

The image features a central white decorative frame with intricate scrollwork and floral patterns, set against a solid black background. The frame is roughly rectangular with rounded corners and a scalloped top and bottom edge. In the center of the frame, the word "FRANDY" is written in a large, bold, black serif font. Below the name, a horizontal line with a small floral ornament in the center separates it from a line of italicized text.

# FRANDY

*Andy's words for Frank – the best partner in the business and my great friend*

# A PLACE OF PEACE



I started writing this sitting on my bed in the dorm at Bali Silent Retreat on 23 Feb 2015, somehow it seemed the appropriate place to let the words flow.

# BE PROUD OF THIS



- We weren't prepared to end with nothing to show for our effort
- We discovered something we valued personally
- I have had no comment from Investec, but outsiders have called it inspirational
- We've had 700 views – Ben Keene was impressed!

# WE SAID 'NO'



- We changed the rules of the regular corporate day and our lives improved immensely.
- We found a better way of using that time, more conducive to good work and good health.

# WE REMOVED PRESSURE

- Working together was a magical experience
- No set hours or set people to speak to
- We were able to work as we saw fit.
- And worked out that we didn't need to be together all the time



# REMEMBER THIS?



- You bore the minutiae of the pressure back then
- You spotted all the small things that no one else did
- You deserved more support

BUT

- The project was a big success, especially for me personally and it was only possible because of your dedication. I'm grateful for that.

# UNCERTAINTY SUCKS



- I have come to appreciate that I dislike uncertainty as much as you do, as it has eaten away at me over the last six months.
- The beauty of working together was that we confronted uncertainty often.

# THE TOBIAS MEETING



- I forget which one of us mentioned it first as we walked back to Bermondsey Street, but we both felt it
- It showed we were human enough to know that we had done wrong in how we treated Chris and his team – that is a very good thing



# MUTUALLY SUPPORTIVE

“Pete was the only bloke who could stick an arm around my shoulder and tell me – straightforwardly, mate to mate- that I was right or wrong or to just shut up and get on with the job’ – Brian Clough



- I think you and me compliment and read each other well.
- We know what the other needs.
- That’s what makes us special.

# LOOK AFTER YOURSELF



Only dig good holes Frank!