

INCREASE COMPANY	HOLDER OR INTERESTED PARTY	DATE	NUMBER ACQUIRED	PRICE PER SHARE (\$)	TOTAL COST (\$)	CURRENT SECURITIES	VALUE PER SHARE (\$)*	TOTAL VALUE (\$)*	
Coalspur Mines Ltd	Colin Steyn	08-Feb-12	15,000,000	0.800	12,000,000	138,483,333	1.700	235,421,666	C
Mirabela Nickel Ltd	Colin Steyn	06-Feb-12	2,876,348	1.466	4,216,960	50,972,345	0.960	48,933,451	F
Jaguar Minerals Ltd	Richard Monti	06-Feb-12	3,940,000	0.033	130,704	9,827,500	0.034	334,135	A
Syndicated Metals Ltd	Russell Davis	08-Feb-12	1,000,000	0.085	85,000	2,381,592	0.090	214,343	G
Carrick Gold Ltd	Laurence Freedman	06-Feb-12	186,452	0.341	63,670	21,033,030	0.375	7,887,386	A
Mirabela Nickel Ltd	Ian McCubbing	06-Feb-12	40,000	0.940	37,617	120,000	0.960	115,200	A
Syndicated Metals Ltd	Janet Hope	08-Feb-12	352,941	0.085	30,000	1,072,941	0.090	96,565	G
Syndicated Metals Ltd	Bruce McCullagh	08-Feb-12	294,117	0.085	25,000	5,724,117	0.090	515,171	G
Bannerman Resources Ltd	David Tucker	08-Feb-12	61,159	0.225	13,761	168,099	0.220	36,982	E
Bannerman Resources Ltd	Ronnie Beevor	08-Feb-12	61,159	0.225	13,761	111,159	0.220	24,455	E
Bannerman Resources Ltd	Len Jubber	08-Feb-12	61,159	0.225	13,761	357,099	0.220	78,562	E
Yellow Rock Resources Ltd	Sydney Chesson	06-Feb-12	500,000	0.017	8,332	3,000,000	0.018	54,000	A
Mutiny Gold Ltd	Frank Lawson	08-Feb-12	100,000	0.073	7,300	5,230,185	0.069	360,883	A
Antipa Minerals Ltd	Roger Mason	06-Feb-12	50,000	0.079	3,952	5,050,100	0.082	414,108	A
PharmAust Ltd	Bryant Mclarty	08-Feb-12	200,000	0.016	3,200	9,740,024	0.016	155,840	A
Antipa Minerals Ltd	Mark Rodda	06-Feb-12	9,684	0.082	794	5,209,784	0.082	427,202	A
Antipa Minerals Ltd	Stephen Power	06-Feb-12	9,684	0.082	794	5,209,784	0.082	427,202	A

RANKED BY VALUE OF TRANSACTION

*day of announcement

A On market trade | B Off market trade | C Exercise of options | D Rights issue | E Share purchase plan | F Late lodgement of on market trade between 24 and 30 Nov 2011
G Shares acquired in a placement

Please direct enquiries to kirat.kaur@wbn.com.au

Steyn follows Middlemas path on local investments

Mark Beyer

CANADIAN company director Colin Steyn continues to be a keen investor in Australian mining stocks, recently lifting his stake in three Perth-based companies.

Mr Steyn's companies have spent about \$24 million acquiring shares in Canada-focused coal explorer Coalspur Mines, Mali-focused gold explorer Papillon Resources, and Brazilian nickel miner Mirabela Nickel.

Mr Steyn came to prominence in the 2000s as the president and chief executive of Toronto-based LionOre Mining International.

LionOre and its Australian offshoot, which owned nickel and gold mines in Western Australia, grew to be worth \$US6 billion prior to the 2007 takeover by Russia's Norilsk Nickel.

Mr Steyn has used some of the proceeds from the LionOre sale to invest in many Australian stocks, often investing alongside Perth company director Ian Middlemas, who is one of the most prolific deal makers in the local market.

Both men were investors in uranium stock Mantra Resources, which was taken over last

year in a friendly acquisition worth \$1.02 billion.

Mr Steyn's interest in Mantra was worth about \$120 million, giving him even more funds to invest in the market.

In his latest investment, through his Panama-based investment company Highland Park SA, Mr Steyn spent \$12 million this month exercising Coalspur share options.

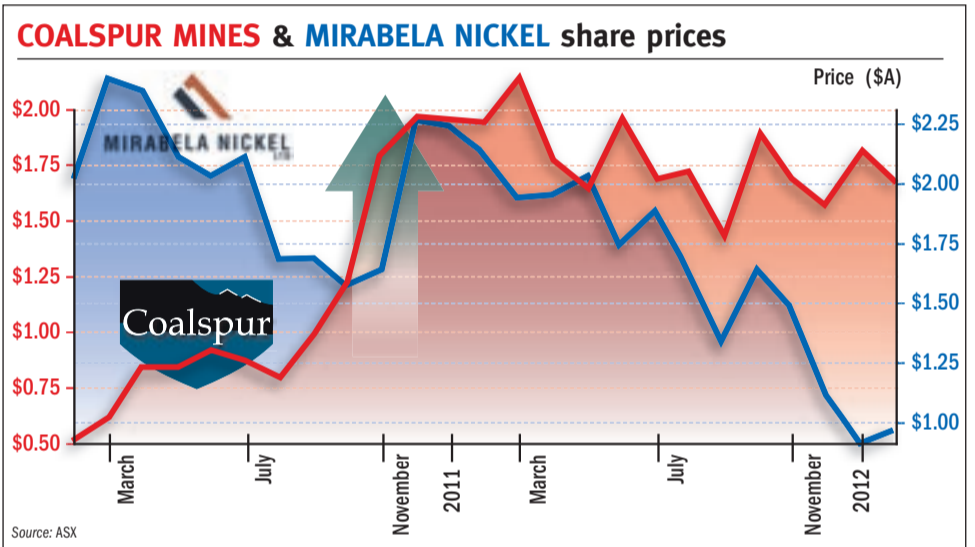
Highland Park exercised the share options, through its affiliate Borrowdale Park SA, following completion of a positive feasibility study for the company's Vista coal project in the Canadian province of Alberta.

With the options having an exercise price of 80 cents per share, Mr Steyn was able to pay less than half the prevailing market price of \$1.70 per share, making it a lucrative investment.

The investment has given Highland Park an interest in 138.4 million Coalspur shares, worth \$235 million.

That equates to a 22.3 per cent shareholding, making Highland Park the largest shareholder in Coalspur.

Mr Middlemas, who is chairman of Coalspur, owns 14.9 million shares in the company.



Mr Middlemas is also chairman of Papillon Resources, having taken that role in May 2011, when he participated in a share placement through his company Arredo.

One month later, Highland Park started buying shares in Papillon, according to a substantial shareholder notice.

It declared in November that Highland Park had spent \$6.3 million acquiring a 5.6 per cent shareholding.

Mr Steyn hasn't stopped there. Papillon's latest presentation, released early this month, disclosed that Highland Park has increased its stake to 7.6 per cent.

That was presumably because Highland Park participated in a \$16 million institutional placement, designed to fund a drilling program and commence scoping studies on the viability of its Fekola gold discovery.

Mr Steyn's third major WA investment, through Lancaster Park SA, is in Mirabela Nickel, which has led to a sharp fall in its share price.

He spent \$4.2 million during November acquiring an extra 2.9 million shares on-market at an average price of \$1.47.

That lifted his stake to 50.9 million shares, worth \$48.9 million at the prevailing price of 96 cents.



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Our recent acquisition of Jabiru Metals Limited combined with the Long Nickel Mine and 30% ownership of the Tropicana Gold Fields has further strengthened our development and exploration potential and expanded our reach into WA's mineral provinces.

BND4186



Trinder, Hall join Lotterywest

Garry Trinder (pictured) and **Andrea Hall** have been appointed as commissioners to the Lotterywest board, to replace outgoing board members **Colin Campbell-Fraser** and **Roger Lewis**. Mr Trinder recently retired from the position of chief information officer at Edith Cowan University. Ms Hall is a Perth-based partner with KPMG's Advisory Services and recently stepped down as WA council chair of the Institute of Chartered Accountants.



Grant Thornton promotions

Law firm Grant Thornton has promoted **Mark Petricevic** to associate director and **Subha Gunalan** to senior manager, in the audit and assurance services department. Both have experience in internal and external audits of private, public and not-for-profit companies.

Rohrlach joins EMC

Clean energy technology firm Energy Made Clean has appointed **Rob Rohrlach** as general manager - EMC Power. Mr Rohrlach previously worked for Energy Response WA.



Agnew to Lung Institute

Cameron Agnew has been appointed as the executive officer of the Lung Institute of WA, a not for profit medical research organisation for respiratory diseases. Mr Agnew was previously chief executive officer of the WA Amateur Football League and a lecturer at Curtin University.

Hannington to Land Equity

Specialist law firm Land Equity Legal has appointed **Carrie Hannington** as a solicitor. Ms Hannington previously worked for the federal and state governments on indigenous policy, program and project development. Land Equity specialises in native title, mining and environmental law.



Scherini to Wealth Today

Financial services firm Wealth Today has appointed **Bob Scherini** as head of adviser services. He was previously the business development manager - WA & SA at Russell Investments.



Lend Lease chooses Smith

Property group Lend Lease has appointed **Frank Smith** as general manager of its project management and construction business in WA. Mr Smith was most recently project manager, design for the Fiona Stanley Hospital project.

Whittington to Programmed

Staffing, maintenance and project services provider Programmed Group has appointed **Angela Whittington** as general manager property services in WA. Ms Whittington was previously chief operating officer of the Peel Health Campus in Mandurah.



Bekker joins HVLV

Switchroom supplier HVLV has promoted **Anton Bekker** from business development manager to general manager. Mr Bekker was previously the WA state manager of Schneider Electric.

COMINGS AND GOINGS

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- **Acuvax**
Roland Berzins has been appointed as a director, following the resignation of **Lloyd Flint**.
- **Arturus Capital**
Directors **Jerko Zuvela** and **George Lazarou** have resigned.
- **Atlas South Sea Pearl**
Director **Stephen Birkbeck** has been appointed as chief executive officer and **Stephen Gleeson** as chief financial officer. Managing director **Simon Adams** has resigned.
- **Avalon Minerals**
Chairman **David McSweeney** has resigned.
- **Black Mountain Resources**
John Ryan has been appointed as an executive director and **Jason Brewer** as a non-executive director, following the resignation of directors **Stephen Anastos** and **David Morris**.
- **Burey Gold**
Klaus Eckhof has been appointed as managing director, replacing **Bruce Stainforth** who retains the role of executive director in charge of exploration.
- **Central Asia Resources**
Chairman **Guy Warwick** and director **Robin Gill** will jointly act as interim managing director, following the resignation of **Angela Pankhurst**. The company will close its Perth

- office and move its administrative operations to Kazakhstan.
- **IronClad Mining**
Wayne Richards has been appointed as managing director. Executive chairman **Ian Finch** will now assume the role of non-executive chairman.
- **Kimberley Rare Earths**
Former Norton Gold Fields managing director **Jon Parker** has been appointed as a non-executive director, following the resignation of **Gerry Kaczmarek**.
- **Minemakers**
Richard Block has been appointed as a non-executive director and specialised consultant.
- **Padbury Mining**
William Han has been appointed as a non-executive director.
- **pieNETWORKS**
Director **Peter Gunzburg** has been appointed as non-executive chairman, following the resignation of **Justin Milne**. Company secretary **Mark Pitts** has been appointed as a non-executive director.
- **Swick Mining Services**
Non-executive director **Joe Ariti** has resigned.
- **TPL Corporation**
Hugh Warner has been appointed as interim executive chairman, following the resignation of managing director **Mark Gunther**.

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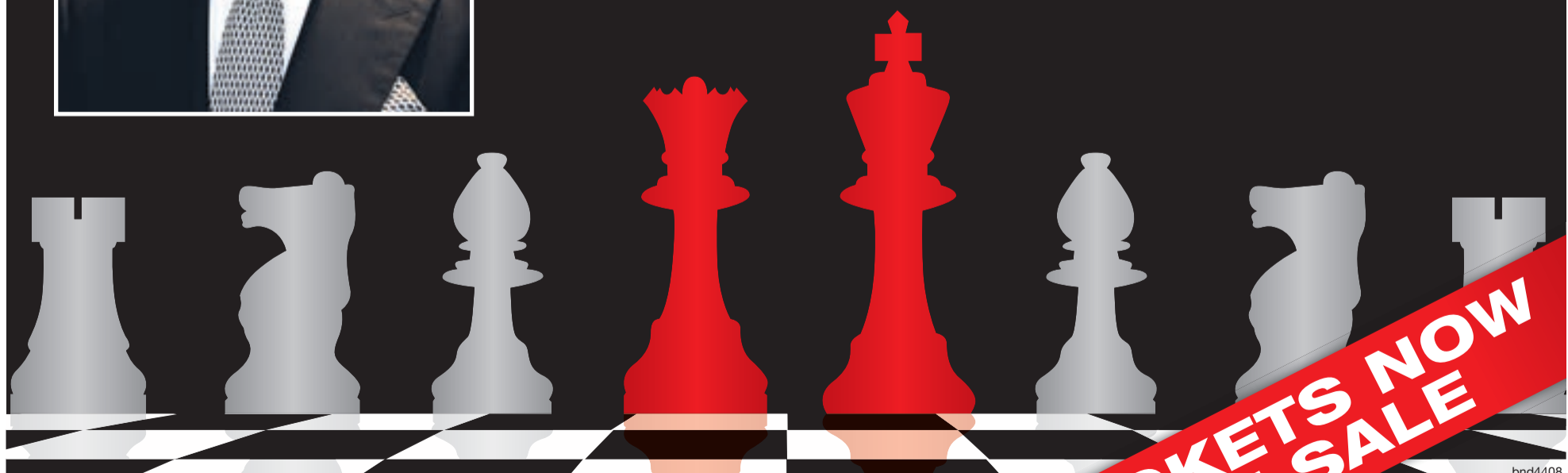
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FACT FILE

Compiled by Dan Wilkie

WA Company Listings

Taruga Gold in flat ASX debut
07-February-2012 by AAP

West Africa-focused gold explorer Taruga Gold has made a flat debut on the Australian Securities Exchange. Taruga said in a statement that its initial public offer was well supported, raising \$6.12 million last month. It had sought to raise a minimum of \$5.5 million through the issue of 27.5 million shares at 20 cents each and a maximum of \$7.5 million via the issue of 37.5 million shares at the same price.

The company said it would start drilling at its wholly owned Kossa project in Niger, on the border of Burkina Faso, and commence geochemical sampling at its Ducie project in northern Ghana. Taruga is the latest in a string of Australian mineral explorers to have flocked recently to West Africa where many multi-million-ounce gold discoveries have been made.

Vortex seeking to relist on ASX
09-February-2012 by Staff reporter

Wangara-based Vortex Pipes has requested reinstatement of its shares on the Australian Securities Exchange, after entering a refinancing agreement with Carmichael Corporate.

The funding agreement will see Vortex raise \$1.65 million through a series of convertible loans to repay outstanding debts to creditors and provide general working capital.

Vortex shares have been suspended from trading for the past two years, but the company said it had continued to supply its existing customers and it recorded modest sales.

Its main business is its Shieldliner technology, which allows pipes to be re-lined without removing them from the ground.

Capital Raisings

Sheffield Resources to raise \$10m

10-February-2012 by Dan Wilkie

Minerals explorer Sheffield Minerals has launched a \$10 million capital raising to fund drilling and exploration programs at its Dampier Zircon and Enneabba mineral sands projects. Sheffield announced today it would place up to 33.35 million shares at 30 cents per share to institutional and sophisticated investors, with Hartleys acting as broker to the offering. Managing director Bruce McQuitty said the company was pleased with the support the placement received from investors.

"The strong demand ensures Sheffield is well-funded to advance the company's Eneabba project, but more excitingly undertake drilling at our potentially world-class Dampier project," Mr McQuitty said.

Westgold appoints bank for \$80m funding

09-February-2012 by AAP

Gold explorer Westgold Resources has moved to secure up to \$80 million in debt funding to help pay for



TAKEOVER: Freo Group boss Tony Canci says he is looking forward to the future after the company was acquired by Canada's Sterling Crane. Photo: Tim van Bronswijk

development of its Central Murchison project in Western Australia.

The Perth-based company said it had reached a conditional agreement with international banking group Credit Suisse AG to act as exclusive lead arranger for a project-secured loan facility and an associated hedging facility.

Westgold managing director Scott Huffadine said the hedging would represent less than 25 per cent of current mining reserves.

"The debt funding has provided the foundations for the development of the project," Mr Huffadine said in a statement.

He said the company was moving to finalise its definitive feasibility study for the Central Murchison project and reach a decision to proceed.

The project covers the historic goldfields of Big Bell, Cuddingwarra and Day Dawn, which have previously produced more than five million ounces of gold.

Mining ceased in 2003 when the gold price was under \$A500 per ounce.

Paynes Find advances \$4m capital plan

10-February-2012 by Dan Wilkie

Paynes Find Gold has announced a \$4 million capital raising plan to fund an exploration ramp-up at its tenements 420 kilometres northeast of Perth, following months of boardroom upheaval.

The company, which is now under control of a new board of directors, announced today it would proceed with a \$4 million pro rata renounceable rights issue at 2 cents, with one free attaching 3 year listed option for every

two new shares held.

Patersons Securities will act as lead manager and underwriter for the rights issue.

The company also announced that its directors had provided an additional \$700,000 in funding, in addition to \$900,000 in debt funding as part of a \$2 million priority sub underwriting commitment from ASX-listed Delecta Limited.

Paynes Find, which has been under a cloud since incurring a loss of \$5.2 million last financial year, also repaid just over \$1 million in settlement payments to its previous creditors.

Birkbeck's Atlas South Sea Pearl to raise \$4.2m

07-February-2012 by Tim Fettis

Perth-based pearl farmer, Atlas South Sea Pearl, is aiming to raise up to \$4.2 million through a non-renounceable rights issue.

Atlas said the rights issue came after a challenging 2011 for the pearl industry. The offer will see 1 new share issued to rights holders for every 1.7 shares in Atlas, at a price of \$0.05 per share. The share value offered represents a 40 per cent discount on Atlas' closing share price as of Friday.

The \$4.2 million Atlas hopes to raise from the issue will be primarily directed towards improving infrastructure support and funding managerial and technical roles within the organisation. The rights issue comes on the back of Steve Birkbeck's appointment as chief executive and the arrival of Stephen Gleeson as chief financial officer last week.

The senior management change coincided with the resignation of Simon

Adams as managing director.

In August of last year Atlas recorded a half-yearly profit of \$1.7 million and revenue growth of 23 per cent. However the company said export conditions for luxury items weakened substantially towards the end of 2011.

Mergers and Acquisitions

Berkshire Hathaway firm swoops on Freo Group

06-February-2012 by Dan Wilkie

Warren Buffet-backed Canadian company Sterling Crane has acquired Western Australian business Freo Group and its Queensland subsidiary Global Crane in a deal likely to be worth about \$160 million.

The sale represents a big pay-day for Perth's Canci family, which established Freo Group in 1974.

The business generated a net profit of \$13.9 million in the year to June 2011, up from \$7.8 million in the previous year, according to accounts lodged with the Australian Securities & Investments Commission.

The terms of the sale were not disclosed, however private sales of this kind are normally based on a multiple of earnings before interest, tax, depreciation and amortization (EBITDA). Freo Group's EBITDA was \$31.8 million in the 2011 financial year, up from \$21.1 million in the previous year. A common earnings multiple for private business sales is five times. For instance, Tox Free Solutions recently agreed to pay 5.0 times EBITDA for Dolomatrix International's waste business while Global Construction Services paid 5.1 times 'normalised'

EBITDA for labour hire firm Global Industrial Services last year.

Assuming the same multiple applied to Freo Group (and assuming Sterling judged the 2011 earnings to be sustainable), the business would have sold for nearly \$160 million. The deal will see Freo and Global acquired by Sterling, whose parent company is Marmon Construction Services, part of Mr Buffet's Berkshire Hathaway investment group.

HBO to invest \$10m in Quickflix

06-February-2012 by Dan Wilkie

Time Warner subsidiary Home Box Office has announced it will take a strategic stake in Perth-based online DVD rental and content streaming business Quickflix for \$10 million. HBO said it would purchase just over 83 million Quickflix shares at 12 cents per share and would appoint a representative to the Quickflix board.

Quickflix's board of directors has unanimously recommended shareholders accept the offer.

"We welcome HBO as a strategic investor in our company," executive chairman Stephen Langford said.

"Quickflix is achieving strong subscriber growth and we're rapidly rolling out our streaming service.

"The funds from HBO's investment will enable Quickflix to execute its strategy for growth and profitability."

The investment by HBO follows last month's announcement that the US-based TV network had signed a licensing agreement with Quickflix, giving it access to more 500 hours of television series, films, documentaries and stand-up comedy.

Contracts and Deals

Doray signs Andy Well native title agreement

10-February-2012 by Dan Wilkie

Doray Minerals has announced an in-principle native title agreement it says will pave the way for the company to be granted a mining lease over its Andy Well gold project in the Murchison.

The Perth-based company today said the project wide agreement with the Yugunga-Nya Native Title Claimant Group covers the high-grade Wilber Lode deposit at Andy Well, as well as the proposed locations for the project's mill and other mine site infrastructure. Doray managing director Allan Kelly said the agreement was a significant milestone in the development of Andy Well.

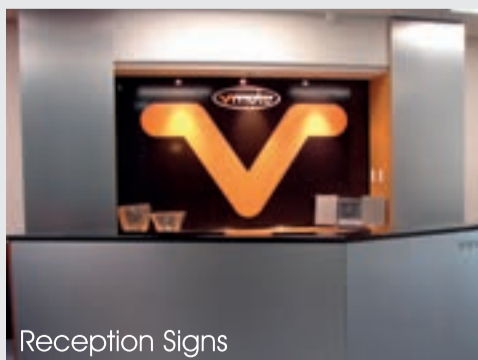
"Today's in-principle agreement includes provisions for potential community development activities as well as significant financial benefits for the claim group," Mr Kelly said.

"We have been in productive discussions with the Yugunga-Nya over the last 12 months and have been very appreciative of their cooperation and desire to reach a mutually beneficial outcome, and we look forward to working with the group in the future," Mr Kelly said.

Continued page 24



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Ron Cacioppe & Lynda Folan

Training alone won't develop leadership

WHY do so many people say they like the people they work with but not their manager? Every organisation needs the best managers and leaders it can find. If it doesn't hire great leaders then it has to develop them. Many organisations have some form of leadership development and many invest a fair amount of money in either formal or informal programs, such as customised in-house training, conferences, on-the-job training or executive coaching. A recent review of more than 90 years of research summarised what was happening around the world in regard to effective leadership development programs. There were several surprising findings that came out of this study.

Develop leadership capability not simply skills

The research found that most leadership programs develop individual leaders, not leadership capability. Individual leader development focuses on improving the skills and abilities of the person. True leadership development improves higher-level thinking, teaches self-guided learning, strategic and organisational capability, how to change cultures and build executive and leadership teams. Few programs actually develop leadership capability.

Have a clear definition of leadership in the specific organisation

Many programs don't have a clear definition of leadership, so programs aren't clear on what they are trying to develop. An agreed definition of good leadership within the organisation is necessary in order to develop leadership that will drive success in the specific context.

Have a clear model of leadership with-defined competencies.

Programs with an integrated leadership and management framework with clear competencies improve organisational outcomes. The content and segments of the leadership program should develop competencies needed by the organisation, not just a generic set of skills. These competencies then need to be embedded into the organisational systems to ensure that the development is supported back in the workplace.

Developing leaders requires development, not training

Most leadership programs are about training, not development. Development involves learning how to think, problem solve and develop a more mature and integrated self. It is important to understand the level of development of the individual and the organisation and to use appropriate methods of development, not just training.

Customisation is essential to contextualise leadership development

Leadership development and associated competencies development need to be able to be modified to suit the challenges and specifics of each organisation. A set of core leadership and management competencies create a framework, which should be customised to ensure they are applicable to the specific organisational culture.

Teach the specific skills each person needs

Most programs teach the same skills to each individual but more effective leadership programs teach participants the specific skills they need to develop. Instead of everyone learning the same skills, find a way to tailor learning to each individual.

Use of proven leadership development methods

There are many proven leadership development methods. Some of the most common and successful methods used are: simulations; experiential exercises; 360 leadership profiles; and coaching and organisational projects. The most appropriate ones should be designed into the program in the appropriate place.

Improve the performance of leaders who actively participate

Leadership programs generally improve the performance of the leaders who participate in them. There is less evidence to show that the organisation has benefited since little research has examined this question. Longitudinal evaluation should be built into your leadership program to measure improvements at both an individual and organisational level.

Senior leaders' involvement essential

Senior leaders' involvement in the design and delivery of the program enhances the impact and ensures greater transfer of learning. They need to be excellent role models themselves. Senior leaders in one recent program were surprised because the junior leaders attending the program were pressuring them to improve their skills based on what they had learned. The senior leaders thought it was only the junior leaders who needed to develop leadership skills.

According to this review, while leadership programs are generally effective, some are hopeless, a few are very good and a lot are mediocre. By incorporating some of the suggestions from the research you can substantially improve your leadership programs and your organisation's leadership capability.

Ron Cacioppe is managing director of Integral Development, one of Perth's most unique and experienced leadership and management consultancies. He is also adjunct professor at Curtin's Australian Sustainable Development Institute. Lynda Folan is director of learning and leadership development at Integral Development.

Contact Ron or Linda on 9242 8122 | admin@integral.org.au
www.integral.org.au

FACT FILE

From page 23

Fugro wins \$100m Woodside deal

10-February-2012 by Staff reporter

Subsea services provider Fugro TSM has won a \$100 million-plus contract with Woodside Energy at the North West Shelf project off the coast of Western Australia.

Fugro-TSM said it would be responsible for project management, engineering, procurement and execution under the Greater Western Flank Phase 1 subsea installation contract.

The scope of work, including initial engineering and design through to installation, construction and commissioning, will focus largely on development of the project's Goodwyn GH and Tidepole fields.

Fugro-TSM regional manager Asia Pacific John Edwards said the contract was significant for the company, and not just in terms of size and scope.

"This award is not only testament to our capability and the quality of our assets, but just as importantly, to the quality of our people in every department and across all disciplines, both onshore and offshore," Mr Edwards said.

The Greater Western Flank phase 1 project is the first development of the broader GWF area.

Clough wins \$400m Wheatstone contract

09-February-2012 by Staff reporter

Clough and its joint venture partner BAM International have won a \$400 million engineering and construction contract on Chevron's Wheatstone liquefied natural gas (LNG) project. The BAM Clough joint venture was awarded the contract by Bechtel, the lead engineering contractor on the LNG project.

The contract is for the design and construction of the product loading facility and tug berths near Onslow, in WA's north.

The scope of work includes the design and construction of a 1.2-kilometre jetty and will result in about 200 jobs, mainly in Australia, at the peak of activities.

Thiess wins \$180m earthworks contract

09-February-2012 by AAP

Leighton Holdings subsidiary Thiess has won a \$180 million contract for work at BHP Billiton Mitsubishi Alliance's (BMA) Caval Ridge coal mine in Queensland.

The civil earthworks contract signed by Thiess includes the construction of heavy haul roads and the early works for product stockpile and the conveyor area. It also includes drainage infrastructure and creek diversions, and the handling of nearly seven

million cubic metres of material. BMA's Caval Ridge open-cut coal mine is expected to produce up to 5.5 million tonnes per annum (Mtpa) and process an additional 2.5 Mtpa from BMA's adjacent Peak Downs mine, about 25km south-east of Moranbah in central Queensland. The contract is due to start on site in February 2012.

Decmil latest preferred contractor for Rio

08-February-2012 by Staff Reporters

Construction and contracting group Decmil Australia has announced a five-year preferred contractor agreement with Rio Tinto to provide civil works for its \$US18 billion iron ore expansion in the Pilbara.

Decmil chief executive Scott Criddle said the contract would formalise the long-term relationship between the two companies and would help ensure Rio to adhere to its schedule of projects for the expansion.

Rio is planning to expand its current capacity of 225 million tonnes per annum to 283Mtpa by 2013 and 333Mtpa in 2015.

The agreement is the third such deal Rio has signed for its 333 expansion program, after the company announced contracts with Southern Cross Electrical Engineering and NRW Holdings last year.

Continued page 26



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Kerry O'Hehir: 08 9481 4422, fax 08 9481 4441
Goodwin Mitchell O'Hehir

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Goodwin Mitchell O'Hehir

Corporate service business

Price: \$3.5m.

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Barry Graham: 08 9481 4422, fax 08 9481 4441
Goodwin Mitchell O'Hehir

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This business has developed a strong distribution network in a niche market segment. Supplies independent supermarkets among other specialist outlets. Well-structured management is in place. Sales more than \$6m/year and growing. This business will not disappoint.

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WA'S BUSINESS BROKER

Scitech has building blocks in place

■ Emily Morgan

THERE is a collective murmur of excitement from the little visitors to Scitech, the state's science and technology learning hub for children and adolescents.

The faces of the adults escorting their kids through what is known as Toddlerfest are filled with almost as much anticipation as those of the children, who race for the area that is transformed into the ultimate toddler science play zone for the annual event, with baby animals and science activities galore.

For those who haven't been to Scitech in a while, the much-loved thongaphone (a musical instrument made of pipes and played with a thong) still exists in the science principles space, alongside broad and expansive programs created by the team of 150 full-time staff and 80 volunteers.



WONDER: Alan Brien hopes to contribute to Scitech's future growth. Photo: Grant Currall

“There is a richness about ... how we reach different ages at different stages.”

- Alan Brien

The organisation has been around for 23 years, and chief executive of 12 years Alan Brien explained that, with more than 260,000 visitors annually (and many return visitors among that number), constant evolution is a priority for Scitech, which has a mission of spreading the word on science and technology.

“We have to have good business practices, good finance and admin-

istration structures to then effectively deliver programs, continually market those programs and remain relevant. That is the loop we are in,” Mr Brien said.

“There is a richness about what we do, and how we reach different ages at different stages. All of it is about inspiring them to start thinking about this world of science and technology.

“We are continually packaging programs for specific audiences.”

The Scitech team uses its own workshop to produce all the exhibits that feature in Perth and tour around the world; for the exhibition Rescue, a replica of the RAC rescue helicopter was created and the organisation currently has eight exhibitions on

tour, including one in Norway and another in Kuwait.

It also has: a planetarium, from which it runs its annual Astrofest; a digital technology room for teaching video production, music production and graphic design; and an outreach program, with 15 staff members dedicated to taking science programs to the regions, where they visit 85 per cent of the state's schools.

Mr Brien is visibly inspired by what the organisation is doing.

He is not a scientist, but a master's degree in education and subsequent years at the Australian Institute of Sport, establishing Whiteman Park and eKings Park's events program (including

Shakespeare in the Park and the outdoor cinema) has held him in good stead to develop Scitech.

The organisation receives five-yearly rounds of funding from the state government, and the most recent expires next year.

Mr Brien has submitted the strategic business plan to the government to secure funding until 2018, part of which is to expand the capacity of Scitech by securing 1,000 square metres of extra space.

“We need increased space. The crowding that is occurring is causing pressure on the visitors and on staff,” he said.

“That would enable us to expand the space for visitors and offer some new experiences we have got in mind.”

IN BRIEF

Kulcha receives Lotterywest funds

KULCHA Multicultural Arts of WA has been awarded more than \$300,000 from Lotterywest to develop new projects and organisational capacity building.

Kulcha will use the funds to present the Oz Concert in Government House Gardens during Harmony Week in March; the multicultural arts showcase attracts thousands of people and is broadcast nationally on SBS TV.

Various organisational capacity building initiatives will gain traction with the funding, including IT and equipment upgrades, website and marketing development and the creation of an innovative culturally and linguistically diverse mentoring program.

“Kulcha has worked hard over recent years to provide excellent public value to the people of Western Australia through a range of effective arts programs and services that are now statewide,” Kulcha general manager Jon Cope said.

“Our work presents, develops and promotes WA's culturally diverse community via the arts and leads to greater cultural appreciation, social cohesion and prosperity for all Western Australians”.

“We are extremely grateful to Lotterywest for their financial support which acknowledges the valuable contribution Kulcha makes to our rapidly growing WA community.”

When you give you always get so much more



Since 2000, the Amazon Perth Dragon Boat Club has been keeping hope afloat in the fight against breast cancer. This courageous group of women offer support to people affected by the disease and help raise breast cancer awareness by rowing their iconic pink boats through Perth's waters. Thanks to a Lotterywest grant, they recently purchased life jackets, paddles and a new boat. So while it's easy to put a price on our support, it's impossible to measure the true worth to WA's community.



Jeffrey Gitomer

Work less to earn more? No chance

I AM sick of people telling me I work too hard.

I am sicker of people telling me that I can be successful working four hours a week.

But I am sickest when I scan the books and their hype. Their content is not only bogus it's dangerous.

You've seen the ads, the emails, the spam, the posts, the blogs, the Facebook pages, the tweets, and all the other hypes; how you can be a success, and cut your workload and hours in half. Work less. Earn more. Work less. Sell more.

Yeah, all you have to do to get the deep-dark secret they want to share with you is give them some of your money, so they can work less and earn more. Funny in a pathetic kind of way.

Yesterday I saw an email from a purported sales expert. Part of his email banner consists of the words 'Work Less'. Okay, but the piece he wrote on how to be successful this year had a bullet point – be prepared to start earlier. Am I missing something? What part of 'start earlier' is 'work less? Kinda sounds like work more.

Working less and selling more are mutually exclusive words. So are working less and success.

Early bird – worm. That's my mantra.

Here's my quote: 'The less you work, the less you'll sell, the less you'll earn, the more broke you'll be'.

If you're really interested in making more money, you'll have to decide how much, and be prepared to work for it. Work hard. Work long and hard.

Here are a few things to do that will work, if you're willing to work. And you don't have to give me any money or fill out any form to get them.

1. Start early – stay late. The early bird does not get the worm. He gets the order and the money. Expand hours and you'll expand income.
2. Business social media. Get involved in every aspect. Allocate two hours a day to get literate and attract followers.
3. Stop wasting time. Turn off your TV for one year. You'll never miss it, and you'll gain at least 10 hours a week – to invest in something you'll earn a return on. Start with attitude.
4. Be available and accessible. Your customers and prospects need you, not your voicemail.
5. Be easy to do business with. 24-7-365 is the new 9-5. Your customers and prospects need your products and services, not your computerised answering device.
6. Network face-to-face. Make a game plan to attend events and functions where customers and prospects might be. Allocate five to 10 hours a week.
7. Build existing relationships. Your present customers are the best place for more business and referrals if they perceive you're helping them win.
8. Earn referrals. Not ask, earn. Referrals (better stated: unsolicited referrals) are given for superior product and service. Referrals are a report card that everything you did was great. And when you 'ask' for them, you put the customer in an awkward position – especially if you ask too soon.
9. Earn testimonials. Testimonials will actually shorten a sales cycle if you use them as proof of your claims. And testimonials will increase volume. But testimonials come as a result of solid relationships, which take time to build and nurture.
10. Speak in public. Give a 20-minute compelling talk at a civic organisation. Leads and connections will follow.
11. Ignore the lure of the light bulb. Salespeople are like moths, they're easily attracted by bright lights and shiny objects.
- 11.5 Random acts of kindness. Do things for others and have no expectation of return. They take time. They don't fit into a four-hour workweek. But random acts of kindness feel great. Try a few.

Reality: The 50-hour workweek will earn you 10 times more money than the four-hour workweek. I promise.

I don't think that 'work less' ever entered the mind of Steve Jobs, or Bill Gates, or Warren Buffett, or Steve Forbes, or anyone who has ever achieved real wealth in their chosen profession.

Do this: Make a list of the things you need to achieve in the next 30 days, and the things you want to achieve in the next six months. Post them one-by-one on your bathroom mirror. Then set your alarm for 5:30 tomorrow morning.

Jeffrey Gitomer is the author of *The Sales Bible*, *Customer Satisfaction is Worthless*, *Customer Loyalty is Priceless*, *The Little Red Book of Selling*, *The Little Red Book of Sales Answers*, *The Little Black Book of Connections*, *The Little Gold Book of YES! Attitude*, *The Little Green Book of Getting Your Way*, *The Little Platinum Book of Cha-Ching*, *The Little Teal Book of Trust*, *The Little Book of Leadership*, and *Social BOOM!* His website, www.gitomer.com, will lead you to more information about training and seminars, or email salesman@gitomer.com © 2012 all rights reserved

FACT FILE

From page 24

UXC Connect wins \$8m minesite deals

08-February-2012 by Staff Reporters

New South Wales-based UXC Connect has won four contracts worth \$8 million collectively to deliver its digital entertainment package at four mining camps in the Pilbara.

The deals will see UXC deliver IPTV, video-on-demand, and internet connections to rooms and kiosks located in common areas at the mine camps.

Building and construction company Pindan signed two of the contracts, while the other two remain confidential. UXC chief executive Ian Poole said the company's strong track record was a deciding factor in it winning the work. "UXC Connect is delighted to be working closely with Pindan to deliver our innovative solutions into these vital projects, that provide a valuable resource to the mining camps and adds great value to the remote workers so they can keep in touch with their families and communities at home," Mr Poole said.

Downer wins \$570m Karara contract

06-February-2012 by Dan Wilkie & AAP

Open pit mining is set to commence at Gindalbie's \$2.57 billion Karara iron ore project in the Mid West, after Downer EDI signed a \$570 million mining services contract.

The contract, starting this month, was expected to generate revenue of about \$570 million over its six-year term, Downer said in a statement.

Downer says it will establish mine infrastructure, provide drill and blasting services and haul waste and ore, at a mining rate of 30 million tonnes per annum, comprising 20Mtpa ore and 10Mtpa waste, to produce 8Mtpa of dry magnetite concentrate.

The Karara iron ore project is a joint venture between Gindalbie Metals and China's Anshan Iron and Steel Group, or Ansteel.

Gindalbie managing director Tim Netscher said the award of the open pit mining contract was a significant milestone for the development.

Briefs

Rox jumps on maiden Mt Fisher resource

10-February-2012 by Staff reporter

Rox Resources shares have spiked 12 per cent after the company unveiled a maiden JORC-compliant gold resource at its Mt Fisher gold project in the northern Goldfields.

The company today unveiled a gold resource of 86,080 ounces at Mt Fisher, comprising 22,712oz measured, 18,458oz indicated and 44,821oz inferred.

Rox managing director Ian Mulholland said the company was confident further value would be added through follow-up drilling later this year.

Geophysical surveys carried out at Mt Fisher in 2011 identified numerous

highly prospective gold targets which we will test this year."

Skywest profit hit by rising dollar, fuel costs

10-February-2012 by Dan Wilkie

The rising Australian dollar and increasing fuel costs have contributed to a 37 per cent drop in interim net profit for Singapore-headquartered Skywest, despite the airline lodging a 16 per cent spike in revenue.

The Singapore and ASX-listed regional air carrier lodged revenue of \$S145 million (\$A107million) for the half year ended December 31, compared to \$S125 (\$A92 million the previous corresponding period. Net profit came in at \$S4.4 (\$A3.2) million, down from \$S7.1 (\$A5.3) million the previous half year.

"The group is experiencing the impact of significant rapid changes in exchange rates and fuel costs," Skywest said in a statement to the ASX.

"These two factors still represent a significant risk to the business." Skywest said it expected revenue to grow in the second half, on the back of its wet-lease agreement with Virgin Australia and the delivery of three more ATR-72 aircraft to its fleet.

Northern Star books stunning half-year

08-February-2012 by Staff reporter

Northern Star Resources says it is set to embark on a new phase of growth after booking a 250 per cent spike in half-year profit.

The WA-based sharemarket darling booked profit of \$18 million before tax in the six months to December 31, on the back of production of 35,128 ounces of gold.

Over the past 18 months, Northern Star stocks have risen from 5 cents to trade at 96 cents at close of trade today.

Managing director Bill Beament said the company had made an "ideal start" to life as a gold miner.

"In the process, we have taken Paulsens from an eight month mine life and set it up for at least a five year outlook," Mr Beament said.

"We have also had a host of spectacular exploration results of up to 12,000-gpt and these will underpin a resource upgrade for Paulsens later this Quarter.

"But while these outcomes have been excellent, they should still be viewed as just the foundations of the significantly larger gold mining house we are building at Northern Star."

Emu to revive nation's sole antimony mine

08-February-2012 by AAP

Australia's sole antimony mine is to be revived under plans by Emu Nickel, which needs to raise \$60 million to buy the asset and re-start production.

Shares in Emu were up half a cent, or 6.25 per cent, at 8.5 cents at 1324 AEDT.

The Perth-based minnow said it planned to acquire the Hillgrove mine near Armidale in New South Wales, which is the only antimony mine in

Australia and also contains gold. It plans to bring it back into production within 12 months.

Antimony metal is used in flame retardants, for alloying with other metals and as a catalyst in plastic manufacture.

Chinese production accounts for about 77 per cent of world supply.

The Hillgrove mine is currently owned by Straits Resources, which in August agreed to sell the operation to ANCOA, a company that Emu plans to acquire, for \$40 million in cash and shares.

The mine was put on care and maintenance in 2009 due to processing problems.

Wayne Richards to lead IronClad Mining

06-February-2012 by Dan Wilkie

Former Brockman Resources and BHP Billiton executive Wayne Richards has been appointed managing director of IronClad Mining.

Mr Richards will join IronClad from March 1, as it ramps up development of its Wilcherry Hill iron ore project in South Australia.

Prior to joining IronClad, Mr Richards was recently managing director of Brockman Resources, and also held a senior executive position at BHP Billiton.

IronClad executive chairman Ian Finch said Mr Richards was the company's standout candidate from its six-month search for a managing director.

"A person of Wayne's experience and calibre is the precise individual we need to drive the day-to-day operations of our company," Mr Finch said.

"During his tenure at Brockman, he grew the business from an exploration company with a market capitalisation of \$30 million to close to \$1 billion in just four years."

The appointment of Mr Richards comes days after IronClad announced it had signed a second offtake agreement for Wilcherry Hill.

Ownership Changes

Monadelphous sells shares in Norfolk

06-February-2012 by AAP

Monadelphous has sold its stake in fellow engineering, construction and contracting company Norfolk Group for \$24.4 million, reaping a tidy profit in the process.

Perth-based Monadelphous said in a statement the sale of the 13.98 per cent stake, which would be realised in its financial results for this financial year, would translate to a one-off, pre-tax profit of \$16.2 million.

Norfolk's share price has almost quadrupled from below 30 cents when Monadelphous bought the stake in February 2009 - post global financial crisis - to \$1.15 today.

Monadelphous said in a statement that it had bought the Norfolk stake as part of a diversification strategy to broaden exposure to non-resources markets. As Monadelphous had since diversified its services to the infrastructure market, ownership in Norfolk was no longer considered strategic, it said.

TRADE OPPORTUNITIES

The Western Australian Trade Opportunities Service is operated by the International Trade Centre of the Chamber of Commerce and Industry WA.

BUSINESS AND TRADE

Large soft drinks manufacturer seeks contact with independent Western Australian soft drink manufacturers with the view to exploring the possibilities of some mutually beneficial cooperation (Malta) – 17630; The Tel Aviv & Central Israel Chamber of

Commerce has released a bulletin comprising buy, sell and general business opportunities (Israel) – 17629.

IMPORT GOODS INTO AUSTRALIA

Agricultural machinery: Pneumatic seeders, sprayers, into row cultivators, rotary drum mower, fertiliser spreader etc (Turkey) – 17631; Automotive parts, hardware products & handicrafts (India) – 17633; Cleaning tools & car care products: wash mitts,

was pads, sponges, squeegees, window brushes, buffing pad etc (China) – 17627; Pig grain lining/raw skins (China) – 17628.

For full details on any of the above trade opportunities please contact Nick Paterniti (quoting the relevant reference number shown) at the Chamber of Commerce and Industry of Western Australia on Tel: (08) 9365 7620 Fax (09) 9365 7616 or email documentation@cciwa.com.