

School of Management
Faculty of Business

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University of Technology, Sydney

20 January 1998

Mr John Politis
Intelligent Manufacturing Systems & Technologies
R&D Manager and PhD Candidate
Hawker de Havilland Limited
361 Milperra Road
BANKSTOWN NSW 2200
NSW Australia

Dear Mr Politis,

I take this opportunity to thank you for the time and the energy you gave us whilst working as **part-time Lecturer** in the **School of Management** at **UTS**, during the **Autumn** and **Spring** Semesters of **1996** and **1997**.

My own impression is that, staff and students in the school have enjoyed the opportunity of sharing your practical and theoretical knowledge in the field of **Business Process Management**. Your ability to quickly grasp complex management concepts and applications coupled with your passion and enthusiasm for the subject, made it interesting, and undoubtedly, staff and students have gained invaluable management knowledge.

Overall, your teaching ability and your genuine interest and desire for teaching, coupled with your management experience and the excellent knowledge of the material taught, have assisted students in being more effective in the art of helping themselves.

I would be interested in discussing with you the possibility of running the course for our **1998** students, and therefore I would like to work with you in reviewing and possibly modifying the content of the subject.

Once again, thank you for the commitment you afforded us and for the valuable assistance you gave us.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'F. I. Soliman', written over a light-colored background.

Dr. Fawzy Soliman
Director,
Postgraduate Studies in
Operations Management,
School of Management
The Faculty of Business

Soliman:JP/001/98

3 December, 1999

TO WHOM IT MAY CONCERN

I have known Mr. John Politis, Fellow of the Institute of Engineers, Australia and Associate Fellow, Australia Institute of Management, for more than eight (8) years. I strongly support him for academic or managerial positions that are related to the fields of management, and hereunder is my report.

Qualifications:

Although Mr. Politis has a solid engineering background (mechanical), during the years he has also earned the following higher degrees relevant to the Aviation Management and Management Programs in general:

- i. Diploma and Certificate of Technology in Aviation Studies.
- ii. Diplom-Ingenieur in Management,
- iii. Graduate Certificate in Enterprise Management, and
- iv. Master of Business Administration in Engineering Management.

Mr. Politis has also submitted his Ph.D. degree in Management at UTS. I have attended the candidate's doctoral presentations. Based on my experience as a successful Ph.D. supervisor, I am convinced that he has completed the required work for the Ph.D. degree.

In my view the above qualifications are more than sufficient for the position of Senior Lecturer in Management or for an Executive position in organizations.

Experience relevant to the management studies:

Mr. Politis has substantial experience in teaching and developing subjects in Operations Management. He has also developed and taught the following subjects:

21131	Business Process Management (Undergraduate Subject),
211310	Operations Management (Undergraduate Subject),
21744	Production Planning and Control (Postgraduate Subject),
21742	Quantitative Management (Postgraduate Subject),
21747	Operations Management Policy (Postgraduate Subject), and
21749	Computer Based Information Systems for Managers (Postgraduate Subject)

The above are key subjects in the Operations Management Course with a strong focus on Marketing, Economics and the Management of Processes and Humans. Formal and informal students' feedback indicated that Mr. Politis is one of the best Part-Time Lecturers in the School of Management.

In addition to the above, Mr Politis has developed for UTS an International Executive Certificate Program in Partnership with an International Company. This Program is due to start at the beginning of 2000.

I am well aware from my dealing with Hawker de Havilland that Mr Politis has facilitated very successful the training of shop floor employees on Advanced Quality Systems and supervised co-operative educational programs. Mr. Politis has also been the Industrial Supervisor to many of our Undergraduate and Postgraduate students working on Projects related to the Aviation Industry. To my knowledge he has also supervised University students for the University of New South Wales, the University of Western Sydney, and Central Queensland University, Sydney International Campus.

Relevant Industry Experience in Aviation Management and Economics:

Mr. Politis has held a number of key positions within the Giant Aircraft Manufacturer Hawker de Havilland. These positions required a mixture of Technical, Managerial and Financial Skills. I have been working with Hawker de Havilland on a number of research projects and I have close contact with the senior management of the company. I am positive that Mr Politis performed these tasks with high degree of competence. Throughout my dealing with the company, I witnessed the General Manager and other senior managers relying heavily on Mr Politis' skills and knowledge in the field of Aviation Management and Economics.

Mr. Politis' Strengths:

Mr. John Politis has many strengths, the most obvious ones are:

- Ability to apply knowledge and experience and promote the Aviation profession in Australia.
- In-depth knowledge of industrial engineering process and product innovation, advanced manufacturing technology and quality management in aviation.
- Ability to create and capture new ideas for the development of the Co-operative Research and Development (R&D) Strategic Plan.
- Thorough knowledge of Performance Indicators and R&D goals and objectives.
- Ability to manage, control and develop Strategic Plans for large and critical projects.
- Superior communication skills and capacity to work with people at all levels as demonstrated by his success in working with Universities and other research organisations, such as UNSW, CSIRO, CRC-IMST and IMS.

Please do not hesitate to contact me if you need any additional information.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'F. Soliman', written over a light blue horizontal line.

Dr Fawzy Soliman
Director of Postgraduate Studies
School of Management
Faculty of Business