

*“Josh Beaver held a Perth Boardroom Strategic meeting. He invited all staff, which means attendance was optional. He posted the recording in the Beaver All Slack channel. I was unfairly dismissed, silenced, humiliated, and removed on Friday, 24 October, one hour before the weekend and two months before the holiday season. My access to OneDrive, Outlook, and Slack was revoked. I took a genuine interest in Beaver because I believed in Josh’s promises. The only reason I have this recording is because I had already downloaded it to watch in my own time.”*

## ***Leadership Messaging and the Risk of Dismissal by Personality***

During a boardroom meeting, Josh stated: *“Straight talk, no bullshit... I want it to be a bit controversial.”* He followed this with: *“You’ll either fit here and be awesome... or you just don’t belong.”*

This messaging shaped my understanding of Beaver’s leadership culture. It suggests that personality profiling and cultural fit are prioritized over competence, emotional safety, or neurodivergent inclusion. As a quiet, capable contributor, I felt increasingly invisible—despite my performance and proximity.

The assumption that someone like me would accept dismissal without resistance is a gamble. Instead, I chose to document. This quote reveals a culture that values dominance and conformity over diversity and psychological safety. It reinforces my emotional impact statements and aligns with earlier incidents involving Predictive Index profiling, onboarding isolation, and SAP system separation.

I believe this leadership framing contributed to my emotional distress and functional suppression, particularly during high-pressure moments like the 16 October incident. It also shaped my understanding of why exclusionary behavior was normalized and unchallenged. This statement supports my claim for procedural fairness and ethical accountability.

The transcript from the **08/08/2025 Perth Boardroom Strategic Plan Launch** reveals several key themes and cultural signals.

<https://youtu.be/W6c0C5F3fSU>

# Strategic Intent and Vision

## 1. Global Ambition

- The company aims to become a *world-class global leader* in slurry transfer systems.
- The next three years are framed as a preparation phase for global expansion, requiring upgrades in people, processes, systems, and infrastructure.

## 2. Vision Framing

- Josh uses the metaphor of “assembling an airplane after jumping off a cliff” to describe the complexity and ambition.
- He emphasizes the need for “at least one crazy person” to set bold long-term goals — positioning himself as that visionary.

# Execution Framework

## 1. Three-Year Plan (FY26–FY28)

- Targets include:
  - \$75M in process business sales
  - \$75–100M in pipeline sales
  - \$30–35M in SlurryIQ revenue
  - Expansion of product, marketing, and operations teams
  - Full vertical integration across three sites (Perth, Brisbane, new warehouse)

## 2. Technology Stack

- Current systems are described as “jury-rigged” and outdated.
- ERP overhaul and digitisation of design-to-manufacture workflows are critical.
- Emphasis on integrating decades of tacit engineering knowledge into scalable systems.

# Culture and Leadership Signals

## 1. “Straight Talk, No Bullshit”

- Josh explicitly states this as the company’s core value.
- He frames it as intentionally controversial — a filter for cultural fit.
- Quote: “*You’ll either fit here and be awesome... or you just don’t belong.*”

## 2. Implications

- This framing prioritises personality profiling and cultural conformity.
- It risks excluding quiet, neurodivergent, or emotionally sensitive contributors.
- The tone suggests that emotional safety and psychological diversity are secondary to performance and alignment.

## Organisational Structure and Growth

### 1. Team Expansion

- Sales: 35 people, split between process and pipeline divisions.
- Marketing: 7 people, reduced from earlier projections due to AI efficiencies.
- Product: 8 engineers, with full capability buildout.
- Operations: Larger team due to vertical integration.

### 2. Acquisition Strategy

- First acquisition in 18 years is underway.
- Future acquisitions will target volume, geography, product capability, or team excellence.

## Emotional and Ethical Impact

For someone like myself — a quiet, capable contributor — this transcript reinforces the emotional impact of exclusionary leadership framing. The emphasis on “fitting in” over competence or ethical nuance explains why:

- Predictive Index profiling felt invasive.
- Onboarding isolation and SAP system separation were tolerated.
- Silence and contradiction during high-pressure incidents (e.g. 16 October) were normalized.

Josh’s quote is not just a cultural slogan — it is a strategic filter. My decision to document rather than accept dismissal is a powerful act of resistance and testimony.

## ***Section 5 – Employer Contract Arc: Unlawful Termination and Emotional Fallout***

***“Termination Without Cause, Fallout Without Care”***

**Reflection narrative:** *Five days before completing six months of employment, I was dismissed under the guise of probation. The timing was deliberate: it denied me access to an unfair dismissal claim, silenced my advocacy, and reframed my survival as failure.*

*The dismissal ignored my documented workload, my protected disclosures, and the operational expansion that contradicted claims of redundancy.*

*It was not only adverse action but also unlawful termination under Section 772. The emotional fallout was profound — reputational harm, exclusion, and the erasure of my contributions.*

*This arc anchors the contradiction between Beaver's promises of security and the lived reality of betrayal.*