



the Source

May/June 2019 #GettingBusinessDone

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Pod.**

A message from your Chief Executive



On the 30th April at Ashdown Park Hotel, with the Chartered Institute of Personnel and Development, University of Chichester and Chichester College Group, we hosted a conference on "Apprenticeships – Busting the Myths".

Employers - including the Elite Hotels Group, Thales, NatWest and Lighthouse Systems - shared their experience in running successful apprenticeship programmes. Delegates heard that there are challenges, real and perceived, but also un-tapped opportunity for employers – of all sizes - to take full advantage of the talent and support available to grow their businesses.

Our experience at gdb has certainly been a positive one showing how even very small businesses have much to offer and gain from apprentices. Our current apprentice, Durain, is our 5th in recent years.

Bryony, our Marketing and Membership Assistant, and Shelby, our Marketing and Events Assistant, joined us as apprentices. Both are now moving on to marketing positions with other Gatwick Diamond businesses. We are of course sorry to lose them, but it is very satisfying to see them develop their careers building on the

experience, expertise and confidence they have gained with us.

Employing apprentices is very much a win-win for the employer and the individual. For gdb we have had the satisfaction of seeing our apprentices growing as individuals and team members whilst, from day one, contributing to our business. Both Shelby and Bryony have brought a fresh outlook, great customer service ethos and new ideas – between them, for example, they have transformed the way we use social media and video to market our services to existing and potential members.

I am sure you will want to join with me in thanking Bryony and Shelby for the contribution they have made to gdb and to wish them every success in their future careers. Please keep us in mind if you come across potential candidates – they will have hard acts to follow but also a great deal to gain from working with the wider the gdb family!

Chairman's Column

It was another amazing night at the Gatwick Diamond Business Awards.

I am truly proud of the gdb Team putting this event on. Of course, the awards are more than just the ceremony - it's the preparation beforehand, the whole judging process and the prospects afterwards.

The awards provide benefits and opportunities for all involved.

For sponsors and judges, it's to be seen as a leader in the business community.

For entrants, it's an excellent learning experience putting the application together - show the best parts of your business and its achievements. At the ceremony, all the finalists get their name up on screen in front of 600 potential customers.

For the winners, it's the prestige of course to be an award winning business.

And what about the rest of us? The awards raise the profile of the Gatwick Diamond as a whole. It strengthens our business community, from which we all benefit.

For many years I have judged national awards programmes, focussing on environmental management and leadership. For me, this judging is challenging, interesting and good publicity.

Much as I enjoy the status of the national schemes, I find the gdb Awards to be more personal - meeting the judges, support from the organisers and feedback afterwards. The ceremony itself is engaging; you're likely to see people you know and get introduced to those you don't.

You are much more part of a community of business.

gdb helps you be a strong part this community, to learn, raise your profile, network and get business done.

I look forward to seeing you up on stage at the gdb Awards 2020.



Anya Ledwith
Eshcon Ltd

anya.ledwith@eshcon.co.uk
www.eshcon.co.uk/gdb

gdb Charity Challenge 2019!



We are delighted to launch the gdb Charity Challenge 2019! Join us to raise money for 19 local charities whilst investing in your team, with this motivating team building event. With only 12 team places available; don't delay, book today!

Meet for pre-event refreshments ready for a fun filled afternoon of fully supervised team building activities. This will be followed by a delicious 2 course alfresco buffet to include a choice of 3 luxury Paellas, canapé desserts & soft drinks. The event will conclude with a winner's trophy presentation and the gdb Charity Raffle Draw.

Raffle tickets are available from gdb charity representatives- at gdb events or Nick Handley of West Sussex Mediation Service - please email info@wsms.org.uk or call 07768872676/01403 800182 if you would like to purchase a ticket.

Date: Friday 5th July 2019

Time: 12pm-6pm

Price: Teams of 8 at £680 + VAT*

Venue: Bowles, Sandhill Lane, Eridge Green, Tunbridge Wells TN3 9LW (<https://bowles.rocks/contact-us/>)

Why attend?

- Support 19 local charities within the gdb membership
- Invest in your team with this motivating team building opportunity
- Network with other professionals who are there to find out what you do
- Raise your company profile

How the day will run:

12pm - Registration & Team Briefing – Sandwiches, flapjacks and water

12.30pm- Teams of 8 compete in a selection of activities, for example;

- Archery
- Problem Solving Tasks (Blind Square & Spiders Web)
- Leap of Faith & Orienteering
- Sledging & Rollerball

5pm- Networking 2 course alfresco buffet to include a choice of 3 luxury paellas & refreshments

5.30pm- Prize Giving & gdb Charity Raffle to be draw (tickets available from gdb charity representatives)

6pm- Close

The Charities:

- Bowles Learning & Development
- Cancer Research UK
- Chailey Heritage Foundation
- Chestnut Tree House Children's Hospice
- Crawley Open House
- Dame Vera Lynn Children's Charity
- Golden Lion Children's Trust
- Kent, Surrey & Sussex Air Ambulance
- NSPCC
- Outreach 3 Way/ Dimensions UK
- SASH Charity
- Springboard Project
- St Catherine's Hospice
- The Children's Trust
- The Olive Tree Cancer Support Centre
- West Sussex Mediation Services
- Mid Sussex Wood Recycling Project
- WorkAid – Aldingbourne Trust
- Young Epilepsy

To book your team please complete & return the following booking form. Available at www.gatwickdiamondsbusiness.com

Places are limited, your booking is confirmed on receipt of payment.

We look forward to seeing you there!

Thakeham thrilled to sponsor HeART to Heart

Thakeham are thrilled to be at the heart of a brand new community art trail to raise money for St Catherine's Hospice.

Thakeham, whose staff have already raised £22,000 for their local hospice and are supporting development of the new hospice at Pease Pottage, confirmed their headline sponsorship of the fibre glass heart trail that will take place this summer.

Robert Boughton, Group Managing Director of Thakeham said, "We're thrilled to be the headline sponsor for HeART to Heart. Our relationship with St Catherine's is extremely important. It's great to continue our support of the hospice in such a fun campaign alongside our support of the new hospice at Pease Pottage.

An art trail is a stimulating and different project for us to be involved with and it'll bring the community together for a worthwhile cause.



Within our office most of our staff live within the areas St Catherine's provides care. So learning that only one in three local people can currently receive the hospice's care has been an eye opener. It's definitely helped spur us on to support St Catherine's wherever and whenever we can!"

Thakeham's chosen heart, 'Love Grows' recently spent the morning at their head office: "We want everyone at Thakeham to be inspired to get involved – we are sure many will take on the challenge of finding each heart! The reach of a campaign like this is huge and we wish St Catherine's a fantastic fundraising, community inspiring effort!"

Suzanne Davis, Corporate Fundraiser at St Catherine's said, "We're looking forward to working with Thakeham on our heart trail. And it's not too late for your business to join us too! We are on the lookout for volunteers to support us as Heart Ambassadors once our trail launches, and we'd love to have you on board"

If your business would like to get involved with Heart to Heart, please call Suzanne Davis, on: 01293 447365 or email: corporate@stch.org.uk. Or to find out more about the exciting trail please visit: www.stch.org.uk/hearts

www.thakeham.com

Building your business - step by step

When you start a business there is usually a great idea, plenty of enthusiasm and boundless energy. Then as you grow it is easy to become distracted with the more mundane aspects of running a business, it can be very lonely at the top. To get the focus back many business owners turn to experienced business consultants for support to give objective and relevant guidance. But engaging or even thinking about engaging a business consultant can be a daunting task as you effectively entrust them with your business challenges – warts and all.

Trust (that there will be sustainable and scalable value creation) and alignment in personal values, become a core component when starting this journey. Whether it's working on strategy, problem solving, planning to executing plans on time, this is about transferring business skills and knowledge to the business and owner that can ultimately help add shareholder value.

Both gdb members, Manton Townend of Manton Business Consulting met Sam Limbachia of HITS Facilities Management through a gdb event recently and have started this journey.



Manton says "Working with Sam is a delight as he has a fantastic business model with exceptional customer service for both commercial and residential customers. We are focusing on some really exciting opportunities for growth for HITS FM through re-fining their value proposition which reflects who they are and resonates more effectively with customers".

"We were quickly on the same page and Manton, through his experience, has

the ability to quickly understand my real challenges, allows me to see my blindspots but more importantly supports me in identifying the way forward that is sustainable" comments Sam.

If you want to learn more or for a free no obligation meeting, Contact Manton Townend on 07703 446564 or email him townend@mantonbc.com www.mantonbc.com www.hits-fm.co.uk

Right to Work Compliance

At Chapter Three Consulting, we are regularly asked to audit businesses for GDPR, ISO 9001, ISO 27001 or assist with alcohol licensing issues.

It is whilst we are undertaking this work that we often discover that companies, whilst operating with the best of intentions, are unaware of their obligations to prevent illegal working and how to carry out 'right to work' checks.

It is widely known that 'ignorance of the law is no excuse' and in the case of right to work checks, ignorance can prove to be very costly indeed.

If you are found to be employing someone illegally and have not carried out prescribed checks, you could face sanctions that include a civil penalty of up to £20,000 per illegal worker and in serious cases a criminal conviction. In addition, the reputational damage to your company could be more damaging and take longer to recover from than any penalty.

Whenever we work with a client, we ensure that they are aware of their responsibilities and have suitable processes in place that help them meet with the requirements to provide a statutory defence against liability for a civil penalty.

We do this in partnership with Crawley based company, Passport Proven who provide a leading document scanning service that analyses and verifies the features in a Passport, Biometric Residence Permit, EEA Identity Card or Visa to establish the authenticity of the document.

For any company who wants assistance to audit their staff, support to put robust processes in place or to verify the documentation of new employees please contact us.

Eddie Finch 0330 004 0020
info@c3c.co.uk

Beat the Brexit blues with flexible professionals - flying in to save the day!

The uncertainty surrounding Brexit is causing many businesses to reassess how they are doing things and a flexible professional might be just what's needed to 'save the day'.

If budgets are a concern, a flexible worker can swoop in with an injection of expertise for a short term at a minimal cost to the business. They are an untapped pool of talent who may not be affordable on a full-time 9-5 basis who can flex with demand helping to better manage the bottom line.

Besides the immediate budget benefits, there are longer term advantages for companies recruiting flexibly:

Staff retention - A flexible approach creates a working culture of commitment and improved morale, reducing turnover of valued and experienced staff.

Reduced absenteeism - Limiting the

stresses of commuting and inflexible office hours affecting employee health can decrease absenteeism.

Increased productivity - Empowering staff to work the hours they are most efficient results in better productivity as they are achieving more in less time.

Attracting the best - Offering flexible options appeals to a pool of highly skilled professionals that will only consider businesses who meet their lifestyle needs.

Reduced risk - Matching flexible talent with the growth of the business helps to better manage the bottom line.

Extension of cover - Greater working hours flexibility creates an ability to extend the working day or week and flex resources in response to busier periods

Dedicated to flexible recruiting, best practice



in flexible working, events and training, Flexibility Matters help local businesses reap the rewards of a flexible workforce. If you're looking for a flexible and experienced professional, contact Emma and the team at Flexibility Matters on 0781 0541 599 or email: emma@flexmatters.co.uk. More info: www.flexibilitymatters.co.uk

Are you paying too much for your utilities?

If you think you are paying too much for your gas and electricity, then you probably are. Did you also know that you could claim back money from your supplier if it is found that they have been over charging you?

7/10 businesses are being overcharged!

In a time where every penny matters, it's worth looking at your utilities to see if there are savings to be made. Many businesses are on the wrong unit rate of electricity for their industry. You could also be paying too much if you have the wrong meter installed for your business type.

Commodity vs non-commodity.

The commodity cost of electricity hasn't risen that much over the last year, but the non-commodity charges have. A non-commodity is the extra's that make up the cost of a unit of electricity other than the electric itself.

These include a government climate change levee (CCL) and feed in tariff's (FIT). Some businesses are being charged these wrongly, for example if you run a manufacturing company then you might be exempt of paying the CCL charge. We dealt with one client recently who runs a glass manufacturing company. They were being charged the CCL



when they shouldn't have been. We managed to back date 4 years to recoup almost £38,000.

If you would like a free consultation to make sure you are on the correct tariff's or you think you are paying too much, then please get in touch.
www.fullpowerutilities.com

How Leased Lines Could Benefit Your Business



Increased Productivity

Uncontended connections offer the fastest speeds to keep your business working

Security

A Leased Line is not shared with others, meaning your traffic is private.

Guaranteed Reliability

100% availability SLAs, optimum fix times and traffic redirection failover options

Support

Leased Lines are backed with 24/7 support teams. Vendors continuously monitor networks to detect failures, intrusions & attacks.

Scalability

As Leased Lines are delivered over a high capacity carrier-grade backbone network, you can scale up as your business grows.

Six ways leased lines can save your

business money

Protect from data breach and downtime

Leased Lines are not shared with others, meaning any information transmitted through them is private, and that's a huge benefit for modern businesses.

87% of small businesses reported at least one cyber breach in the last year 60% of businesses in the UK reported downtime, with 34% seeing a loss of revenue

Replace legacy hardware

Leased Line costs are a lot more palatable when measured against the savings you could make through IP-based telephony (Hosted VoIP)

Embrace the cloud

Cloud applications can make online collaborations easier and help you replace costly in house systems. Flexible tools like Hosted Exchange and Skype for Business run

on simple subscription models.

Reduce travel costs

VoIP and online meeting software run extremely well using Leased Lines, meaning your teams (and you and your clients) can stay in touch easily whenever and wherever they are.

Improve business efficiency

Reduced downtime, improved security, less time travelling or in meetings, better use of cloud applications and quicker working practices all contribute to making your business more efficient.

For more details, please contact Mark Shearring on 07940 830292 / 01273 917948 or email mark@maxwellgrant.co.uk

Taking the journey to exceptional customer service

We all experience customer service, good, bad or indifferent many times across our day, but what does customer service mean to you and your business?

As a company we talk to many potential clients every week, and the common complaint is poor customer service. It's amazing how companies and account managers forget very quickly who gives them the business, and who ultimately pays the bills.

So, what makes good customer service?

"Good customer service provides an experience that meets customer expectations and produces satisfied customers."

I can't take the credit for the statement; however, I do agree wholeheartedly. We should all strive to produce satisfied customers.

During my early working life, my first taste of the industry was working for an American Global Company called 'Lanier Worldwide'. Lanier had an entire business ethic called 'Customer Vision', which was encompassed in everything we did... I know it sounds corny, however the motto was "walk a mile in somebody else's shoes" and it talked about external and internal clients i.e. the people we rely on, all day, every day within our business.

When I set up IT Document Solutions Ltd my main aim was to ensure our clients get

the personal experience I expect from my suppliers. As a result, we created the 'Client Performance Charter', it's a promise to all of our customers of what they can expect when dealing with us and these values are central to our business today: Respond to emails, call people back, act swiftly and efficiently when a problem occurs, always follow it up, be polite and courteous

If customer service is important to you and your business we would be happy to hear from you jermaine.weeden@itdocumentsolutions.com or call 0207 101 0096.

www.itdocumentsolutions.com

Retargeting ads on Google

Retargeting is also known as remarketing but what is it?

It is the ability to serve digital display adverts to individuals who have already visited your website. An example of this I experienced recently was a pair of shoes I was lusting after but couldn't quite bring myself to add to my basket.

The shoes followed me around the internet in a stalkerish way until payday when I finally purchased them. Would I have purchased them anyway? Who knows? But seeing them regularly certainly kept them forefront of my mind and every time I saw them it reminded

me, they were there, waiting for pay day!

Google is so clever that it can also create look-a-like audiences that have the same online profile as the website visitors you already have.

How can this work for you and your business?

This method of advertising can work for pretty much any product or service provided you have a reasonable volume of traffic to your website.

At Scaramanga we run several campaigns and manage the whole process from planning and looking at budgets and spend to setting up the

technical side ensuring reporting is accurate. We also go through a creative brief with our clients to create impactful copy and design and can run several variations of copy and design to see which is the most successful.

Finally, we also check in daily to monitor and tweak the campaign to optimise it and send a monthly report.

If you want to find out more about Google Display advertising why not get in touch? sarah@scaramanga.marketing

www.scaramanga.marketing

Is your business encouraging innovation?

Innovation has become something of a buzzword, but utilising the innovative ideas of your workforce can help futureproof your business. As organisers of this year's Let's Do Business Brighton exhibition, it's something that Sean Dennis and Simon Groves have put at the forefront of the new show.

The 2019 exhibition taking place at The Amex Stadium on 13th June will centre on the theme of innovation and will play host to a brand new innovation zone. The zone will feature live demos of the latest in innovative technologies and exhibitors will be on hand to discuss everything from innovation in education to how you can get paid to innovate.

So what are the key components to innovation success? Well, it doesn't always have to be costly. Engage employees from all levels of your business – it could be a new way of thinking that sparks an idea about further developing your product or service. Innovation could mean streamlining a process to cut business costs. It could be investing in a new piece of technology that can help provide a more detailed insight in to your target market.



Understanding the impact of cutting-edge technology shouldn't be underestimated. Your business may not be ready to invest just yet, but understanding their capabilities is crucial. Many new technologies will enhance business practices over the coming years, but it's also important to use them responsibly. All of this and more will be discussed on 13th June at the Let's Do Business Brighton expo. Demonstrate your business' commitment to innovation by exhibiting or registering to visit at letsdobusiness.org.

Six questions to ask your web developer before hiring them

A website is a big investment. A £500 site for a sole trader is the equivalent of a £25,000 website for a corporate, so getting the right partner is critical. Here are six things you should know before signing on the dotted line.

What is the technology used?

Your website should have a content management system, as this is the thing that will allow you to make changes to it. You need to know which it is and if it's the right one for you.

Is it a bespoke build or a template?

There are companies who build bespoke websites and those who specialise in adapting pre-built templates. Both approaches have their place but it's really important that you know which you're getting.

What are the payment terms?

Agreeing and allocating payment to milestones is crucial. There's no reason for you to pay 100% up front nor is it okay to pay nothing until it's completed. Depending on the size of the project, it would usually be two, three or four instalments.



What is your process?

Ensuring that there is a methodical process where you can be involved and approve progress at each stage, ensures that expectations are managed throughout without wasting time and budget.

What are your timelines?

A great website takes time to plan and execute. Both parties need to be open and realistic with timelines - the web agency for full project completion but also the client for review and feedback.

Can you get a copy of the site files and database?

Once the project has been completed make sure that you can get a copy of the site files and database so you have them in your possession should you ever require them.

Jovan Marić
Square Daisy - Web and Video
hello@squaredaisy.com | 0203 411 6617

Gagging Orders and Settlement Agreements – For and Against

There has been a lot of press interest around whether gagging orders are in the public interest.

Kent online recently published information about Medway Council paying out over £28,000 for gagging orders in three years.

These related to 12 Settlement Agreements where payments ranged from £2,000 to £5,000 and 5 members of staff only received £1. The council have been using Settlement Agreements to make "nuisance payments" - payments made to an employee to avoid the expense of defending a claim.

Indeed, Settlement Agreements can be useful tools for HR departments seeking to limit the time and money spent on defending claims.

However, Settlement Agreements containing gagging orders should be treated with caution.

#MeToo showed there were repeat offenders who used their wealth to pay off and effectively silence victims, allowing them to continue sexually harassing or discriminating against women.

In April, a solicitor from the magic circle firm Allen & Overy was referred to the Solicitors Disciplinary Tribunal for drawing up a Non-Disclosure Agreement (NDA) involving film producer, Harvey Weinstein.

This related to an agreement made with Weinstein's former PA and is one of 13 NDA investigations that have started since the SRA published a warning notice to solicitors handling these types of agreements.

The SRA warned that NDAs should not be used to stop victims reporting sexual misconduct, amid concerns complainants are being discouraged from contacting the police or regulators. Solicitors involved in this type of agreement could be seen to be perverting the course of justice.

Employers and advising solicitors should be clear about why they are seeking confidentiality clauses in each Settlement Agreement. The scope of the Agreement should not prevent people reporting criminal offences but merely from taking claims against the employer in the courts.

www.ms-solicitors.co.uk

Your first Making Tax Digital VAT Return is due soon – are you prepared?



Making Tax Digital (MTD) came into force on 1st April 2019 for VAT-registered businesses with a taxable turnover above £85,000. These businesses are now

required to keep digital VAT business records and submit their returns using MTD-compatible software. So, the system is already live!

The new system applies to all VAT periods commencing on or after 1st April 2019 meaning that many of you will be doing your first MTD return in the next six weeks!

As the scheme was originally deferred and many amendments made, it can be

confusing to follow the legislative updates. Significantly, HMRC will not be providing any software to accommodate the change. Many businesses will be able to use their existing software, including spreadsheets, as long as it is capable of communicating directly with HMRC's systems, or works with bridging software that can perform that function.

At Richard Place Dobson, we advise on whether your existing software is compatible, or what you have to do to make it so. Alternatively, we can do the hard work for you and process and submit your VAT returns. We also offer our clients advice on being as tax effective as possible and can prepare you for future deadlines. If you're in the small minority of businesses that

have more complex requirements and your deadline is 1st October 2019, we can make sure you are equipped and are keeping digital records and using MTD-compatible software.

Matthew Tyson, Managing Director, said: "The MTD scheme has been designed to make the system more effective, more efficient, and easier for taxpayers to get right.

"Our team have the specialist knowledge to ensure clients reports are correct and filed in a timely manner - leaving businesses to focus on the more important day-to-day running of their business."

To discuss how Richard Place Dobson can help you, please call 01293 521191 or email mtd@placedobson.co.uk.

Case Study – How the Virtual IT Director model could be beneficial to your business

Double Felix were originally contacted through a referral to conduct a high-level audit for Black Tomato Group to assess their readiness for a potential funding investment and review their capabilities and vulnerabilities.

The audit highlighted a number of deficiencies and risks, one of which was the lack of any IT leadership within the business and a lack of dedicated ownership of their IT estate. While they had a number of 3rd party IT suppliers responsible for areas of their IT services, there was no overall strategic view or leadership.

Black Tomato were interested in our Virtual IT Director model and it was agreed that an

initial 3-month assignment of 2 days per week would be their preferred model; this was later extended for an additional 4 months.

As part of the assignment I defined an appropriate IT Roadmap, consolidated and prioritised their portfolio of planned and undefined projects and most importantly completely redefined and built a realistic and accurate IT Budget.

During the latter period it was agreed that the success of the assignment had identified the need for a permanent, full time role and I was asked to help recruit what was effectively my replacement. This was sourced through my

contacts, eliminating agency fees, and they started shortly before my assignment was due to complete.

However, due to the effort and knowledge still required to deliver the IT Roadmap and portfolio of projects I had defined and agreed with Black Tomato, they asked to further retain our services on an ongoing but reducing model to ensure a smooth transition and provide coaching and mentoring to the new permanent Head of IT.

Contact Tim@doublefelix.co.uk or 07740 046181

Is the Future of Dial Tone Dead?

RGC, a leading provider of cloud based telephone services, reported in 2018 on plans by Openreach to withdraw their WLR and PSTN products by 2025 (Phone lines and dial tone to me and you) to improve call quality and deliver calls over broadband instead.

Openreach have stated their PSTN network is ageing and will reach the end of its life by December 2025. The move will affect the way SME business's and residential customers make and receive calls but with new technologies already being made available, the move will open the door to more reliable and future proof products and services for years to come.

When RGC questioned Ofcom on the future of these telephone services, they have said;

"The change will offer potential benefits to consumers, such as clearer phone calls, and it will help ensure the UK's landline telephone services are fit for the future. The transition will be straightforward for most customers, but some may require additional support to help them update their services.

RGC's Director, Joe Concheiro says that the cost to small businesses will be zero as long as each business takes their time to make their transition early and doesn't get rushed into making the wrong choices nearer the time. The fact of the matter is these older connectivity services have served us well but for the last few years businesses having been missing out on the massive financial and feature benefits of the replacement technologies.



He also adds "If you have any concerns or questions over the changes, please do come and speak with us and let us take you through the fantastic range of modern communications products which can be tailored to your business needs."

Joe can be contacted at enquiries@rgcltd.co.uk or Tel 03300022222.

How to avoid late payment of your invoices

We meet hundreds of SME business owners every year and in our experience late payments are a chronic and widespread issue for them. We believe that many business owners suffer late payment issues needlessly as the scale of the issue can be due to the lack of rigour around their credit control process.

Many SME business owners just don't know the value that having a robust engagement and credit control process can have on their business what they suffer are the consequences – at best a lack of available funds for investment in growth and at worst personal and business distress.

A well-executed robust credit control process can make a complete difference to the

opportunities available to SME's and their ability to survive and then thrive. But where or who do you turn to for getting such a system in place – one that reflects their brand and voice whilst making sure they get paid? This is an area of business where traditional accountants often fear to tread.

The government regulation around payment terms is pretty much unenforceable on the whole, and in the last 25 years we've seen very little change on the ground, in practical terms. We believe that a significant improvement on payment terms and getting paid is in the hands of the business owners themselves... if only they knew it.

We'd like to share our tried and tested credit

control best practice, which has proven in our client base to improve cash collected by 57% in 6 weeks in 84% of clients. Reducing late payment and non-payment mindset in SME's is a particular passion of ours, and in Your Right Hand Finance Team we have a process that we use with clients that protects their client relationship and gets them paid.

Contact our team today to find out how our flexible, part time financial controllers and managers, together with our proven methodology, can make a real impact on your business success.

Adrian Frost
www.yourrighthand.co.uk
01252 820 002

Important – HSE raised control standard for welding fume



If you undertake welding – whether regularly or occasionally – in your workplace, you need to be aware that the Health and Safety Executive (HSE) has recently raised the control standards for welding fumes.

Why has this been done?

This change follows an announcement from the International Agency for Research on Cancer (IARC) who have classified welding fumes and UV radiation from welding as Group 1 carcinogens.

All forms of welding fume can cause cancer and in recent times the HSE have been focusing much, much more on the health side of Health & Safety. So, operations that generate harmful fumes and dusts as part of their work processes are very much under the spotlight.

What does this mean for you?

The raised control standards mean that:

- Indoor welding tasks require the use of Local Exhaust Ventilation (LEV). If LEV is unable to control fume capture, then Respiratory Protective Equipment (RPE) is also required.
- Outdoor welding requires the use of Respiratory Protective Equipment (RPE).

Is this a legal requirement?

Yes. Enforcement of the raised control

standards is with immediate effect under the Control of Substances Hazardous to Health Regulations 2002 (COSHH) Regulation 7.

Where can I find help or more information?

The HSE will issue a Safety Alert in the near future and control requirements will be communicated through the HSE website. You are advised to follow guidance in the BOHS Welding Fume Control Selector Tool available on the Breathe Freely website.

If you would like some direct support from a Health & Safety professional, Sutton Winson will be pleased to help. E-mail riskmanagement@swib.co.uk or contact Martin Coppard on 0330 008 5555. www.suttonwinson.com

The key to business growth...

...lies in driving maintainable profits up and removing risk in order to increase value and attract a higher price. Sounds simple, but requires strategic vision and planning which should be broken down into smaller tasks to track and take accountability for.

For most SME's their value is based on the following equation: **Maintainable profits x a risk multiple = business value**. The higher the risk of the business, the lower the multiple applied, meaning a reduction in overall value.

Profitability - SME's can split revenue by product, service and customer, but struggle when understanding the profitability of each. Not knowing which products are generating gross profits (and helping to cover your overheads), may lead to you not knowing

what to do more, or less of.

Risk - Inherent risk in an industry can impact the company's valuation, although the correct approach to reduce this can mitigate the effects.

If the company operates in areas where compliance with laws and regulation is important, what is the approach to training and best practice? Are any breaches challenged? The reliance on one key customer or supplier can result in over reliance resulting in disruptions. Revenue, could suffer with any supply chain disruption as letting down key customers may see them move to competitors.

People - Attracting, engaging and motivating key people is essential. A well-established

senior team should make business more attractive to a purchaser compared to a business where relationships sit with one key individual. Benchmarking salary rates, employee incentive packages and share options all come with a financial 'cost' but can be outweighed by securing good quality team members.

The power of data in business – SME's often lack financial information, with many not understanding their working capital cycle fully, having access to key profitability data, and no detailed rolling projections (cash flow, profit and loss and balance sheet) to stress test any change in the business or running 'what if...?' scenarios to gauge the business impact.

PWright@menzies.co.uk.

A new destination to Italy joins the Gatwick network with a year-round route to Milan Bergamo.

The six-per-week service launches on 1st of September 2019. It's the latest exciting destination to join our British Airways Gatwick network and is perfectly located for a city break, a summer visit to the lakes or even a skiing holiday in The Alps.

Bergamo Airport is conveniently nestled between some of Italy's most picturesque Lakes and Milan. The airport is 45km from the fashion capital known for its sophistication and creativity which is perfect for a weekend

city break. It is the closest gateway to Lake Como and driving distance from Lake Garda, as well as the Franciacorta Wine Region.

Bergamo also borders The Alps, providing convenient access to a number of ski resorts during winter.

Winter sun hotspot Cancun sees additional frequencies

On the long-haul side British Airways will be offering a five-per-week service during the



winter season, up from the current three per week service

Summer 2019 new routes

Now we are flying our Summer schedule a reminder of the new routes from Gatwick which include the Greek Island of Kos and the Spanish cities of Bilbao and Almeria.

www.ba.com

Application for sensitive regeneration scheme in Hove approved

DMH Stallard's planning team is celebrating after helping to secure the approval of a major planning application at the Brighton & Hove committee recently. The approved scheme will regenerate the existing synagogue site in New Church Road, Hove by providing a mixed use development comprising a new synagogue, offices, and community facilities including:

- a community café and kitchen
- a community centre
- a co-working hub providing offices and support for business start-ups
- a new children's nursery to replace the existing facility
- two new classrooms which are also for use by the neighbouring St. Christopher's School
- an underground car park

The scheme will also provide 35 flats and 10 dwellings for sale and rent; five of the units will be affordable and gifted to the Brighton & Hove Jewish Housing Association.

Backed by the Bloom Foundation, the scheme will bring numerous benefits to the city, including £25m in capital investment,



45 new homes, 30 local jobs and an annual contribution to the local economy of £1.3m. The scheme would also provide an exemplary form of community benefit which will help to safeguard the Jewish population in Brighton, and also provide community facilities and housing to benefit the entire local community.

Peter Rainier Principal Director of Planning at DMH Stallard said: "It's been a long journey taking more than two years; from inception

through public consultation, Design Review Panels, negotiations with consultees and Planning Officers, over 700 letters of objection and nearly three hours of debate at Committee, so it is fantastic to have a positive result. Government guidance seeks to ensure that proposals make the best use of urban sites which can be a challenging balance, but I believe this scheme is a shining example."

www.dmhstallard.com

Huntress has launched the latest edition of our Salary Benchmark Report 2019



In this report, we cover London as well as regional salary bandings within our core specialisms: office support, accounting and finance, IT and data analytics.

Our CEO Chris Leeson says "The UK economy continues to experience record levels of employment providing further evidence of a healthy recruitment sector despite the uncertainty surrounding Brexit.

The unemployment results provided by the ONS, Office of National Statistics, reflect what Huntress have been experiencing for the past two years. The vast majority of our clients have continued to create job opportunities and to date this has shown no signs of slowing down. Consequently, the emphasis more than ever is on recruitment companies and their ability to find high quality candidates that are becoming increasingly hard to source. The results in our salary survey reflect a 1%-2% real wage increase compared to 2018. How sustainable this is 'postBrexit' remains to be seen."

The Salary Benchmark Report 2019 covers:

- An overview of the year ahead
- Recruitment trends across each of our specialisms
- Salary bandings for our core roles covering London and the rest of England

If you would like to request a free copy of our latest Salary Benchmark Report, please get in touch with Huntress Crawley on 01293 584400

www.huntress.co.uk

Frontier Pitts' Further Development

As the Market Leader of perimeter security equipment, Frontier Pitts are constantly identifying the ever-changing security threats and have now further developed their Automatic High Security Gate portfolio to provide an Intruder Resistant "Platinum" range successfully proven to resist attack to LPS1175

The LPS1175 Platinum Gate range has been developed over the past 2 years by our Research and Development team, headed by Frontier Pitts BIM (Building Information Modelling) specialist.

Many clients had been installing unrated Security Gates that had not been tested alongside LPS1175 security rated fence lines. By testing and upgrading certain elements on all models of our Automatic Security

Gates, Frontier Pitts is now pleased to bring to the market the first complete LPS1175 Anti-Intruder Gate Range to the market, introducing another perimeter security layer to the security onion.

The Platinum Automatic Security Gate range with Security Ratings of 2 and 3 includes:

- Platinum Sliding Gate up to 10m wide
- Platinum Bi-folding Gate: double leaf up to 10m wide, single leaf up to 5m wide
- Platinum Hinged Gate: double leaf up to 10m wide, single leaf up to 5m wide
- Platinum Pedestrian Gate: Fully Automatic, Semi-Automatic, Manual operation.

The Platinum range joins our large portfolio of high security products, further bridging the gap between Frontier Pitts Security Range



and our High Security Anti-Terra IWA14/PAS68 impact tested products, enhancing our accreditations further. We can offer the complete solution for all Mob Attack scenarios and Crowded Place, Public Realm venues.

www.frontierpitts.com

Recruitment Video Interviews – What is it all about?



When I speak with professionals within the Recruitment or HR field around the topic of video interviewing, there is a mixed response. Many are excited about how video interviews will impact the future of recruitment and

how it can benefit their existing recruitment processes, but for others there are concerns around the potential for discrimination.

I understand how this would be an initial concern, however if the right policies and procedures are in place to ensure that the recruitment process isn't discriminatory, video interviewing can have the opposite effect and enables hiring managers to see the full picture rather than judging an applicant solely on their CV.

Is a video interview any different to a face to face interview when it comes to the potential for discrimination? If we have the right procedures in place with face to face interviews, why wouldn't we adopt the same values for video interviews?

There is a vast amount of benefits to incorporating video interviewing in our selection process, from saving time and

money by spending more energy focused on the most suitable candidates during the costlier stages of the recruitment process, to the advantage of assessing a candidate's suitability of cultural fit and presenting a more engaging selection process for potential new employees.

Company culture and team fit is often just as important as a candidate's skills and therefore video interviewing is a perfect way to judge this, as a CV just doesn't have this ability!

For a more detailed look into the benefits of video interviewing, a candidate's prospective and one-way vs two-way video interviews, you can view the full article at <http://theinterviewloft.co.uk/recruitment-video-interviews-article.html>

Double Felix – the artist formerly known as Shovelstrode Consulting!

Double Felix is a partnership based near East Grinstead offering IT leadership consultancy ranging from project management to IT Directorship.

They have recently rebranded as Double Felix to better reflect who they are and how they operate. The company was founded in 2013 and has been trading as Shovelstrode Consulting since then. While that name meant something to them as it's the name of the road they live on, it said very little about them, was not as memorable as they

had hoped and frankly proved too difficult to spell for many. Double Felix would like to thank all at Creative Pod for guiding them through this process.

To celebrate their rebrand Double Felix are offering the first five people to contact them a free high level review comprising an initial meeting and follow up report. See contact details below:

Tim@doublefelix.co.uk or 07740 046181
Janet@doublefelix.co.uk or 07768 173043



Open 4 Business: Skills & Apprenticeships 2019

Representatives from over 45 Sussex businesses gathered to network, make new connections and gain valuable insights about how apprenticeships and other solutions could help them address skills gaps in their organisations last week. The Open4Business: Skills and Apprenticeships event was hosted by Mid Sussex District Council (MSDC) and held at the Harlands Road College site in Haywards Heath on 14th March.

In addition to the exhibition, which featured stands from 24 businesses and associations from across the region, there was a speaker programme covering topics including; busting apprenticeship myths, the importance of STEM skills, how to match talent to your organisation, and more.

The programme was delivered by expert speakers from STEM Learning, Steve Willis

Training, Gatwick Diamond Business, Sussex Innovation Centre, TR Fastenings, Sussex Skills Solutions, the Young Apprenticeship Ambassadors Network (YAAN) and Chichester College Group (CCG). As well as addressing the skills gap, CCG's Chief Executive, Shelagh Legrave and MD for Commercial, Julie Kapsalis, also spoke about the Group's plans for the Harlands Road College site which played host to the event, which CCG aims to open again as a sixth form college in September 2020.

Deputy leader of MSDC and cabinet member for Economic Growth, Councillor Jonathan Ash-Edwards, attended and kick-started the event which comments about the development plans for the Mid Sussex region.

A Council spokesman said: "With a new venue and new theme this year, the Open4Business event was again a great success and it



was fascinating to hear the insights of the speakers and attendees on how they are approaching the ongoing challenge of matching skills to business needs."

"As an area with a period of rich development and growth ahead of it, Mid Sussex is poised to welcome many more innovative businesses and employees to the region. Events such as this help the business community to come together, share experiences and ideas and work together to prepare for this exciting future. We'd like to extend our thanks to the speakers, the exhibitors and everyone who attended the event."

www.o4b.org.uk

Hundreds of South East Property Professionals Join Thakeham at Event to Discuss a Better Future for South East Housing



More than 250 property industry professionals packed into a conference at the Hilton London Gatwick Airport as exclusive guests of Billingshurst-based Thakeham.

The 'What's Next for Housing Construction' conference for Thakeham partners and subcontractors had a simple focus: to build a better future for South East housing.

Five inspirational speakers shared fresh ideas to transform the future of housing in the

South East. This was complemented with vibrant business networking before and after the speakers.

Thakeham Group's managing director Robert Boughton was joined by four of the UK's most revered and inspirational housing sector and business speakers for the first time under one roof.

Lucian Cook (director, Residential Research) and Charlie Collins (head of planning South East) from Savills were joined by John Slaughter, director of external affairs for the Home Builders Federation and Robert Colville, director of the CPS and CAPX Editor-in-Chief.

Thakeham managing director Rob Boughton said: "I'd like to thank all the delegates who attended in numbers on such a snowy, cold day. The warmth and energy in the room was the perfect antidote to the frosty weather.

"All UK industries face important challenges in the years ahead. And housing construction is no exception. That's why it was so important for Thakeham to bring everyone together on Wednesday so we could discuss and inspire colleagues, associates and friends to build the housing future that South East residents deserve."

www.thakeham.com

Welland Medical Invests for the Future

Welland Medical, a British manufacturer of stoma care appliances, has unveiled a new, state of the art piece of machinery.

The latest edition to Welland Medical's automated manufacturing portfolio is a pivotal investment for the company as they expand their manufacturing capacity to meet the growing demand for their innovative range of stoma care solutions.

The introduction of this fully automated machine could not have come at a better time for Welland Medical after a record-breaking 2018 saw the company manufacturing 24

hours a day to produce over 20 million stoma pouches for patients around the world, a remarkable 16% increase on 2017.

As sales continue to grow the company's Operations Director, David Margetts, commented: "This machine provides us with the much-needed additional capacity we require to support us through a period of sustained high sales growth." David Margetts went on to say: "Investment in new machinery is vital as we look towards safeguarding our future as one of the leading ostomy brands in the UK and worldwide and our investment does not stop here.



During 2019 several large automation projects will come to fruition combined with the addition of further cut and print technology, which will see us become an even more efficient and effective manufacturing force who is well placed to support our growing network of worldwide distributors."

www.wellandmedical.com

Nestlé's Nespresso volunteer at local children's hospice



Chestnut Tree House provides care and support to around 300 children with life-shortening conditions and their families across Sussex and South East Hampshire, at the hospice and in families' own homes. The cost of providing this service is over £3.9 million per year, yet the hospice receives less than 6% central government funding so relies on the support of the local community.

But the charity doesn't only rely on financial support, and many people choose to make

a difference in other ways. Recently, a team from Nespresso spent a day volunteering at Chestnut Tree House, helping with gardening and landscaping in the hospice's grounds.

Explaining what they thought about their volunteering day, Nick Stevens, Key Account Manager at Nespresso said: "Volunteering at Chestnut Tree House was a truly humbling, emotional and fantastic experience. At Nespresso we work hard to grow our business day to day and at times we get lost in the corporate world. So, spending the day digging up mud, moving toads and shovelling compost allowed us to escape and do something meaningful for those that need it most. Understanding more about why volunteering is so important to Chestnut Tree House meant that we felt like we were serving a purpose which was a great feeling.

We wish we could go back every week!"

Amber Lilly, Corporate Fundraiser at Chestnut Tree House said: "Without the support and generosity of our local community, it would not be possible for us to continue providing vital care to life-limited children and their families. Businesses – large and small – are a huge part of that, whether that is through fundraising, donations, or volunteering. We would like to say a heartfelt thank you to Nespresso, and we look forward to working with them more."

To find out more about volunteering or other ways your business can help Chestnut Tree House, visit www.chestnut-tree-house.org.uk, email corporate@chestnut-tree-house.org.uk or call 01903 871846 www.nestle.co.uk

10th Anniversary & £175k Raised - Time to Celebrate for Charitable Foundation

Sussex-based MHA Carpenter Box is celebrating the 10th anniversary of its pioneering charitable foundation...by committing to add £20,000 in 2019 to the £175,000 already raised for voluntary groups serving communities local to its Worthing and Gatwick offices.

The chartered accountancy firm was one of the first businesses in the area to set up a charitable arm with a focus to support smaller local organisations that often find it difficult to raise funds. The foundation is run by staff trustees along with one partner, who together decide on donations and grants.

"Our staff have been magnificent in their fundraising efforts." commented MHA

Carpenter Box Practice Director Chris Coopey. "From bake sales, treks, skydives, quiz nights and even a bath race, our staff have done it all!"

To celebrate the 10th anniversary milestone, the firm will be running 10 events throughout 2019 - five fundraising activities and five with a volunteering focus - with the aim of raising £20,000.

The official launch of the special year was held at the MHA Carpenter Box offices in Worthing and attracted the support of the High Sheriff of West Sussex, Caroline Nicholls DL, the Deputy Mayor of Worthing, Councillor Hazel Thorpe and her Consort, Robin Rogers, along with local charitable groups and businesses.



Chris added: "The event provided the perfect platform for what I know will be a wonderful year for the foundation."

For more information about the Carpenter Box Charitable Foundation, please visit: <https://www.carpenterbox.com/cbcf>

www.carpenterbox.com

Dame Judi Dench opens dementia friendly garden at East Surrey Hospital



SASH Charity recently welcomed guests to the opening of the Camomile Courtyard, a new dementia friendly garden

at East Surrey Hospital, which was officially opened by Dame Judi Dench.

The courtyard is a purpose-built garden area for patients living with dementia that provides an alternative space to the hospital wards in a safe outdoor environment. It has been completely transformed thanks to support for the hospital charity's first

major fundraising appeal, which brought together an incredible range of businesses, individuals and groups from across Surrey and Sussex.

Dame Judi, who is a long standing friend of the hospital, spent time meeting patients, visitors, staff, and supporters of the charity. Dame Judi said: "I do congratulate everybody concerned, it is the most wonderful idea – to get out and just to be with people and to share the day, it's a lovely thing to do and I hope it brings much joy. Thank you to everybody who constructed the garden and everybody who works here too."

Andrew Bickerdike, fundraising manager at SASH Charity said: "The courtyard has been a real community project, and a great example of what is possible through supporting your local hospital charity."

We are already starting to think about what we want to do next, so I encourage as many people as possible to follow SASH Charity on Facebook, or Twitter, to see the very latest news and events."

To find out more about how you can get involved, please get in touch on 01737 768511 x1295 or email sash.charity@nhs.net

Join St Catherine's Hospice for 5 Peaks Challenge

Join your local hospice in the beautiful Lake District as part of their first ever UK trek.

Caroline Mendes works as part of the Clinical Admin at St Catherine's Hospice and has already signed up for the challenge. Here, she explains why you should join her.

"St Catherine's is a community and the Lake District is a community too and there's so much to explore there and much more than you first see. It's the same at St Catherine's. People often assume there are just nurses and doctors at the hospice, but there's a whole team of people working tirelessly to provide the local community with end of life care. And we have supporters who raise money so we can be there to care for others.

I've always felt an affinity to the Lake District and when large areas were flooded in December 2015 I started to follow a local website to keep up to date as the community rebuilt. People who live there are always sharing stunning pictures of the area and there are pictures of proposals, sunrises and all sorts! I can't wait until June when I can experience the beautiful landscape in person instead of admiring it in a photograph. I've never walked the Peaks so when this trek came up it was perfect.

In my job I see firsthand the positive impact of the money that people raise for St Catherine's on those who we care for. And I want to do my bit to raise funds too. It's important people support St Catherine's as you never know when you might need your local hospice. 40 years ago when my grandfather was unwell



he didn't have the option of hospice care. He had to be at home. It's vital we make sure that hospice care is there for everyone in the future because it really makes a difference.

If you're tempted, I'd encourage you to join me because you're doing more than just challenging yourself. You're helping terminally ill people in your community too. You'll also get to enjoy breathtaking views without having to travel out of England. It's a great opportunity to do something that's not too far from home, and an opportunity that doesn't always come around.

There's a fantastic team ready to support you and those of us who have signed up are already

doing training walks together. We'd love for you to join us!"

The Lake District 5 Peak Challenge takes place from Friday 21st June to Sunday 23 June 2019. It includes five of the Lake Districts most demanding mountain peaks, including the highest - Scafell Pike.

Ready to make your steps count? To find out more or to sign up, please contact Michaela Clements on 01293 583063 or email: events@stch.org.uk.

St Barnabas House has been selected as the next charity of the year by Crawley accountancy firm, Richard Place Dobson

Richard Place Dobson (RPD), Crawley based Chartered Accountants and Business Advisors, has selected St Barnabas House as their next charity to fundraise for over the new financial year. In previous years, RPD has raised thousands for St Catherine's Hospice, The Springboard Project, and Crawley Open House and it was shortlisted for Corporate Fundraiser of the Year at the 2018 Sussex Business Awards.

St Barnabas House, based in Worthing, provides specialist palliative care to adults with life-limiting illnesses, both within the hospice and in the comfort of patients' homes across West Sussex. St Barnabas House has a 20-bed in-patient unit, day hospice, community palliative care team,

hospice at home service, family services team, and education department which supports patients and their families during a difficult time in their lives.

The whole team at RPD get involved in fundraising each year and have taken part in sponsored walks, summer games, a triathlon, as well as the regular car wash and bake sale. Another event RPD runs every year is the sell-out quiz night which features a raffle full of prizes generously donated by local businesses. Companies in the area enjoy competing head to head in the infamous RPD quiz.

Matthew Tyson, Director at RPD, said: "Every year we ask the team for charities they'd like to support and this year St

Barnabas House was selected. We are delighted to be supporting this worthwhile cause and have fun in the process! The charity provides so many important services so we want to raise as much money as possible for them.

"I'm always impressed by the whole team who all chip in and fundraise. We're planning a range of exciting events over the next 12 months to raise money starting with a game of 'guess how many Easter eggs are in the jar' in our reception! There are also lots of great events that St Barnabas House is running that we're interested in joining."

www.placedobson.co.uk

Pentagon Plastics Group cycle for Charity

Pentagon took on their first charity event of 2019 raising funds for their charity partner of the year, Chestnut Tree House.

With the help of Dual Strength and Fitness in Horsham, Pentagon wanted to see how many miles their manufacturing team could go to support the outstanding work of the Arundel based children’s hospice, Chestnut Tree House.

On March 12th and 13th two static bikes, courtesy of Dual where sited in the plastic injection moulding and toolmaking facility. Where the workforce was invited to hop on a bike and for every mile clocked up the company donated £2.00 to Chestnut Tree House.

Just to add a little ‘friendly’ competition the staff were split in to two teams

the Moulding Division and the Tooling Division. Competition was rife over the two-day event as the teams showed great commitment to pushing the pedals.

With lots of laughs and fantastic team spirit Pentagon managed to cycle a massive 303 miles in total, with the Tooling Division just riding the furthest distance. Coupled with other business and staff donations the total raised for the event was £723.00.

The work and care undertaken by Chestnut Tree House is truly breath taking, supporting children and their families as they go through a life changing journey together. Pentagon are proud to be able to support such an amazing charity and are looking forward to continuing their support.

www.pentagonplastics.co.uk



Reigate Manor hosts successful quiz night for local charity Stripey Stork!



On Thursday 21st March Reigate Manor hosted another of their fantastic quiz and curry nights to raise funds for local charity Stripey Stork. Tickets were in demand and the event was a sell out with 120 quiz goers all fighting to win the coveted trophy!

The team at Reigate Manor are always keen get involved and support local charities and following on from many successful quiz nights previously got in touch with Stripey Stork to suggest hosting one for them.

The evening was a storming success with a delicious mid quiz curry served up along with a game of heads or tails, a raffle and an

auction for a signed rugby ball by England player Ben Cohen. The event raised just shy of £2000 for the charity.

Giles Thomas, Group Operations Director of the hotel group said, “We really do enjoy putting on these quiz nights, the whole team gets involved by writing the quiz, hosting and scoring, it’s a great evening’s entertainment and it’s fantastic to be able to have the space to hold such large quiz nights and raise so much money for wonderful charities such as Stripey Stork”.

For future quiz nights and events keep an eye on www.reigatemanor.co.uk



Meet Darren Harding – our new Charity Tsar!

I am one of four Directors at local Accountancy firm, Richard Place Dobson where we undertake all the things you would expect a good practice to deliver in Accounts, Audit and Tax to local business and individuals, but rather more unusually we have a thriving Charity Division where we look after over 130 charity and not for profit clients.

With over 25 years' experience in this field, I am well placed not only to head up the Charity Division at RPD but also to take on the role of Chairing the gdb Charity Group, where I want to help all the charities within it come together to the best possible effect.

Our quarterly meetings are currently focusing on the Charity Challenge, which is taking place on 5th July, to make this a successful event both for raising the profile of the Charity Group members as well as providing a great team building day out for the participants. Hopefully we can also raise some money for some great causes.

Going forward the group hopes to bring in learning and education as well as fund raising and awareness by inviting key note speakers to some of their quarterly meetings.



At RPD we have over the last few years engaged the team in selecting a Charity of the Year, supporting it through a series of events including a Quiz, a Bake off, a car wash and even a Summer Olympics, raising £4,000 each year. We've found having an active CSR approach aids team building, raises our local profile by supporting local charities, and is great fun!

Our Charities Group are keen to help you, as gdb members, to develop CSR plans that support your business and team needs as well. If you would like to explore this further, please contact me or one of the charities within in the membership as they would be delighted to become your CSR experts.

www.placedobson.co.uk



PDT Solicitors welcome Victoria Jessup to the corporate and commercial team

Victoria's appointment strengthens PDT's commercial offering, which includes assisting clients with their commercial contracts and advising on issues of commercial law, including the compliance and enforcement aspects of data protection law, as well as in protecting and exploiting their intellectual property. PDT's growing commercial team complements PDT's successful corporate transactional practice and its market-leading expertise in finance and asset-based lending.

Victoria enhances PDT's expertise in intellectual property matters as a part-qualified Trademark Attorney, holding a Certificate in Trade Mark Law and Practice from Queen Mary University London, and having extensive in-house experience working for leading brands Jimmy Choo and Philip Morris. As such, she is our clients' first port of call for advice on brand protection, including trademark and design filings, IP enforcement and copyright issues.

The addition of Victoria will help PDT Partner and Head of Commercial, Ian Lindley, to expand PDT's commercial law practice and IP offering.

Ian commented, "We are thrilled to have Victoria join our growing team of commercial lawyers. As a qualified solicitor from an in-house background, she combines a practical, business-focused understanding of our clients' priorities with a deep, technical understanding of intellectual property issues."

For more information on how PDT can help your business, please contact Ian Lindley ilindley@pdt.co.uk or Victoria Jessup vjessup@pdt.co.uk.

www.pdt.co.uk

Mayo Wynne Baxter Promotions

Every year there are opportunities for our legal advisers to apply for promotion and this year, the career progression process was completed in January.

The quality of all the applications was, as usual, very high and the firm is always delighted to see staff wanting to progress.

We are pleased to announce five promotions this year – two Partners and three Associate Solicitors – which took effect on 1st April 2019.

These are: Jo Ironside who was promoted from Associate Solicitor to Partner.

Jo has been at Mayo Wynne Baxter since 2012 and qualified as a solicitor in 2015. Jo is based in the Lewes office and is the lead solicitor in the firm's Leasehold Enfranchisement Team. She specialises in residential landlord and tenant matters.

Tia Harrison was promoted from Associate Solicitor to Partner.

Tia is an experienced lawyer who joined Mayo Wynne Baxter in October 2013 having worked at another local firm for three years. She is a member of Resolution and deals with all areas of separation including divorce, high-net value and complex financial claims, settlements by consent, post and pre-nuptial agreements, child arrangements orders and injunctive relief.

Gail Waller was promoted from Solicitor to

Associate Solicitor

Gail works in the firm's Medical Negligence and Personal Injury department, based at our Lewes office. She has been with the firm since 2013.

Gail has a particular reputation for client care, understanding that litigation can be a difficult process for people, and that the professional relationship she builds with her clients is as important as the legal advice she provides.

Melissa Johnson was promoted from Solicitor to Associate Solicitor.

Melissa joined Mayo Wynne Baxter's Commercial Department as a Solicitor in September 2015. Melissa acts on a wide range of commercial matters. Melissa works with a range of clients and is known for her proactive approach to transactions.

Joanna Wooller was promoted from Solicitor to Associate Solicitor.

Joanna Wooller works within the Commercial Property Department and deals with a wide range of commercial property matters. Joanna is experienced in dealing with commercial leases, subleases and licences, commercial and high value residential sales and purchases, option agreements, overage and complex transfers of part.

Congratulations to them all!

www.mayowynnebaxter.co.uk

Major partner hire for top 100 law firm DMH Stallard

One of the most highly regarded lawyers in the south east mergers and acquisitions sector, Helen Mead, has joined the DMH Stallard corporate finance team.

Jonathan Grant, Partner at DMH Stallard and Head of Corporate, said: "I have worked with Helen in the past and know how good she is, not just as an excellent M&A lawyer, but also as a client and team manager. Having someone of Helen's experience join our senior team in Guildford is a huge step forward for us and I am absolutely delighted."

Helen trained, qualified and became a senior partner at asb law, leading the corporate team for the last seven years. She is recognised in the leading legal directories, regularly achieving a Band 1 ranking in Chambers and Partners.

Helen commented: "The DMH Stallard team is

very active and has a great reputation in the region; we have a great platform to extend our reach

further into the Surrey market, and that's a challenge that I'm very much looking forward to."

Jonathan added: "Our regional M&A partner team includes Abigail Owen, Danos Athanasi and Kate Norgett who leads our M&A practice in Guildford, working alongside Bernd Ratzke. We've seen rapid growth in the Sussex market in recent years, and as a team we completed more than 30 published deals last year. We are just as ambitious to grow our Surrey practice going forward, and Helen will play an instrumental part in that."
www.dmhstallard.com



Property consultancy, Vail Williams LLP, has expanded its Gatwick team



Samantha joins Vail Williams from the National Trust where she was lead building surveyor specialising in heritage property for 5 years. Prior to that she was a senior surveyor with CBRE in London for 7 years.

She will lead the firm's property building surveying work across the Gatwick Diamond area, with particular focus on building monitoring for their banking clients, including dilapidations and due diligence for a variety of properties – from offices and warehouses to light industrial.

Her previous experience with the National Trust will also compliment Vail Williams' work with several private schools in the south, many of whom own listed buildings requiring specialist surveying expertise.

Peter Sudworth, regional managing partner (Gatwick), said: "We're pleased to welcome Sam to our flourishing Gatwick team. Her varied background from both a commercial and heritage property perspective represented a good fit for our business, working as we do with a variety of clients with complex property needs. Her surveying expertise will help to protect our client's interests – from pre-acquisition right through to the end of their property journey."

Sam joins at a time of growth for Vail Williams which recently appointed valuations associate, Richard Sumner, in Gatwick (January).

Speaking of the move, she commented: "I'm delighted to join Vail Williams. With a mandate to grow the business' work across the Gatwick Diamond area, I'm excited about what the future will bring – both for me personally, and for the wider firm as it continues to grow."

For more information about Vail Williams LLP, please visit www.vailwilliams.com or follow us on Twitter at @vailwilliams.

Recognition for Gatwick Business' Outstanding Performance



Nic Chaviaris, owner of the Gatwick office of leading employment business Driver Hire, had a double reason to celebrate at the company's annual conference. Not only did he collect a prestigious Two Crowns Achievement Award for an outstanding sales performance during the last financial year (sales exceeding £2m), but also his 10 years

as a franchise partner with Driver Hire was also marked.

Commenting on the award, Chris Chidley, Driver Hire's Chief Executive, said, "This is a performance to be proud of. Nic and his team at Gatwick are to be congratulated on their success. And it's also great that he's been one of our franchisees for a decade. Nic is an exemplary and motivational member of our network. I look forward to working with him for many years to come."

"Our success is based on outstanding customer service," says Nic Chaviaris. "Because we're a franchise, we offer customers the benefits of working with a local, owner-managed business, backed by the resources of a major national company. And, of course, being part

of the Driver Hire network continues to play an essential role in our ongoing growth strategy. It's nice to have both our achievements recognised. We are in a very low unemployment area which makes recruitment as well as retention of staff an ongoing challenge.

Our approach has ensured that we care and understand those strains and identify problems and offer bespoke solutions, which has seen us grow by more than 30% this last financial year. We have worked very hard to forge some partnerships that will be long lasting and above all offer true support."

To find out more information on Driver Hire Gatwick, please visit: www.driverhire.co.uk/office/Gatwick Call 01293 934 555

Sussex Super Growth Success for PSI-Pay Ltd

Business growth in Sussex was celebrated at the Sussex Super Growth Awards 2019, which saw Horsham based PSI-Pay Ltd take the top spot, with growth of 189.9% achieved.

The awards, which took place 14 March 2019, sponsored by Kreston Reeves, asb law, Lloyds Bank (media partner Platinum Publishing), celebrate the fastest privately growing companies across the region.

Winners PSI-Pay is a technology-based payment solution for customers offering payment accounts and payment cards in many different countries and using a range of currencies. Following the appointment of a professional management team in 2014, the business went through a strategic overhaul, doubling its customer base and quadrupling

turnover and profit, a trend which will continue with the introduction of innovative new products and services.

Runner-up with growth of 127.1% was 1st Central from Haywards Heath, a motor insurance broker within First Central Insurance & Technology. It is a top 10 supplier on price comparison websites and has successfully built a customer base of almost half a million.

Kreston Reeves Partner Paul Roe comments: "We were once again extremely proud of our sponsorship of the Sussex Super Growth Awards and this year we have enjoyed meeting some new finalists as well as seeing the repeated success of previous finalists. Despite many businesses feeling hesitant about growth prospects due to Brexit



uncertainty, our own research (Going for Growth Strategies to 2021) shows 60% of businesses in the region have experienced 25% or more growth over the past three years, a trend we hope to see more of."

The Sussex Super Growth Awards are open to privately-owned businesses trading and registered in Sussex. Growth in turnover is measured over a 4-year accounting period and a minimum turnover of £2m in a base year. www.krestonreeves.com

Promotion for Julian Ayling-Rouse, Director Grant Thornton UK LLP



In few short but very successful months, Julian has celebrated winning the Transactions Services Team of The Year award at the recent Insider South East DealMaker Awards, recruited a new team member and today we are delighted to announce his promotion to Director.

His team enjoyed a busy 2018, successfully advising on the completion of a number of high-profile transactions including the acquisition of Moorhouse Holdings Limited by SQS Group Limited, the employee buy-out of a controlling stake of 2 Excel Aviation and the refinancing and sale of 3si to Alliance Marine Group. Julian has differentiated the firm's offering in the market place by seamlessly integrating traditional financial due diligence and reporting accountant services with the specialist skills of the firm's dedicated Sale and Purchase Agreement advisory, operational and commercial diligence teams. This combined offering and the resulting bandwidth has allowed Grant Thornton's team

to secure increasingly complex transaction services mandates in a climate where risk mitigation to secure funding commitment has been paramount.

"Jules is a key member of our leadership team at Gatwick. He and his colleagues provide important transactional services to our clients in the South East, enabling us to offer local knowledge to businesses wishing to acquire or sell," said Jon Maile, Practice Leader at Grant Thornton's Gatwick office.

You can see Julian, in the centre of the photograph celebrating with some of his team. www.grantthornton.co.uk

And the award goes to... Outstanding apprentices at the MET

Greater Brighton Metropolitan College (the MET) has closed awards season with its own ceremony to acknowledge the achievements of its apprentices and employers, as nominated by each other.

As part of National Apprenticeship Week, the MET held an awards event at its West Durrington Campus. The awards recognised the hard work and determination of apprentices studying at the MET and the support their managers and employers have given them to succeed. Helena Thomas, Acting Principal at the MET, presented the awards for Apprentice of the Year and Employer of the Year.

The Apprentice of the Year award went to Sam Spalding of OSAM Websites, who collected his award with his manager Matt Lamb. After leaving university, Sam decided to apply for a

digital marketing apprenticeship via the MET and kick-start his marketing career. He was the first apprentice OSAM Websites took on, and has proved to be such an asset the company now employs two other apprentices from the MET. Since completing his apprenticeship in February 2019, Sam has been employed as an account manager, overseeing a team of three developers and helped to recruit OSAM's new apprentices. His advice for anyone considering an apprenticeship is "Do it! It is 100% a great experience".

Runner up was digital marketing apprentice Alison Thomas from Seaside Creative, who attended with her manager and director Kelly O'Hare. Alison is due to complete her apprenticeship at the end of 2019 and commented that it "is one of the best decisions I have ever made. I would definitely recommend it".



Employer of the Year was awarded to Brighton Fringe after being nominated by apprentice Ayshen Irfan.

The runner up, Alpha Training Safety Solutions, was nominated by employee Louise Everist (Customer and Training Support Team Leader). Louise completed an ILM Level 4 Leadership and Management apprenticeship in just 10 months saying "I had to be dedicated to fit it around the job" with the full support of Alpha. Head of Business Operations, Louise Grant attended on behalf of Alpha to accept the award.

Visit www.gbmc.ac.uk/apprenticeships for more information.

17 Year Old William Venner - Winner of Young Start-Up Talent 2019



After months of hard work, business workshops and presentations, Young Start-up Talent (YST), an entrepreneurial initiative now in its ninth year, aimed at 16 to 25 years old, was proud to host their breakfast showcase for the South East's finest young entrepreneurs at the prestigious offices of Thales in Manor Royal, Crawley on Tuesday 2nd April. It was announced that William Venner of GMod Admin Suite, current A Level student from Collyers College in Horsham, is the lucky 2019 winner of the ultimate business prize fund of products and services.

Following the announcement, William stated, "I am absolutely amazed to be this year's winner and would encourage anyone to enter in future years - I have learnt so



much through the process and look forward to working with the YST team, judges and sponsors to help grow my business."

William - the youngest contestant at aged just 17, first started his business GMod Admin Suite at just 14 years old, has continued to be highly successful to grow the business to currently 800 customers in over 100 countries. William has big plans, including employing others to further develop the business (once he has finished his A level exams in a few months-time). GMod Admin Suite is an online administrative gaming software business that Billy has developed through a well-known video game called Garry's Mod.

Dave Kickham, Operations Director of

Thales UK and long-term sponsor of the entrepreneurial initiative said; "It was good to see a diverse range of businesses this year - ranging from technology to clothing to cosmetics and well-being. I am looking forward to seeing all the finalists progress their businesses over the coming months and years."

All the finalists commented on the positive learning experience that they have taken from their individual journeys, together with the network of contacts they have made and the progress during the process.

To find out more please visit www.youngstartuptalent.co.uk

United Minibuses and Coaches: Multiple National Coach Transport Awards Winners

United Minibuses and Coaches has recently won the British Coach Tourism awards, for its ground-breaking quote and booking technology in allowing potential customers to get an instant online live quote for the hire of its minibus and coach hire services, as well as being national finalists for the coveted Coach Tourism Operator of the year award, seen as one of the highest accolades in the minibus and coach transportation industry.

Additional to this, United Minibuses and Coaches has been named 'most reliable minibus and coach operator in the south east' in the 2019 transport awards.

United Minibuses and Coaches also made it to the National Route One Awards (November 2018), where they celebrated success as finalists for 'best use of technology' and 'operational excellence'.

So how did they do it?

United Minibuses and Coaches are using big data combined with a bespoke designed algorithm for its revolutionary quoting system which allows the customer to receive a quote for its minibus or coach hire transportation services in under 20 seconds with an approximate price, which is an industry first.

The technology itself was developed in-house by the head of transformation using



the expertise of a data scientist as well as a front and back end developer. United Minibuses and Coaches also trailed the technology with many focus groups including several corporate company's around the Gatwick and Manor Royal area.

The Managing Director Mumtaz Rasool, made the following comment:

'For a family run company which dates back nearly 20 years, United Minibuses and Coaches has gone through a radical digital transformation from an operational perspective, to implement the new pricing and quoting tool for the minibus and coach private hire industry.

The research, time and dedication applied to this technology as well as the implementation phase, have not only brought positives to our company but it is already made a significant impact on the way the minibus and coach hire industry currently operates from a customer engagement perspective.'

If you would like United Minibuses and Coaches to help with any of your minibus or coach transportation needs, including staff shuttles or for corporate events please do not hesitate to contact us or you can use our live online quoting tool!

<https://unitedcoaches.co.uk/01293781000>

'Be the Change' celebrate the achievement of 100 students

The achievements of 100 students from Crawley and Gatwick schools were celebrated at an awards ceremony on Friday, March 22nd at The Charis Centre, Crawley.

The event was the finale to the Be the Change programme, an initiative co-founded by Graham Moore of Metamoorephosis and Gary Peters of LoveLocalJobs.com, which aims to boost the aspirations and job prospects of young people aged between 13 and 14. Over the last six months the students have been taking part in a series of activities designed to improve hope, happiness, confidence, relationships, to change negative behaviour and to introduce them to career opportunities.

The students were congratulated and awarded certificates by the volunteer business guides alongside the Be the Change team. As the students received certificates and Be the Change ribbons, they applauded each other and reflected on the past six

months. Many students stood in front of the gathered audience and revealed their feelings about moving forward with the skills they have learnt.

Andy James, Chief Commercial Officer of headline sponsor First Central Insurance & Technology Group, said: "We feel incredibly privileged to have been part of this programme, and our team of business guide volunteers have enjoyed working alongside the students. Whilst it's sad it's come to an end, it's just the start for the young people involved in the project. We hope we've equipped them with the skills they need to succeed and we're excited to see them progress and fulfil their potential."

Jo Ashforth, Head of Year 9 at Holy Trinity said: "I can't thank you all enough. I think that this programme has been really valuable and made students re-think behaviours in school and at home. It's so nice they have had this investment!" www.lovelocaljobs.com



Tax Team shortlisted for prestigious national awards



The Tax Services Group at Sussex and Gatwick-based chartered accountants MHA Carpenter Box has been shortlisted in the prestigious Tolley's Taxation Awards 2019 for Best Tax Practice in a Regional Firm.

The awards are recognised as a mark of national excellence in the tax sector, so MHA

Carpenter Box is delighted to have been shortlisted. With a headcount of 25 including 14 Chartered Tax Advisers the Tax Services Group has grown year-on-year reflecting the expertise it brings to corporate and personal tax planning work.

With specialists covering everything from Income Tax, Capital Gains Tax and Inheritance Tax, to VAT, Partnership Taxation, Employment Tax, Corporation Tax and corporate restructuring, the team provides comprehensive and strategic tax planning advice to businesses and individuals. Add to this other areas such as Research & Development Tax Credits and Patent Box and it's easy to conclude that the breadth and depth of knowledge available to the firm's clients is clearly impressive.

Stuart Noakes, Partner & Head of Tax Services at MHA Carpenter Box commented:

"Each year we continue to grow to meet the many tax challenges faced by our clients. I think a mark of all we have accomplished in recent times is that much of our high-level work and achievements, which would have really stood out some years ago, now seem like every day business as we bring the benefit of our expertise to bear for many more of our clients.

We continue to be excited and motivated by the opportunities and challenges that lie ahead, so I'm extremely proud that our efforts have been recognised and the team has been nominated for this accolade."

The Tax Services Group at MHA Carpenter Box now must wait until 16 May to find out the results, which will be presented at a glittering black-tie ceremony at the London Hilton, Park Lane in London.

www.carpenterbox.com

University of Brighton launch project to access Gatwick Airport Live data



The University of Brighton is pleased to announce the launch of DRIVA (Digital Research & Innovation Value Accelerator), a free programme that provides technology SMEs, creative arts practitioners and cultural organisations unprecedented access to Gatwick Airport's live flight and operational data.

DRIVA provides free, intensive business development and technical support, access to specialist facilities, resources and expertise alongside cash awards to enable businesses to develop new products, services and experiences.

Businesses interested in taking part in the programme can sign up at www.drivaartsdriva.com

Once signed up, businesses will have access to real time data from Gatwick Airport, specialist innovation events, personalised matches on grants, resources and expertise including the university's high performance Data Analytics Suite and 5G Testbed, mentoring and a chance to win cash awards.

Upcoming local events include 'Using Transport Hub Data to Map the Future of

Innovation', 29th April and 'What Would You Do with Access to Data from One of the Busiest Transport Hubs in the World', 20th May.

Katherine Courtney, Strategic Advisor and former UK Government Enterprise Director and Space Agency CEO, said: "Data-driven innovation is a key enabler of business growth and core to the UK's Industrial Strategy. DRIVA presents a great opportunity for innovators to generate ideas for exciting new applications and services - and to find partners and funding to get them off the ground."

Please contact Jennifer Wells at J.Wells@brighton.ac.uk with any questions.

The DRIVA project part funded by the England European Regional Development Fund as part of the European Structural and Investment Funds Growth Programme 2014-2020. Established by the European Union, the Fund helps local areas stimulate their economic development by investing in projects which will support innovation, businesses, create jobs and local community regenerations. The project is also supported by public funds from the Arts Council England.

www.brighton.ac.uk/business

Follow @gdbevents
for the best networking
in the diamond

Previous Meetings & Events:

The past two month's meetings were:

gdb Pastries & Networking at Grant Thornton
www.grantthornton.co.uk

gdb Express Lunch at Sandman Signature Hotel
www.sandmansignature.co.uk

gdb March Members Meeting at Sodexo Prestige (AMEX Stadium)
<https://www.eventsatbhafe.co.uk/>

gdb Networking at Ease at The Old Ship Hotel
<https://www.thecairncollection.co.uk/hotels/the-old-ship/>

gdb Tour, Tasting & Buffet Lunch at Bolney Wine Estate
<https://bolneywineestate.com/>

gdb April's Members Meeting at Roffey Park
<http://www.roffeypark.com/>

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Referral thanks

- Claire Scaramanga from Scaramanga Marketing Limited for Inside Advantage Limited
- Derek Mann from Compliance and Privacy Solutions Ltd for Swamped Media
- Gerry Lawrence from Freeman Clarke Limited for Your Right Hand Finance Team Limited
- Tony Feldon from PHVC Minibus & Fleet Suppliers for Cooper Weston Payroll Services Ltd
- Tracey Evans from Juno Wealth Management for Tomango Ltd
- Tony Feldon from PHVC Minibus & Fleet Suppliers for TC Branding Group
- Jovan Maric from Square Daisy for Ntrust Systems Ltd
- Matthew Wkyes from Matthew Wykes Financial Services from Lodge Hill Trust Ltd
- Simon Bland from Reigate and Banstead Borough Council for ESETU
- Jovan Maric from Square Daisy for Hazel Gibson Learning & Development Consultant
- Jayna Shah from JPS Wealth Management Ltd for Hunters Recruitment & Training Ltd
- Sandra Norval from Bluedotaug for Jago

Forthcoming events

8th May 2019

Cream Tea & Networking

Ockenden Manor
2.30pm - 4.30pm
£18 plus VAT for gdb Members
£22 plus VAT for Non-Members

15th May 2019

Elevenses & Networking

EMW Law LLP
10.30am - 12pm
Free for gdb Members only

24th May 2019

Networking at Ease

Hilton Hotel Gatwick Airport
12pm - 2.30pm
£35+VAT for gdb Members
£45+VAT for Non-Members

31st May 2019

May Members Meeting

Denbies Wine Estate
11am Educational Seminar - Learning to Thrive
12pm Registration & coffee
12.30pm Members Meeting
1pm Lunch and networking
2.30pm Close
Free for members only
£25 plus VAT guest fee

5th June 2019

Express Lunch Networking at Borde Hill Gardens

Borde Hill Garden
12pm - 2pm
£22+VAT for gdb Members
£32+VAT for Non-Members

12th June 2019

Pastries & Networking

Reigate and Banstead Borough Council
8.30am - 10am
Free for members only

18th June 2019

Networking at Ease at Ashdown Park Hotel & Country Club

Ashdown Park & Country Club
12pm - 2.30pm
£35+VAT for gdb Members
£45+VAT for Non-Members

28th June 2019

gdb AGM 2019 & June Members Meeting

Co-hosted by Canon UK and Reigate & Banstead Borough Council
10.30am - Registration
11am AGM (gdb Members Only)
12pm Registration & coffee
12.30pm Members Meeting (Free for members only, £25+VAT Guest Fee)
1pm Lunch and networking
2.30pm Close

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Stay up to date on the Chief Exec follow him on Twitter
twitter.com/gdbbizjeff1

To learn more about gdb membership follow us on Twitter
twitter.com/gdbmembership

Booking Information

We now use www.eventbrite.com to manage our bookings and all event payments. This should speed up the booking process for you and allow you to book events online; something requested in our most recent Survey.

We will still be publishing the Events programme online and sending reminders, but Eventbrite is an efficient and effective way to manage event bookings

Bringing Guests

If you know of someone who would like to attend a members meeting, please do check with the office first. Guests are welcome to attend one meeting to see how membership can work for them, but places are limited and we do have to turn some away. The fee for a guest is £25+VAT.

Seminars

31st May 2019

Learning To Thrive

Presenters:

Simon Bland, Reigate and Banstead Borough Council

Dr Elaine Hickmott, Independent Talent Development Specialist

Staying relevant and creating value in a dynamic business environment means individuals and organisations must continually adapt and evolve. But is that easier said than done? Investing in ourselves, trying something new, all whilst doing the day job, whose really got time for that?

Many of the answers lie in our attitude and approach to learning. How we invest in ourselves and others; how we view talent; what learning means in our personal or organisational setting.

Based on insights gained from working with upcoming talent, educators, business and entrepreneurs on the brink of the next big thing, Simon and Elaine explore the links between enabling learning and creating value. They will demonstrate the impact of learning through examples and will share practical suggestions to help you and your business.

Stay up to date!

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CHARITY MATCH

Creative
Pod.

ROUNDERS

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business centres



REFRESHMENTS, ROUNDERS & RAFFLE

Join us for a charity rounders match on 6th June in aid of Chestnut Tree House children's hospice. There will also be a raffle and BBQ. Feel free to bring your own booze!

£20 per person, 7 people per team, with all proceeds going to Chestnut Tree House. The event starts at 4.30pm, with the first game beginning at 5pm, situated at Basepoint Business Centre.

RSVP by 23rd May:
james@creativepod.net

**6TH JUNE
@ 4.30PM**

**AT BASEPOINT
BUSINESS CENTRE
BE THERE OR BE SQUARE**

Basepoint Business Centre, Metcalf Way, Crawley, West Sussex, RH11 7XX

For additional information please get in touch: 01293 817 228



gdb Charity Challenge 2019

Bowles Learning & Development

Friday 5th July 2019, 1-6pm

12 teams of 8 - £680 + VAT



www.gatwickdiamondbusiness.com

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