

STUART FOWLER NORMAN DISNEY & YOUNG

After 40 years at Norman Disney & Young (NDY), with almost half this time as CEO, Ian Hopkins has stepped down from role of CEO with NDY Chief Operating Officer, Stuart Fowler filling the position. For over 50 years NDY expertise has been contributing to innovation and excellence in the built environment, and Stuart spoke with ANCR regarding his plans for NDY in the future.

What are some of the things you are hoping to see achieved in Norman Disney & Young's (NDY) future vision?

Our success and brand reputation over the past five and a half decades has been based on successful project delivery. I anticipate a future where NDY is increasingly global in its reach complemented by our focus on meeting the specific requirements of our clients. I also envisage a more diversified business model in relation to our service offering and in market sectors.

You certainly have a long history with NDY. Can you tell us a little about your journey and success?

I commenced as a graduate engineer with NDY Melbourne in 1988 with very little idea about building services design specifically, but with a great deal of enthusiasm for what I felt to be a fascinating opportunity. Those early years in Melbourne were very exciting and I worked on some defining projects as a young engineer, including the National Tennis Centre and AMP Bourke Place. I then moved on to early management roles in New Zealand and subsequently Queensland in the early 90's. I returned to Victoria in 1995 to take over as manager of the Melbourne office, which at that time had less than 40 staff, in what was a challenging property market.

I remained in the lead Melbourne office role for 16 years, becoming a Director and equity holder along the way in 1998. During my 16 years as Office leader, the business grew and solidified its place as one of Melbourne's more successful MEP consulting engineering practices, working on many of the State's landmark building projects along the journey.

In 2011, I took on the role of Australian Regional Director, with responsibility for

all of the NDY Australian offices, with an agenda to improve client engagement and increase consistency and collaboration between our Australian offices. My remit was then further expanded in early 2014, when I was appointed Chief Operating Officer, with a business-wide remit including Australia, New Zealand and the United Kingdom.

Late in 2014, as part of our managed succession planning process, the Board and shareholders confirmed my appointment as CEO elect. On the 30th March I formally took over the role of CEO for a five year term.

Why do you think NDY stands as a leader in your field?

I think the fundamentals remain pretty simple; a relentless focus on quality - both in terms of our client service and our relationships, and in terms of engineering and technical delivery. It's mandatory to provide great engineering, but equally to have excellent and intelligent consulting and client engagement skills.

For NDY it is a priority for us to understand what our clients' want to achieve and then to deliver this with the greatest attention to detail. It's also important to stay ahead of the latest industry and market trends, and be prepared to invest cleverly in opportunities as they arise. NDY has a documented history of doing all of these things particularly well and that has evolved the business to where it is today.

What are some projects that you feel are significant to date?

I am very fortunate to have been involved in a number of significant Melbourne projects. Projects including Eureka Tower, QV redevelopment, Media House, CBW, Channel Seven Studios at Docklands, New Royal Children's Hospital, AMP Bourke Place and the Melbourne Tennis Centre. More recently, NDY's and my

involvement with the incredible NAB project at 700 Bourke Street – a leading example of a new generation workspace – was personally fulfilling.

What inspires you in your line of work?

Because we contribute to projects that improve the built environment, I've always been humbled in the knowledge that what we do ultimately benefits our society and communities in a positive and meaningful way.

The hospital projects we design improve patient outcomes and allow medical staff to perform their work to the best of their ability; the schools and universities we design ultimately allow more students to receive a better education; the apartments – and supporting community facilities – we design provide people with better homes to live in; and the rail projects provide cities with improved transportation. In so many different ways, I believe that engineering is a meaningful and fulfilling profession and one that I find personally inspiring.

What goals do you hope to achieve in the role of CEO?

Over the next five years, I look forward to leading the business to even greater heights than those we presently enjoy in our various markets. I will do this by working with the entire NDY family to grow our geographic reach and improving our diversity, by intensifying our focus on our client needs and client satisfaction levels overall, and by continuing to evolve a working environment and culture for our people that is both engaging and fulfilling.

For more information about Norman Disney & Young, visit www.ndy.com or NDY's social media channels on Twitter, LinkedIn, Facebook and YouTube.

