

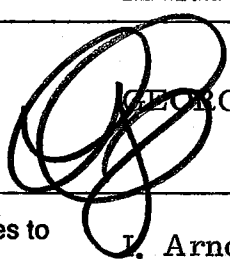
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Memorandum/instruction

Job

re MANAGEMENT TRAINING

to



GEORGE CLARKE

from

DON GAZZARD

copies to

T. Arnold, J. Flower, A. Stenders

date

April 30, 1973

Even allowing for your over enthusiasm following the management seminar you recently attended, I find your Memorandum on this subject dated April 27, quite astonishing in its lack of balance.

To start with you are talking of an initial expenditure for 8 people in the order of \$12,000 and this, if embarked upon, would only be the natural beginning of considerable expenditure over a number of years of external seminars and in house training. Despite your assertion of staff 'under your direct control' a programme like this is clearly an overall corporation matter and involves a policy decision for the Board to make. I refuse to countenance any one attending anything until the Board has made a decision on the matter.

Secondly, if a policy of management training is adopted there is no need for unseemly haste with our present high work commitments, and no reason why we can't wait until there are geographically more convenient and more economical seminars.

Lastly, the choice of people is, in my opinion, suspect for a seminar of this type. If more management training is desirable, there are all sorts of courses available and more suitable to people like Casey and Jarrott or youngsters like Lindwall and Cholerton, than this sort of seminar.

As always I am available for discussion on matters like this. I suggest an Executive Committee meeting today or tomorrow at 5 p.m.