales Groups

Both sales groups have held National Sales Meetings in the last two months, coinciding with visits from the Regional Marketing Managers from Icon.



The Analytical group held their meeting at the Newport Inn, north of Sydney in March. The photo shows Jim Watson and Bob Cattell between sessions.

The Medical Sales meeting included Ian Wilson from Medical Supplies, our distributor in New Zealand.

Unfortunately they won second prize with their venue outside of Melbourne. Some unseasonably warm May weather and a good choice of The Baron of Beef in the Dandenongs set the right scene for a productive and enjoyable session.

Recently two sales awards were presented to Field Engineers in the Group for outstanding sales performances during FY'77

Les Lawrence exceeded quota for the fifth consecutive year with medical sales of over $500K.

Bob Cattell sold $440K in only his second year in the Analytical group. To date in the current year Bob has already totalled over $600K.



*Les Lawrence receiving his award from Mike Muller.*
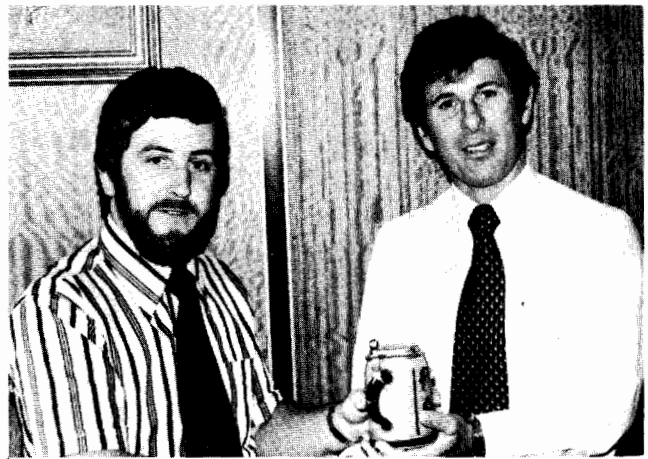


*Tony Abbis visiting from Icon presents Bob Cattell with his sales award.*

# Organisational Change.

## JOHN SPRINGALL, AUSTRALASIAN SERVICE MANAGER APPOINTED COMMERCIAL SERVICES MANAGER.

After nearly 15 years as Service Manager, it was strange to arrive at work on February 1 and realise that you are no longer responsible for that part of the organisation, but have assumed responsibility for another important part of our business.

And Order Processing is a vital part of HP – it is a key link in converting "sales" to "shipments" and thus "profit".

During the next few months, there are a number of areas in which you will see changes –

**Order Flow:** We have to be more responsive to market and sales needs. Facilities are available which allow for order entry and acknowledgement within hours – not weeks – we'll be using them more effectively.

**Open Order File:** In April we will be implementing SODA (Sales Office Data-Access). This COMSYS-based system will greatly enhance our ability to monitor and report open-order status etc.

**Invoicing:** Sales don't mean much until they are reflected as cash receipts. Key links in the total process are accuracy and compatibility of our invoice to the customer order and the delay between shipment and invoicing. These areas are being closely reviewed.

**Statistics:** The quantity and quality of historic sales data needs to be upgraded. Sales Order Stats (SOS) was put into operation in late FY77 and by mid FY78 many of the current weaknesses will be eliminated.

**Communications:** Our ability to communicate is vital to HP. Steps have already been taken to upgrade the mechanics.
— COMSYS will be extended to Sydney later this year.
— COMGRAMS from other offices will be relayed rather than re-entered in Melbourne.
— TELEX procedures will be enhanced.
— VDU's will be available in strategic places in sales as well as Administration areas. (Melbourne only – unfortunately at this stage).

As indicated above, these changes will improve the mechanics, but there is a desperate need for every employee to improve the quality of communciation.

Stock control is receiving greater attention. All parts inventory – including kits, will be under FICS control by April 30.

We are currently reviewing instrument stock control and cataloging procedures and anticipate significant improvements by end July.

You can see that I anticipate being busy for several months if these objectives are to be achieved — as well as cope with above quota order rates in most disciplines.

I believe my previous experience will help solve some of the difficulties that will be encountered, but I would welcome your comments and constructive criticism. Most of all the O/P group would appreciate an occasional compliment for all the support they give sales.

**John Springgall**



**JOY WINGARD,** Secretary to John Warmington for the past eight years, has been appointed to the newly created position of Parts Administrator.

The group will be responsible for processing of customer parts orders. POPS (Repair Parts for Service) and FICS (Field Inventory Control System) which maintains an inventory of parts in New Zealand, Singapore and South Africa.

Members of the Parts Group are Ken Braszell, Jean Crawford, Robyn Geraldene. Alex McKean, Laurel Mawdsley and Annette Morgan in Melbourne and Sandra McDonald and Betty Hamilton in Sydney.



Annette will be responsible for FICS and is pictured on the right with Colin Taeuber, COMSYS Operator, Melbourne; Chris Matthews, New Zealand; Christine Koch, South Africa and Bernard Bruand, instructor from HP Singapore at the recent FICS training program in Melbourne.

# ADELAIDE OFFICE

### ENGAGEMENTS
The engagement of HELEN LOWE, our Receptionist, to Steve Evans, was recently announced. Helen and Steve plan to be married early next year.

### GOING DOWN!
HP Adelaide Office could be brought down a peg or two if the visitors using our underneath parking continue to try removing the pillar on their way out. Ken Jackson has tried it, but wasn't successful. He will probably try again next month in his new car (for a bigger impact).

To all of our Jet Set Travellers we have a warning
— An Irish couple dashing to the airport came across a sign — AIRPORT LEFT . . . so they turned around and went home. Don't make the same mistake.

SUE BRAGG, Adelaide I.G. Secretary, has changed her diet to bird seed we think. She is sprouting crochets and quavers. Sue plans to join the Adelaide Harmony Choir, and is currently getting tuned up.

# Brisbane Office

During October last year we had a visit from Elizabeth Marks, an HP employee from Winnersh Division in England. Elizabeth obviously enjoyed her stay in Australia and on returning wrote an article for their magazine in England, titled Readout. A copy of the article is below —

# Lis Goes Down Under

At long last the 'Travel Desk' has actually travelled further than the English coastline.

Many of you already know of my journey 'Down Under' in October, but for those of you who maybe thought I had parted company with HP, as I was away for 7 weeks, I shall tell you a little of my journey.

Having spent the first week on a familiarisation tour of Australian bathrooms, due to the change in food I suppose, I eventually experienced sun, sea and sand. 'Jaws' made a great impact on me but the friendly natives assured me that sharks rarely broke through the safety nets, and I only felt sparkling surf foaming over my knees.

After driving 12,000 miles viewing coastline including Australia's most easterly point, Byron Bay, (most spectacular with hang gliders soaring high over crashing seas and craggy cliffs) I decided to take the opportunity of visiting HP in Brisbane. I received a warm HP welcome, partly because they were celebrating Australia's famous Melbourne Cup taking place that day. Their friendly Receptionist, Jenny Mudge, made sure that I was looked after.

More driving and a flight to Sydney took me to the HP office there and a very enjoyable lunch with about six of the staff. We cooked our own steaks over a charcoal grill and the old saying about Scotsmen was completely dispelled as Colin, from the Computer Group and originally from that great land, treated me to my lunch.

A short drive in his company car displaying HP on its number plate (as do all Australian HP cars) took me back to where I was staying. Before leaving Sydney I returned to the office to thank everybody and bid them farewell.

I have always thought HP stood for 'Happy People' and it is true when you can fly for 30 hours and feel at home with people the other side of the world.

**LIS MARKS**

P.S. — Any recent visitors to Brisbane Office will notice the addition of our indoor plants. We've taken to talking to plants as no one else seems to listen. They thrive well — it must be all the sunshine we receive up here, also they get plenty of T.L.C. (tender loving care as our photo shows).



# CANBERRA NEWS

Clare Maguire promised Athol she wouldn't contribute anything to "DEPTH" about his recent holiday in Tasmania.

# PERTH OFFICE

We've had a few interesting events since the last issue of Depth, but we think the major one, of course, is losing Ainslie Aspery to Sydney office. COMPUTER GROUP SYDNEY — WATCH OUT! Ainslie had been with CPD Perth for 6 years. He considered he has created enough havoc in the West and decided that his desirable talents would be better utilized in Sydney — Good Luck, Ainslie.

We held a farewell barbecue to celebrate Ainslie's new job at a lovely setting in Kings Park, and then adjourned to his place to drink him out of house and home — well, who wants to take all those bottles to Sydney anyway??



*Pictured here are some of us enjoying the barbecue.*

With the advent of Ainslie leaving, we're pleased to welcome Matt Saunders into the Computational Products Group, Perth. Matt was previously our Service Supervisor and we all wish him luck in his new job too.

## IAN STUBBS MOVES TO PERTH
Some of the Melbourne office staff may have had the pleasure of meeting Ian when he worked in Computer Service for a couple of months. Well, he's now settling into the Medical/Analytical market over here and started off extremely well with a $55K order from Government Chemical Labs. Let's hope there's more where that came from! We unfortunately weren't able to get a photo of Ian at work, as he's been kicking up his heels in Singapore for the last two weeks, under the pretence of attending a training conference. Come to think of it, Ian, what were those flowers doing in your hair on Monday morning??



## IN THE MONEY
In Perth we've organised a Lottery fund and every week we all contribute 50c to buy lottery tickets. A few weeks ago, we were lucky enough to win $20, and being too small a sum to split up, invested it in some Kentucky Fried Chicken, salad and wine, which we enjoyed in our courtyard at lunchtime.
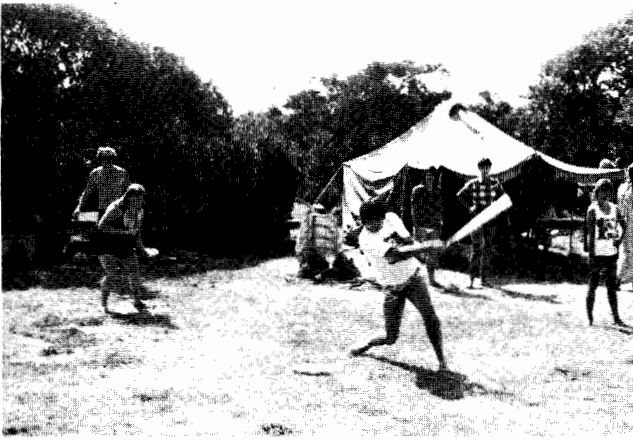
# N.Z. NEWS

## WELLINGTON'S PICNIC
HP Wellington held their annual picnic on Saturday 28th January, at Queen Elizabeth Park. It was one of the most glorious days Wellington could put on. The barbecue, etc. was organised most efficiently by Radha Bullha, and what with softball, swimming, boating, and mischievious children after the lollie scramble, everybody voted this year's picnic one of the best.
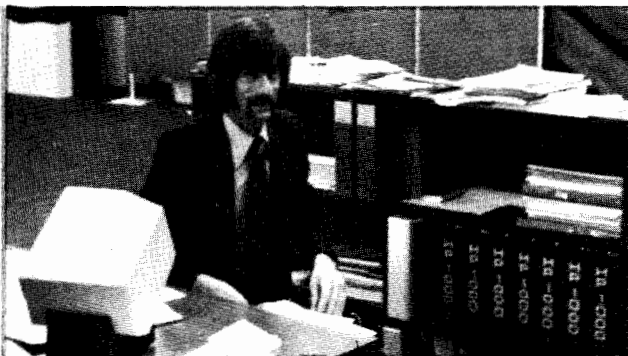
Some of the staff memories are —

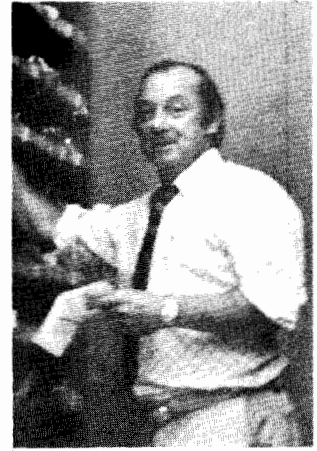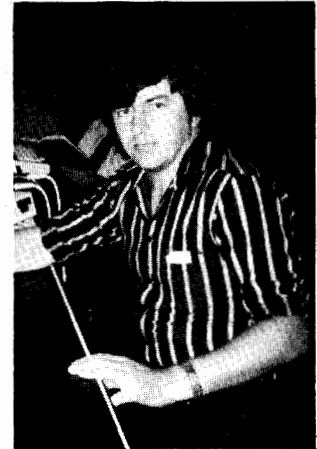| | |
|---|---|
| Frank Wilson | — Beautiful barbecued streaks. |
| Shelia Egan | — Those sandflies! |
| Robert Hicks | — Being "run" into by Wayne Squire's boat whilst swimming. |
| Myra Mouton | — Being exhausted enough to sleep all the way home. |
| Dave Knight | — The hard work it took to swim and push into shore an 8ft log (for the barbecue??!!) |

**Sue Schuller,**
*Computors Secretary.*

**Jim Dickson,**
*Storeman.*

DENNIS HOBBS, has joined HP Auckland as a Customer Service Engineer, as ROY ARMOUR was "promoted" to the bigger machines, and we needed another pair of hands to cope with all the business that our Salesmen are bringing forward. Dennis was last with Auckland University. Photo coming for next edition.
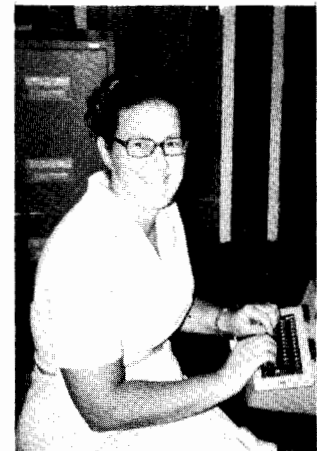
## HAVE YOU MET?





**Robert Hicks,**
*Service Group Leader.*

**John Hawthorn,**
*A.P.D. Service Technician.*

### NEW FACES

JOHN WADSWORTH, a New Zealander, rejoins HP after having worked in Melbourne for a number of years.







**Alan Thompson,**
*Field Engineer,*
*(Calculators).*

**Shirley Draper,**
*Calculator Secretary.*

# MELBOURNE OFFICE

## ACCOUNTS DEPARTMENT

Chris Hallworth has now become Saxton. Chris, who works in accounts payable in Melbourne office, was married on February 25th. Frank, Chris's youngest brother dressed in white, carried her train and held Colin's ring at the wedding. The wedding was held at her mother's house in Vermont. Chris and her husband, Colin Saxton spent a week on Great Keppel Island, in North Queensland. Of course, the accounts department like nothing better than a good excuse for lunch, as you can see. I know you will all join with me in wishing Chris and Colin every happiness for the future.



Did you hear about the lady in accounts who asked her son what he wanted for his lunch the next day, then proceeded to wrap six dry slices of bread for him; and as far as we can ascertain she didn't even send along the usual water to wash it down with. I think that's carrying budgeting a little too far don't you . . .



## GUESS WHO CAME BACK . . .

Peter Van Schilt returned to Hewlett Packard on February 20th to take up his old position of Accounting Supervisor with the Melbourne Accounts Department. When I asked Peter to give me some interesting information about himself for Depth the following is the only comment he had to make. "I left HP 10 months ago, and now I have come back." We're glad you did, Pete.

# HP Social Club

The first HP Melbourne Social Club function for the year was held Saturday, March 18th at Tony Cooke's country property, Timbertop Ridge, Warrandyte. The location was an excellent site for a B.B.Q. being a 5 acre country property with an assortment of goats, cows, and chickens etc.

Tony was kept busy taking children for rides on the tractor (and some adults too). Some brave people even managed to crack the ice on the pool, and went for a swim.

Despite Melbourne's unpredictable weather, and it being a slightly overcast evening, we had a turnout of approximately 60 people.

The food consisted of a full roast lamb, cooked on a spit, sausages, potatoes, and salads. By about 6.00 p.m. after watching the lamb go round and round for what seemed like an eternity; the hungry hoard could not be held back any longer, and the attack on the food began. All the food was demolished in very quick time, and people spent the remainder of the evening washing it down with quantities of beer and wine.

Many thanks to all those who attended, and helped to make it the great success it was; and special thanks to Tony and Wendy for allowing us to use their home for the occasion.
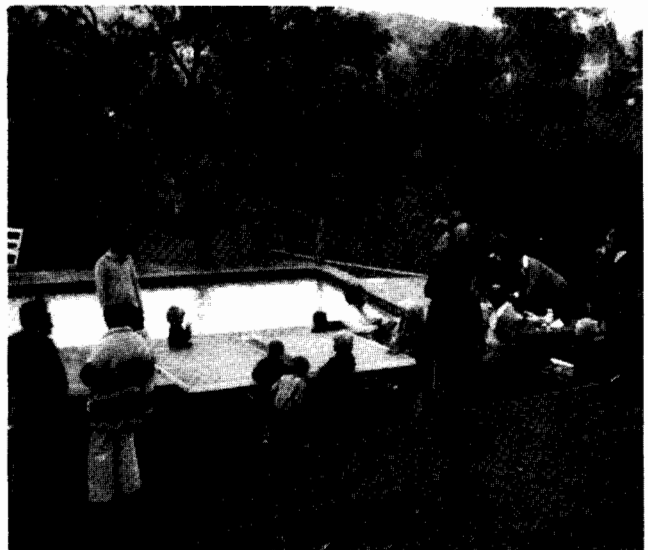
# FLAK FROM SYDNEY OFFICE

In the past we have found the magazine to be very "Head Office" orientated, with very little information being reported from the Branch Offices. The last issue got away from this, but we still feel more cover could be given to the most important office — Sydney. (Ouch!) I realise you will be limited by what inputs you receive, and for this reason our input this month is larger than usual. I certainly hope it can be printed in its entirety.

*EDITOR'S NOTE:*

*Here you are Sydney — in its entirety. I think your comments will ensure copy from other offices for the next issue.*

## STAFF CHANGES IN SYDNEY OFFICE

The beginning of 1978 seemed to bring on restless feelings in everyone, and before we knew it — everyone was "swapping" jobs. Fortunately, by February everyone settled down, and listed below are details of the changes:

**YVONNE WARNER** has transferred from Service and is now Hans Bels', Secretary/Instruments Group.

**MILLIE McKEOWN** has transferred from Consumer Calculator Sales Secretary to Yvonne's former position, and is now Service Co-ordinator.

**CAROLE LEDDEN,** who has been a Temporary in our Service Department for the past four weeks, is now Consumer Sales Secretary.

**CAROL GLEIG** is now acting in a Technical Secretarial Support capacity for Systems Engineering Operations.

**ANGELA BOOTH** has commenced as Computer Systems Group Secretary.

**BETTY HAMILTON,** formerly of Melbourne Office, has joined us as Repair/Parts Clerk in Service.

**REX JOOSTE,** replaced Scott Bayes as Applications Engineer, Computational Products.

**JOHN KEEN,** our new Consumer Calculator F.E.

**JOHN REIDY,** Instruments Group Staff Engineer — Steve Watkinson moving into the Field in May.

**BRYAN FREW,** commenced on February 13 as Computer Systems Engineer.

**AINSLIE ASPERY** has joined us from Perth, as Computer Systems Sales Rep.

We thought you'd like to see the "New Faces", so here they are —



REX JOOSTE        JOHN KEEN

Rex joined us in February from HP Johannesburg, where he worked as Applications Engineer — so the transition to Applications Engineer, Sydney, was not too dramatic. In S.A., Rex specialised a little more in the commercial side than he now does in Australia, and he has a good background in structures and civil engineering, making him a very valuable member of the Computational Products Sales Team.

After over a year without a full-time APD F.E. in Sydney Office (Harold Norrie valiantly "carrying the flag" — and doing very well, too!) we welcomed John Keen with open arms! John is working enthusiastically to sell "them pocket calculators".



CAROLE LEDDEN        JOHN REIDY

Carole worked with us as a temporary in our Service Department at the beginning of the year, and liked us all so much (!) that when Millie transferred to Service Department, Carole applied for Millie's previous job as Consumer Calculator Sales Secretary. For a week, we had Millie training Carole and Carole training Millie! To hear Carole talking on the phone now about Pocket Calculators, you'd think she'd done it all her life.

John is 23, single, and comes to us from Sydney University, where he had just completed his Bachelor of Engineering Degree. John already had a B.Sc. and will tell you this is his second job . . . he previously worked in an orchard as a fruit picker.
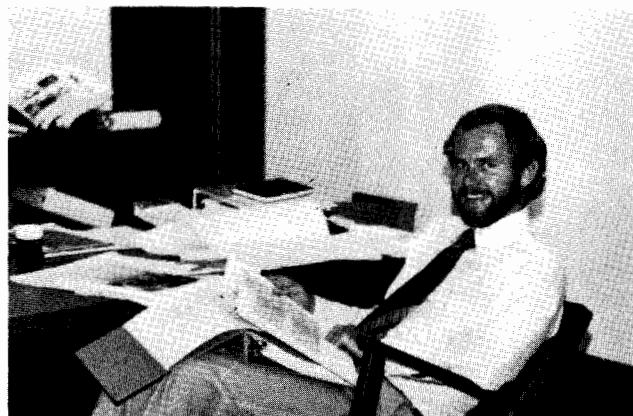


BRIAN FREW

Caught by candid camera, in a typical Systems Engineer pose. Brian is married, with no children (yet) and previously worked at Datec.



AINSLIE ASPERY

A "new face" in Sydney Office. Ainslie is currently looking for accommodation for his wife, two children and sundry cats (and himself, of course).

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### SYDNEY:
ANGELA BOOTH, Computer Systems Group Secretary.

**COMMISERATIONS** to Betty Hamilton, who had only been with HP Sydney a week before being rushed into hospital (No — not from a nervous breakdown). At time of writing this, the writer had just returned from visiting Betty in hospital, where Betty was, presented with an African Violet in a beautiful ceramic pot — from all Sydney Office. Betty hopes to return to work in about a fortnight's time. In the meantime, we have been fortunate in having Rex Jooste's wife, Noaline, working with us as a Temporary.

**CONGRATULATIONS** to Gordon Smith on being appointed Instrument Group Southern District Manager; we will all miss you madly, Gordon (and Karen, and Samantha and Katie) — but wish you every success and happiness!
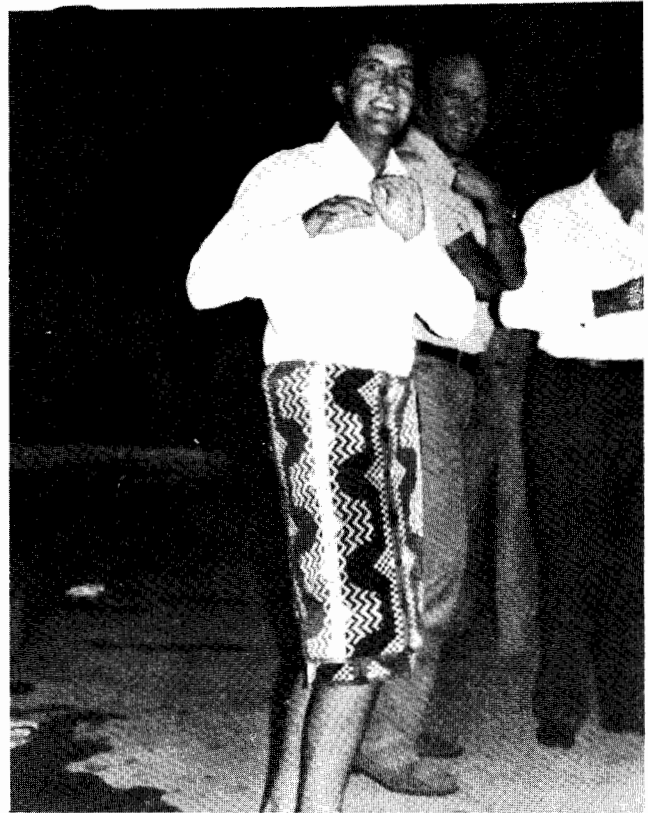
### VISITORS TO SYDNEY
BILL SHELLOOE visited us recently from Icon, and the following photos were taken at a poolside party at Colin Howard's house.
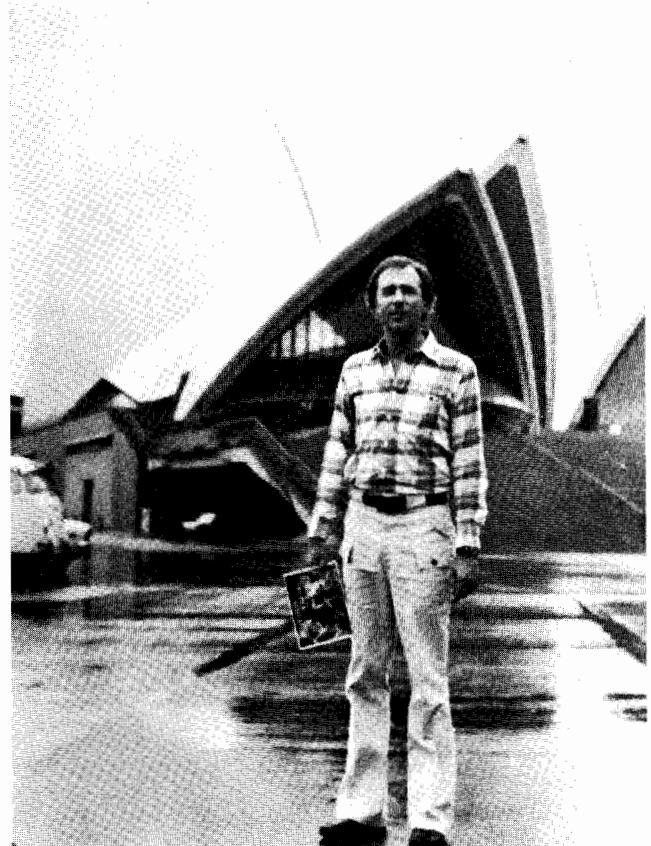


Bob Keers applying for next position in Fiji. (Actually, someone stole his trousers while he was having a swim!).



Mary Howard — "Ooh, please can I have an HP01 for Christmas?"

John Warmington — showing the HP01.

Alex Kennedy — "Big deal! I've seen it before!"



BILL SHELLOOE, is pictured outside Sydney Opera House.

Just after Bill Shellooe's visit, we saw an old friend – Tony Abbis, ICON Regional Sales Manager, Analytical Products. We nearly lost him too. Out with Jim Watson trying to get a late lunch, they went into a restaurant just about to close, and were told to go down the hallway (without lights) to a room where they would get service. Unfortunately the hallway had an open trapdoor . . . which neither Jim nor Tony saw. Jim says one moment Tony was in front of him, the next he just disappeared down this hole and the trapdoor lid shut after him with a resounding BANG! Jim reckons he didn't even think of the career opportunity – just clawed frantically at the lid, terrified of what he might find. Fortunately, Tony had not grabbed at the edges (or he would have lost his fingers!) and was not badly injured; just bruised and somewhat shaken.

Also staying with us for a while in Sydney, was Dave Robertson of Brisbane Office. Dave originally came down to attend the Instruments Group Northern District Meeting, but stayed on for a week to help out in I.G. Sales, Sydney, as at the time both Roger Kane and Steve Watkinson were in the States.

Some of you may have heard of the drama we had in Sydney Office, when following a flash storm (2" rain in half-an-hour!) our First Floor flooded. (Many of you will be saying "The **First** Floor? It must have been a deep flood!" – Sydney office is built on a hill, and the first floor on one side of the building is on the same level as the road). The water came pouring into the building and for a while it was touch and go as to whether the computer would survive . . . it was actually standing (and still operating!) in nearly two inches of water when discovered and before the power was turned off! Thanks to all the staff who stayed till 7.30 p.m. on a Friday evening (the day of the flood) mopping up and moving carpets, no permanent damage was done. The carpets have now been relaid and shampooed, and we are taking steps to try to ensure that such a thing does not happen again.

# TRAINING AND DEVELOPMENT

One of the goals of the Personnel Department is to present Training Classes that will provide every HP employee the opportunity to develop skills and learn new ones in order to create opportunities for personal growth and job satisfaction and to be prepared for moving into new positions as they develop.



*Management Development Program, Geoff Windsor, Instructor.*

Bea Smith from Corporate Training was in Melbourne and Sydney recently to present the Instructor Training Workshop and Administrative Support and Customer Relations Train-the-Trainer Workshops.





Part of the Instructor Training Workshop required participants to split into pairs and co-lead sessions using various techniques that facilitate the learning task.

The most enjoyable session without doubt was that conducted by Bruce Graham and Mike Woodhams using the "Brainstorming" technique; gathering ideas from people and hopefully coming up with good solutions. It was essential to have a subject which was new to all – no experts necessary and the topic was "How to Redesign the Human Body" to – reduce internal and external energy consumption.
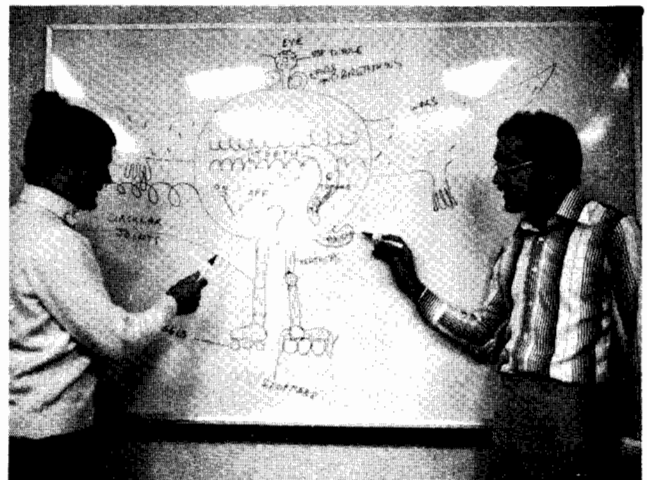
As you can see from the result, it was a most amusing learning experience and we look forward to greeting the new HP employee twenty years from now as pictured below!

Joy Wingard and Mike Mallalieu co-lead a session using the "In-Basket" facilitating technique which consisted of a stack of correspondence relating to Involuntary Termination – as you can imagine there were many variations of opinion and some quite heated but friendly discussion.

For those attending Bea's classes, it was a very rewarding experience and to her we'd like to say, "Thanks for a job well done". She is the only person we know who has ever made Geoff Windsor feel so defensive that he was at a loss for words – all part of a learning exercise in communciations, of course, but interesting to see.

## International Visitors

GEORGE ABBOTT, ROGER REMEN and JOHN BANKS from Internal Audit, Palo.

LLOYD TAYLOR, ICON Finance and Administrative Manager.

TONY ABBIS, ICON Regional Marketing Manager – Analytical.

BELL SHELLOOE, ICON, Regional Marketing Manager – Computer Systems.

JOHN HAYES, Regional Marketing Manager – Medical.

BOB ROGERS, Marketing Manager, with DICK WARMINGTON, Regional Marketing Manager – Computational Products.

BEA SMITH, Corporate Training and Development, Palo Alto.

CHRISTINE KOCH – H.P., South Africa.

BERNARD BRUAND, Service Manager, H.P. Singapore.

CHRIS MATTHEWS, N.Z. Order Processing.

DAVE KNIGHT, N.Z. Service Manager.

MIKE MALLALIEU, N.Z. Administrative Manager.

LYLE HORNBACK, Instruments, Santa Clara.

GARY CUNHA & LAURIE DONOHUE, ICON Commercial Services Group.

COLIN HARDEMAN, ICON Computer Service.

JOHN and ROSEMARY YOUNG.

SKIP LAW, Corporate Construction.

During February we had two visitors from the Medical group including John Fanton (respiratory products) and Maryanne Schreiber (patient monitoring). Rick Balda (cardiography) followed in March.

Analytical visitors have included Roger Leibrand (mass spectrometers) in February and Boyd Kirkland (lab. data systems) in May.

# Where Do You Go When You Can't Go Home?

For most of us "home" is the centre of our existence – a place where we can be ourselves, wanted and loved – the place which reflects our personalities. But for some people – young and old – all that is a myth and for various reasons they must leave – or are kicked out AND IT HAPPENS IN BLACKBURN.

Several years ago, the teenagers and youth leaders at the church to which I belong became concerned about the young people who had nowhere to go after coffee shop closed. Out of this sprang an emergency accommodation program in which members of the church (and other families) opened their homes to strangers. Some of the kids stayed days – others have become permanent members of the new family.

This community "service" became known, and soon official requests were received from organisations such as the police – keen to prevent having to institutionalise some young person whose only offence is to be homeless.

In mid 1976, it became obvious that in addition to the foster-family program, there was an obvious need for a "half-way" house. After a lot of searching, we found a suitable house. True it was not ideal, and the Estate Agent lulled us with the usual ". . . minor renovations, suit handy man", but we bought it and that is when I became involved and the fun started.

I had never stripped wallpaper, replastered walls, set window frames, installed central heating and all those other minor jobs, but as Secretary of the management committee and member of a dynamic church, I soon found people who had. Local business and service organisations such as Rotary helped considerably. The wallpaper was easy – just redirect the juvenile talent that normally finds its outlet in wrecking phone boxes, painting signs on walls etc. Painting is also a good outlet for energetic kids – provided you don't mind off-white carpets and spotty windows.

In April, 1977 the house was ready for use, and since that time, under the parentage of a married couple and two people in their twenties, it has provided a "home" for about fifty kids, for periods of up to 6 weeks.

If the program can help these kids to find themselves, and a place in the community; it will be worthwhile. But that's not enough; there is a desperate need for permanent homes in those situations where reconciliation with the natural family is not possible.

We are also keen to establish a counselling service and are pursuing possible government funding. Many of the kids desperately need jobs – and work is not easy to get. Until we can provide this sort of help, the program is not complete.

It is easy to accept the security of a family and stable employment in a company such as HP; but these should be a platform from which we move out to help those not so well-off.

**WHY DON'T YOU TRY IT!**

John Springall

# From the Managing Director:
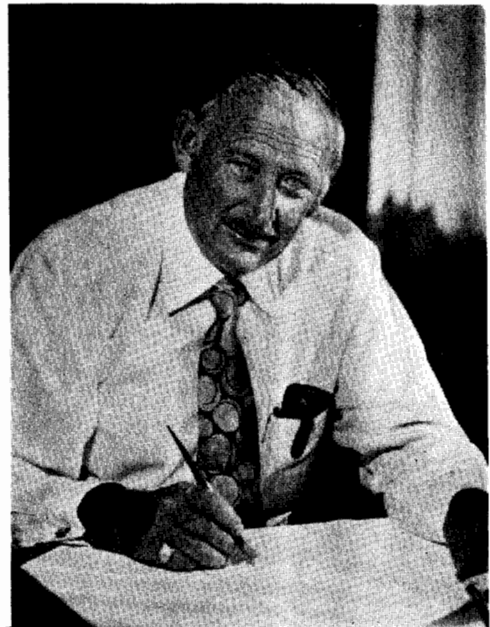
During the past few months there has been increasing interest by a number of our employees in –HP's– Corporate Objective of "Good Citizenship" with a stated reference to being a good citizen within each of the host countries wherein we operate.

Good citizenship means many things to each of us and quite naturally, it varies from country to country.

Rather than endeavouring to cover the complete subject at this time, I thought I would make reference to one specific part of the objective of which you are probably least aware. Here I refer to donations to charitable, hospital and educational institutes.

Yes, we do have a program which is targeted each year. My office is literally flooded each week with requests for assistance and each branch office would have many requests – a good number of which are passed along to my office.

Unfortunately, our available funds are not sufficient to meet all requests and therefore of necessity we have been somewhat restrictive and selective where our funds have been placed.

I think you will all be interested in learning that we have contributed to the following projects –

> Nunawading Young Community Centre,
> Round House – University of Lae – PNG,
> Melbourne University Appointments Board, Monash University Appeal – Organ for Robert Blackwood Hall in recognition of Dr. J. A. L. Mathiesons 16 years as Vice-Chancellor,
> Some donations to various hospital appeals,
> A number of donations towards prizes at various institute departments particularly in Western Australia, New South Wales, and Victoria.

We have also contributed to a fund to assist talented young trade unionists attend the Trade Union Course at Harvard University.

I have been negotiating for increased funds for a number of years and together with the Australasian Operations Council and ICON Headquarters, I do expect that within a twelve month period we should be able to report a considerable change in our overall policy towards good Corporate Citizenship within Australia and New Zealand.

*John*

J. WARMINGTON

# New employees since the last publication of Depth

**ADELAIDE:**
BRUCE GOW, Computational Products F.E.

**PERTH:**
IAN MURRAY, Customer Engineer.

————— **MELBOURNE:** —————

KAYLENE HOSKING,
Medical / Analytical Secretary

JOHN GWYTHER, Staff Engineer,
Computer Systems Group.

PAUL BRAKENRIDGE,
Instrument Technician.

JEAN REVIS, Comsys Operator.
Transfer from Palo Alto.

PAUL CROESE,
Instrument Technician.

KERRY NEWMAN,
Instruments Group Secretary.

SCHON SEARY,
Programmer / Analyst.
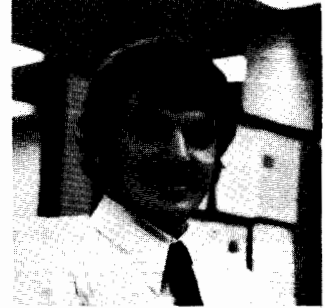
ION KLOPROGGE, Staff Engineer,
Computational Products.

KARIN BIERMANN.

ROBYN GERALDENE,
Clerk Typist, Parts.

# STORK CLUB

MARK and RUTH DILLI are once again proud parents of a beautiful baby girl, Rae. Stephen is delighted with his new play-mate.

NOLA and ATHOL BARKER are also proud parents of another beautiful baby girl — Susan Marie. Susan has two elder sisters — Kelly and Therese.

ROSS and CAROLINE DICK have gained themselves an addition in a baby boy named Murray. Good luck with the new family.

Ross is responsible for servicing our Distance Measurement Instruments (D.M.I.) and has been with HP for three years.

To RUSSELL and SUE WARMINGTON, a daughter, Denise Lee, born Thursday February 9th, at Box Hill Hospital, weighing 7 lb. 4 oz. Both doing well.

BOB KEERS (getting into the magazine a lot, this issue) became a father of a BOY (his first child) on February 19th.

To BRUNO and REGINA ZIELKE a beautiful daughter, Fiona Stephane, born April 21, 1978 and weighing 7 lb. 7 ½ ozs. Bruno is in Melbourne Computer Systems Group.

Congratulations, Bob and Maureen, Mark and Ruth, Athol and Nola, Russell and Sue, Ross and Caroline, and to Bruno and Regina.

# "DEPTH" COMMITTEE

The publication of "Depth" was co-ordinated by a committee, whose members were Leonie Hion, Barbara Perryman, Hans Neilson and Lynn Comben, Chairman.

They did an excellent job of getting the magazine together.

We appreciate the contribution by each one.

Thanks to Vin Wilson and Clarissa Crespin who are responsible for photography.