

0:0:0.0 --> 0:0:0.250

Gareth Meredith
Just.

0:0:3.950 --> 0:0:4.410

Gareth Meredith
Yeah.

0:0:8.110 --> 0:0:8.320

Gareth Meredith
That's.

0:0:17.380 --> 0:0:17.860

Gareth Meredith
Got it.

0:0:28.310 --> 0:0:28.650

Gareth Meredith
Yeah.

0:0:30.590 --> 0:0:31.130

Gareth Meredith
What happened?

0:0:35.440 --> 0:0:35.840

Gareth Meredith
That.

0:0:37.650 --> 0:0:38.820

Gareth Meredith
Right, yeah.

0:0:38.940 --> 0:0:40.850

Gareth Meredith
There was one.

0:0:42.140 --> 0:0:44.830

Gareth Meredith
Yes, yes, right. Yeah.

0:0:45.430 --> 0:0:46.130

Gareth Meredith
To just keep.

0:0:47.390 --> 0:0:47.740

Gareth Meredith
You.

0:0:52.260 --> 0:0:53.720

Gareth Meredith
Before Egypt.

0:0:53.830 --> 0:0:54.580

Gareth Meredith
Because.

0:1:13.20 --> 0:1:13.650

Gareth Meredith
You love it.

0:1:15.410 --> 0:1:15.900

Gareth Meredith
So you.

0:1:20.420 --> 0:1:20.880

Gareth Meredith
Love.

0:6:44.360 --> 0:6:46.660

Gareth Meredith
Hello, Paul. Let's Gareth here. How are you?

0:6:46.610 --> 0:6:48.60

Paul Schrotti
Hello, Gareth. Hi.

0:6:47.810 --> 0:6:52.880

Gareth Meredith
Yeah, but you got a couple of people joined the reading. We can hear you loud and clear, which is amazing.

0:6:53.170 --> 0:6:57.780

Paul Schrotti
Yeah. Isn't that amazing? Every time the technology works, you amazed.

0:6:58.40 --> 0:7:2.470

Gareth Meredith
It right, we've got you on loudspeaker. So everyone in the hub can hear you, which is amazing.

0:7:3.70 --> 0:7:3.980

Paul Schrotti
OK.

0:7:4.500 --> 0:7:11.180

Gareth Meredith
But yeah, we'll, we'll, we've just got people joining and we'll start it quite a 30.org, yeah.

0:7:11.50 --> 0:7:20.650

Paul Schrotti
OK. So I'll I'll put the you know, if there's anything you want me to test out the the audio, the, the camera, anything, but I'll put on mute while while you're setting things up.

0:7:21.0 --> 0:7:24.330

Gareth Meredith
Lovely. You look great and you sound great. So that's important thing.

0:7:24.680 --> 0:7:25.410

Paul Schrotti

Thank you.

0:7:25.550 --> 0:7:27.500

Gareth Meredith

My turn out, yeah.

0:12:51.520 --> 0:12:51.930

Gareth Meredith

1.

0:12:53.110 --> 0:13:22.220

Gareth Meredith

Hello everybody so nice to see so many people here in in the hub and thank you everybody online to join as well right. My regular town hall meetings that you hopefully got used to and the last couple of years I always find it fascinating. I find it inspirational and I find it a pleasure to say what I have to say and to on the basis of that allow for a conversation to allow for feedback to allow to establish better and better.

0:13:22.300 --> 0:13:42.550

Gareth Meredith

Relationships. I used to make a joke and say you're kind of a joke. Say today is a very special day and let me say today isn't extra special day because as you can imagine, today is all about the change in leadership in Colart and just some practicalities before I.

0:13:43.380 --> 0:13:54.590

Gareth Meredith

I'll do a little bit of uh talking in the background and sharing some some personal feelings and and ideas. I would like to invite you to send your questions in the chat.

0:13:55.690 --> 0:14:24.0

Gareth Meredith

Halfway through or towards the end of the today's town hall, I will ask Gareth if there is something specific we should call out and clarify what we'll have a chance and everybody is here and also actually another part of the practicalities, I would like to tell you all that today Paul Schrotti will join us as well. He will give a short message to all of you to give his personal reflections and feedback on what is currently happening.

0:14:24.680 --> 0:14:31.760

Gareth Meredith

But also he will be with us towards the end of the of the town hall to address any questions if they are.

0:14:32.850 --> 0:15:2.710

Gareth Meredith

So that's today and let me start by saying that all good things come to an end to allow new good things to happen. And I think it's an extremely important message. I would like to give to everybody because that's the spirit of how Paul and I started the conversation after the summer. All good things come to an end to allow new good things to happen, right. Every system, every Organism, every organization, every company.

0:15:2.900 --> 0:15:8.160

Gareth Meredith

Every football club, every individual needs new stimulus, new ideas.

0:15:9.140 --> 0:15:11.550

Gareth Meredith

New energy, right in order.

0:15:12.310 --> 0:15:42.200

Gareth Meredith

To reach its maximum potential. And that's true for Colart is a tremendous potential that is still in front of us in the future. So many new things will come to colart because it's a wonderful, strong company where the fundamentals have been put in place after the last seven years of strong collaboration with all of you, right, also for myself personally to reach my full potential, I need to straight through to my principle that I.

0:15:42.270 --> 0:15:44.760

Gareth Meredith

Continuously want to be challenged.

0:15:45.500 --> 0:16:14.340

Gareth Meredith

Seek curiosity and find new parts and new ideas and new energy for myself. The reason my maximum potential so very much in super good quality conversations with Paul we we came to the conclusion to separate after the summer and as part of that process and the agreement that we both signed up for was to stay on and to lead colart until the successor was found.

0:16:15.420 --> 0:16:31.730

Gareth Meredith

The successor is in place, as you've seen from the announcement and before I yeah, give some more color and context to the whole situation. I think it's very well worth it to listen to Paul Paul, welcome on the stage.

0:16:35.560 --> 0:16:41.270

Paul Schrotti

Thank you, Dennis. So I I'm stepping out. I turned on the camera. I hope you can see me and hear me.

0:16:42.190 --> 0:16:43.940

Gareth Meredith

Yes, yes.

0:16:42.260 --> 0:16:45.210

Paul Schrotti

Can you? Yep. OK, good. Thank you, Gareth.

0:16:46.0 --> 0:17:6.950

Paul Schrotti

Yeah. So I I think that it's always, you know it's always better to be here in person in a situation like this. It unfortunately that was not possible. I know there are many of you listening. I think I by now have met many, if not all of you. And for those that have not met my name is Paul Schrotti. I'm the chairman of of of Colart. As you know, since five years back.

0:17:7.830 --> 0:17:39.590

Paul Schrotti

M and on account of the changes that we had announced today and what Dennis had told you, I I I thought I would participate and and give I was given the opportunity to participate and say a few words and I would be quite brief and then stay on for questions and discussions afterwards if any. So but before anything I would like to start to just say how I'm incredibly impressed and and and and and and happy I am with the very hard.

0:17:39.690 --> 0:18:10.760

Paul Schrotti

And and qualified work that has been done by all of you under the leadership of of Dennis the the past years have been really tough on on colart. It's been a number of challenges in the market. We've had the pandemic. We've had order sorts of reorganizations and and turn around activities to address that and it's impressive very, very much impressive how Colart has come out stronger and how you have built the culture focused on the brands and and the markets.

0:18:10.950 --> 0:18:16.760

Paul Schrotti

And and come to a point where you are now in a very good position for the future.

0:18:17.610 --> 0:18:47.310

Paul Schrotti

And so so while I will of course very much miss working with Dennis and I, I respect the fact that the change is is a constant that does happen and now given all of these efforts that have been made in the past, we are in a good position for a change of guards. So also as Dennis pointed out, we have been happy to identify and Romain Guinier who will start, as you know in in March.

0:18:47.740 --> 0:18:58.30

Paul Schrotti

Who will be? Who has the the qualifications and all the background to take the fine work of of Dennis forward and and build on what you have created together.

0:18:58.870 --> 0:19:15.960

Paul Schrotti

So I think we are in a I'm very optimistic about the future of colart lending group and we we as you know, we are very committed and engaged owner and we look forward to to working and supporting and doing everything we can for the future success of of colart.

0:19:16.820 --> 0:19:25.500

Paul Schrotti

And and with that, I will I will leave back to you, Dennis and and be back if there's any questions to me following this.

0:19:26.640 --> 0:19:29.570

Gareth Meredith

So far, thanks, Paul. And so the next.

0:19:30.410 --> 0:20:0.770

Gareth Meredith

Message of this town hall is to say thank you. First of all, thank you to Paul. Brilliant boss. Somebody's always behind me. I supported me in the good times and the bad times. I've learned a

lot. A lot from him along the way. And if you ever get a chance to to interact with Paul and whatever reason, please please do so. He is as open as an honest and supportive as I've tried to be as well. So thank you, Paul. Of course. Thank you to Lindengruppen and Jenny to.

0:20:0.880 --> 0:20:31.400

Gareth Meredith

So give me a chance to lead colart for 7 1/2 years and before that as a non executive of colart as well. And if anything the ethos of Linden Groupon with this long term view and the absolute belief to invest in people in the environment and of course on the basis of strong economically run companies, it's super, super inspirational and I will always take that with me. I've said it many times before and I say it in front of Paul and he he won't be surprised if I repeat this.

0:20:32.420 --> 0:20:54.590

Gareth Meredith

If I talk to my business friends and the networks that I have and I, I talk to suppliers, customers and I explained what we stand for, what Lyman Group and stands for. It is actually super unique and you should all be need you believe in those values as well. You should be very proud to be part of Linda Groupon. So thank you, Paul, and thank you Lindengruppen. Then the next.

0:20:55.720 --> 0:20:56.60

Gareth Meredith

Yeah.

0:20:54.120 --> 0:20:56.580

Paul Schrotti

Yeah. It, Dennis, Dennis, can I just?

0:20:56.660 --> 0:21:25.830

Paul Schrotti

That I I just didn't follow up on that and of course I am very, very happy that we also have this very orderly transition period. You will be on for for some time to come here. So it's not final today, but I think there will be plenty of opportunity. But already now I would under score 2 that your great contribution to colart and how happy we are with the work you've done and and the for me also personally working with you. So I just wanted to under score that for sure.

0:21:26.380 --> 0:21:56.250

Gareth Meredith

Super. Thanks a lot, Paul. Then the next big thank you is the the biggest thank you is to all of you. Of course you can have super Smart Excel sheets. You can have the biggest bank account in the world. You're gonna have super nice lean factories. You're gonna have the most beautiful brands in the world and All in all, in all, in All in all, from strategy to whatever, nothing happened. It's of 0 value without its people and without the culture that the people create together. Right. Strong leaders.

0:21:56.380 --> 0:22:27.180

Gareth Meredith

That know their business, they give clarity in their roles that help each other out. When you have to in that psychologically safe environment where everybody's voice is important and everybody's voice should be heard and will be heard, that's the culture we have created and it is anything that you all should be super proud of. That has been achieved in the last couple of years. It's that and nothing else, right? We have a common purpose. We work united towards actions we absolutely believe in our open, passionate, innovative.

0:22:27.350 --> 0:22:35.40

Gareth Meredith

And quality values that we stand for and in business as well, right, there's a lot of challenging things to achieve.

0:22:36.730 --> 0:23:5.780

Gareth Meredith

But I'm personally convinced that the most difficult achievement in a business in a football club in a family, is to create a culture that is absolutely at the center of any successful and winning team. So thanks all of you, absolutely amazing. And yeah, I'm very glad that I could contribute to that. And we'll carry that with me forever. So that was the thank you bit. Now about next, what happens next?

0:23:5.860 --> 0:23:14.890

Gareth Meredith

So what's next? What's next? Of course, Romain will take chart. He will do so from the 13th of March. As you all have read in the announcement.

0:23:15.840 --> 0:23:44.750

Gareth Meredith

Before that, Romain and pull, by the way, they will visit the London where he will have a chance to introduce himself to zero team members. We will go out for lunch and yeah, have the first interactions going. I must say that I feel super confident to leave colart in the qualified hands of Romain. I've met him last week. He's a very approachable guy. He leads by supporting and guiding people. He has a.

0:23:45.980 --> 0:24:15.690

Gareth Meredith

Unbelievable amount of experience in, yeah, complex businesses and making brands come alive in the marketplace. Exactly how Colart has positioned and where we are today, right. So also the interaction with Romain on a daily basis, we share information, we plan for the future. And yeah, I would just, I think it's important that you hear from me that the person who comes in your leader who comes after me has definitely given me.

0:24:15.930 --> 0:24:45.820

Gareth Meredith

A very strong and good impression. Of course. He's not me. He's a different and he will change things, right. And embrace that. That's my message. Look forward. Embrace the fact that a new good leader will take colart forward. So the 20s, he will show up here the 13th. He will start and we have agreed to have a couple of weeks handover between him and me. So we will operate side by side also.

0:24:45.920 --> 0:25:5.590

Gareth Meredith

We have decided to pay a visit to North America, which is our course, our biggest and most profitable market, and we are figuring out the details which site to visit in the UK most likely I will not be able to join him. Jane and Dominique in their first trip since years and years and years to Tianjin.

0:25:7.90 --> 0:25:21.840

Gareth Meredith

But clearly also in the handover in the planning in the activities that I will do together with him,

there will be total transparency and no secrets whatsoever. Then my last working day will be the 31st of May so.

0:25:22.600 --> 0:25:48.230

Gareth Meredith

Romain will be in charge from the 13th of March, but of course I will be around 4:00 for him to support and help him, although I will not be present in the offices anymore. Of course I will work it out with him if you feel you wanna talk to me. If there is anything on a personal level even because you know me and you have to build a relationship with me, I will always be available and yeah, keep make sure that colart continues to thrive.

0:25:48.940 --> 0:26:10.800

Gareth Meredith

So that's the next steps and let me think if there's anything else to say. Of course I want to encourage you to speak to your colleagues, to your line manager. There is basic information out there. There are a few Q&A S things you think about, things you worry about. Again, we really. And I will do my best until the very last day.

0:26:12.80 --> 0:26:17.630

Gareth Meredith

To make sure that your questions and your concerns are being being addressed the best as I can.

0:26:18.660 --> 0:26:24.810

Gareth Meredith

I think we leave it there for now. I just it's I said in the beginning, it's important for you to.

0:26:25.610 --> 0:26:43.240

Gareth Meredith

Let go of your thoughts and feelings and emotions and and questions. And also again, I will continue to be the approachable open guy at the till the very end. Please reach out to me if you wanna have a chat or you one of them share something with me. But Gareth, is there any question? No, no question. Super clear then.

0:26:45.40 --> 0:26:47.90

Gareth Meredith

No, that's nice. That's very nice.

0:26:47.860 --> 0:26:50.30

Gareth Meredith

OK, closing words and.

0:26:51.350 --> 0:26:53.500

Gareth Meredith

The closing words go like this, right?

0:26:53.630 --> 0:26:56.70

Gareth Meredith

And I hope I leave.

0:26:56.820 --> 0:26:58.180

Gareth Meredith

You with the belief.

0:26:59.20 --> 0:27:1.110

Gareth Meredith

That you can be kind and strong.

0:27:2.490 --> 0:27:6.350

Gareth Meredith

But believes that you can actually be empathetic and decisive.

0:27:7.200 --> 0:27:11.530

Gareth Meredith

With the belief that you can be positive and focused to achieve results.

0:27:13.750 --> 0:27:20.300

Gareth Meredith

Most of the time, the situation. Yeah, it's coming. I prepared this most of the time. I didn't like working for call out.

0:27:21.670 --> 0:27:23.70

Gareth Meredith

I loved working for car.

0:27:24.690 --> 0:27:28.480

Gareth Meredith

That was it. Have a fantastic weekend. Thank you for your time.

0:27:29.520 --> 0:27:36.990

Gareth Meredith

It started to deliver this message, but at the same time I know COLART is in a good place. I know my career, my life.

0:27:37.640 --> 0:27:48.640

Gareth Meredith

We will see fantastic new adventures. I'm super excited, excited about that and there's always one last thing that I will say keep inspiring every artist in the world. Thanks everybody.