

## Terry Shaw – from Apprentice to Manager



### About Terry

Terry was born in Oldham and has lived there ever since. He started working at Hill's Panel Products (HPP) as an apprentice over 28 years ago and has been an integral part in their manufacturing capabilities, producing high quality kitchens for a department then known as 'Hill's Interiors'.

### Can you remember being an Apprentice?

Only just! I've worked at HPP for over 28 years now and have had a varied career at the company. My Apprenticeship started with me working on the shop floor manufacturing kitchen doors to order for what was then a small base of customers loyal to the newly formed company Hill's Panel Products. From there, the company trained me, developed my skills and helped me to progress through varied roles, including working in the machine shop, acting in a full time supervisory role and later moving into a management position.

### What is your current job role?

My current role at HPP is Production Manager. This involves me overseeing the day to day running of our manufacturing facility, scheduling and managing jobs coming in and out of the business and helping staff with any questions or issues they might have.

I also get involved quite heavily in scheduling workflows and work closely with my line manager to ensure everything is running smoothly and to schedule.

### How has your role changed over the years?

My role at HPP has changed dramatically since starting here as an apprentice. Over the years, I've seen steady progression from working on the shop floor, to becoming a delivery van driver with a slight sales slant, machine shop operative, supervisor and, nine years ago, becoming Production Manager.

### What has been your biggest contribution to HPP?

I'm an extremely reliable member of staff who management and staff at HPP know they can rely on, with very few sick days during my career and the ability to help and guide staff when they need it the most. I'd like to think I've contributed quite widely to HPP and its manufacturing capability too. As the company has grown, so too has our training, innovation

and capabilities. I've contributed to the development of new processes and production techniques, as well as the management of specifying and installing new machinery that has helped widen our offer whilst also increasing our production output – all of which are helping to grow and differentiate the business.

### Who offered you the most support and inspiration whilst developing at HPP?

The works manager, Steve Hannan, is certainly an influential character who helped me considerably throughout my journey at HPP.

He always managed to see the strengths I possessed and how they could be best utilised within the business. After a long service in various roles at HPP, he felt I was the right man for the job when the role of Production Manager became available and I appreciate the support and guidance he provided to me during this transition and even to this day.

### What is the best thing about working at HPP?

The company is a great place to work. It has a really good family feel to it as it's still privately owned and staff and management are always looking out for each other; helping to ensure the job is done to the best of everyone's ability. It's got a great feeling that I don't think is that common in other large businesses these days.

### Favourite Book:

I'm a big fan of autobiographies and recently finished reading about Steven Gerrard. It's a great read, especially if you're a Liverpool fan like me!

### Favourite Food:

You can't beat a good steak or a decent chicken dinner. Superb!

### Favourite TV Programme:

I watch lots of sports but also love Only Fools and Horses, even watching re-runs to this very day, they never get old!

### Do you have any dislikes?

Manchester United Fans! I'm a true Liverpool supporter so it comes with the territory.

### If you could invite anyone to a dinner, who would they be?

Steven Gerrard, Kenny Dalglish and finally Jim Carey for a bit of laughter and fun.

### What was the most pivotal moment in your life?

There have been quite a few. In my earlier years, I played rugby to a high standard and scored the winning try in a cup final so that was quite a memorable day, but most of all, the births of my three children would have to be the most pivotal of all.