

SPOTLIGHT

ON CAMERON MCKINNON



Angela Wilkins shines a light on our very own Shawston squad via the Spotlight series, a series of informal chats with key members of staff talking candidly about their roles within the Shawston group and how they have developed. It's simple really, aim the light and watch them shine.

Today I'm off to a neighbouring country, a place where it is said that there were once over 3,000 castles. It's also not too far from the place where Mary Queen of Scots was crowned back in the 1500's.

That's right I'm zooming straight into our Glasgow branch to meet the youngest person to work at Shawston to date, Cameron McKinnon. Cameron tells me he's a man of few words, well let's find out.

Background

After leaving school at 16 years old Cameron was soon brought into the Shawston family fold, Cameron's Dad, Gary is the current Branch Manager at our Glasgow branch and he knew that Cameron would be a great fit for our business, both culturally and as a team player. Cameron soon became an essential cog in the warehouse team all pulling together to ensure the smooth running of the branch.

I knew Stevie before I started at Shawston, we used to train together at taekwondo.

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Cameron on Shawston

I originally started out in the warehouse as a Pick and Packer ensuring that all the orders were picked accurately and packed safely before being distributed to our customers. There are 6 of us in total in the branch so it's essential that you have the ability to be able to help out where you can whenever necessary. I am often chopping and changing between serving customers, booking in stock, general warehouse duties, and picking and packing orders. I really think doing all of these different roles has added to my experience and has made me more confident in my job. I've gained a lot of experience in the last 2 years, learning new products and how the industry runs it's been really great, and I've had lots of help along the way from my colleagues and the rest of the Shawston team.

Cameron on Share Ownership

I like the idea of owning shares, preparing for the future, if it had been up to me, I would have invested from the start, but because I was only 16 when I started at Shawston I had to wait until I turned 18 to be able to enter the scheme and buy shares. It seemed a long wait, but I finally purchased my shares at the last dealing day, and I became a Shawston shareholder. It felt great!

Being a shareholder kind of changes your attitude, I find I have started to focus a wee bit more on things, I care more. Everybody here in Glasgow is a shareholder so they're all pushing themselves too, it's the mindset of the Glasgow branch, pretty much the mindset of Shawston as a whole. You see maximum effort from everyone, working and pulling together to reach the same goal. I would say it certainly changes your approach; we all feel really bad if you make a

mistake because you don't want to let your team down.

Cameron on Mentorship

When I first started in the role, I shadowed the Warehouse Supervisor Stevie Desmond for a short time, I picked up loads of things from him and the rest of the warehouse team. I'd say that Stevie has been a mentor of sorts, someone to lean on. I knew him before I started here too which was hugely beneficial, because we used to train together at taekwondo. He's very disciplined in his approach as you would imagine which I greatly benefited from.

Greatest Achievement

Learning about the Shawston business and knowing my role so well I no longer need to question anyone or anything anymore. When I first started here, I didn't know a thing, so I've really learnt a lot since I first started. I love it working here, it's a great atmosphere, like a family, we're a close-knit team here in Glasgow and I really feel that my voice matters.

We all feel really bad if we make a mistake because you don't want to let your team down.

No Barriers

There is a lot of freedom here, freedom to carry out your job, freedom to learn and freedom to move around the business if that's what you want to do. Because we're such a close-knit team we all work together to do the best job we can, even if that means staying late to get finished or coming in over the weekend to ensure everything is set up for Monday morning. It's a pleasure to come into work each day

to be honest. I feel like I can be myself and I'll always go the extra mile for my team and the business. That's what keeps me here, a great atmosphere, brilliant colleagues and doing my job well.

Cameron on the future

I am open to offers and I'm willing to consider any new roles that will help me move up the ladder. I really want to see how far I can push myself, even if it is outside of my comfort zone. It's a great feeling to achieve something that you thought was outside of your abilities. For instance, I've recently learnt how to drive a forklift, that was a brilliant achievement of mine. You never know I might give my Dad a run for his money one day! ♦

Shawston has so many more amazing examples of meritocracy – sponsorship of MBA's, graduate development schemes, and a strong record for internal promotion to name just a few. And the common theme is that all these people made a choice – the choice to improve, to be better, to progress, and to shine. And that's the essence of Employee Ownership. We encourage a freedom of expression rarely seen in business, we push people to be better versions of themselves, and we give them the space to make choices.

So, if you're interested in a career with Shawston, make the choice to email us your cv and a covering letter to hr@shawston.co.uk or [visit our website](#) to read more about choosing to hop on board to a new career.





#EMPLOYEEOWNED

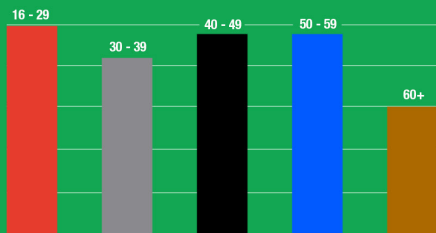
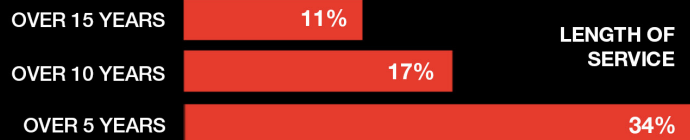


ACTING LIKE OWNERS: SHAWSTON ARE WHOLLY OWNED BY ITS EMPLOYEE SHAREHOLDERS

AS A TRADITIONAL UK INDUSTRIAL BUSINESS, WE ARE WORKING HARD TO INCREASE DIVERSITY AT EVERY LEVEL



A JOB WITH SHAWSTON MEANS A CAREER FOR LIFE



TO US AGE IS JUST A NUMBER OUR DIVERSE TEAM OFFERS THE BEST BALANCE OF FRESH THINKING ALONGSIDE LEARNED WISDOM AND EXPERIENCE



CAREER PROGRESSION IS THE NORM, NOT THE EXCEPTION

26%

OF PEOPLE HAVE PROGRESSED ROLES IN THE LAST 2 YEARS

If you want to be a company owner not just an employee, and are interested in a career at Shawston, contact us on: hr@shawston.co.uk