



# the Source

Jan/Feb 2020 #BuildingBusinessConnections

[gatwickdiamondbusiness.com](http://gatwickdiamondbusiness.com)



Design By

**Creative  
Pod.**

## WHAT'S NEW?

### A message from your Chief Executive

#### This is the last edition of the 'Source'!

After many years of helping you to share your news stories, successes and partnering opportunities, the time is right for a brand new gdb magazine. We will be launching your new 'Diamond' magazine with its first edition for March/April 2020.

The 'Diamond' will be much more than a change of name. With expert support from gdb members, Creative Group and Gemini Print, it will have a whole new look. Most importantly, it will give much greater opportunity for you to tell your stories with additional space for more impactful feature articles and advertisements supported by quality photographs and graphics. This will not be at the expense of what has worked so well over the years – as part of your inclusive membership package, you will still be able to submit short editorial articles for inclusion in each edition.

But your new 'Diamond' magazine is not all you can look forward to in the New Year. At our January members' meeting (31st January at Canon, Reigate) we are planning to launch new membership options. Without in any way diminishing the benefits that all members currently enjoy, these new options will provide additional value and

incentive for members to make the most of gdb networking events and other activities.

And, importantly, these new packages will be open to all members regardless of the size of your business.

Meanwhile, our preparations for the Gatwick Diamond Business Awards 2020 are now in full swing. The entry period has closed and the category sponsors/judges are busy selecting the finalists and winners who will of course be announced at the awards ceremony and celebration dinner on 19th March. I am pleased to say that we have received a record number of entries across the sixteen categories. Tables for the evening are being taken up quickly – so be sure to reserve your place. Full details are in this edition.

So exciting times ahead as we 'Roar into the Twenties'!



It was a crisp Halloween morning when I joined the gdb team for their strategy away day at the Copthorne Hotel. Why was I interloping? What was afoot? I was there to kick-start the day with Creatively Together®, my creative thinking masterclass.

In true gbd style, they embraced the concepts and activities with open minds and a willingness to get involved. As the session progressed, the ideas flowed, and I could see their creative confidence growing. From innovation to creative intelligence; business barriers to hats for cats, we laughed and learnt together.

Thank you Durain, Gabriella, Jeff, Katie, Mandi and Sally; it was a pleasure!

Dr Elaine Talent Developer  
[www.elainehickmott.com](http://www.elainehickmott.com)

### Jeff is let loose with an Audi A1 TFSI!

I was delighted to be invited by Tony Rice of gdb member business - Coulsdon Audi – to test drive the Audi A1 S Line Contrast Edition 35 TFSI 150.

First an admission, I am no 'petrol head' and, as the gdb team will testify, definitely no 'boy-racer'! Nevertheless, I enjoy a good drive and like to feel that my vehicle has that additional 'zip' available when I need it. I certainly found that to be the case with the A1 when I tested it over a variety of road conditions around Gatwick and down to Brighton and back (on gdb business of course!).

One of the things that really struck me was the smoothness of the automatic gearbox – the changes up and down were barely noticeable. The responsiveness and stability when cornering were also very impressive. Cruising at 70mph there is hardly any noticeable engine noise. In fact, it was generally very quiet and smooth – more so than alternatives in the class that I have driven recently - and all-round a very comfortable drive.

I have no doubt that I did not test the A1 to anywhere near its limits, and I felt it had a lot



more to offer had I been a 'sportier' driver. So, in summary a great drive whether comfort or performance is your priority, with of course the added benefit and assurance of a prestige brand.

One small thing – not sure about the colour of the particular car I tested. A matter of

personal taste of course, and Tony assures me that other finishes are available (I think he felt that my comments were a bit rich coming from someone who more usually drives around in the bright-pink gdb car!)

[www.coulsdon.audi.co.uk](http://www.coulsdon.audi.co.uk)



PUTTING  
ON THE  
BIZ



## The Gatwick Diamond Business Awards | 19th March 2020

Join us for a night of glitz and glam in the Millennium Suite of the Copthorne Effingham Park Hotel for a pre-dinner reception hosted by Norwegian, before taking your seat for a sumptuous three course dinner with wine.

Our presenter for the evening will be writer, broadcaster, actor and former MP and Lord Commissioner of the Treasury, Gyles Brandreth. Gyles is one of Britain's most sought-after award ceremony hosts and after-dinner speakers. A star of Celebrity Gogglebox, a veteran of QI and Have I Got News For You, a reporter on The One Show and a regular on Just a Minute, his many books include The Oscar Wilde Murder Mysteries and two recent best-sellers: The 7 Secrets of Happiness and his celebration of good English, punctuation, spelling and grammar: Have You Eaten Grandma?

This Black Tie event will see the very best of the Gatwick Diamond Business community come together to celebrate the achievements of World-Class businesses in this World-Class region.



- 6.00pm Evening starts with Pre-Dinner Reception  
Sponsored by Norwegian
- 6.45pm Take your seats for Dinner
- 9.30pm Gyles Brandreth
- 10.00pm Presentation of the Gatwick Diamond Business Awards
- 11.00pm After-Show Party
- 01.00am Carriages



For more information and to download the booking form, visit:

[WWW.GATWICKDIAMONDBUSINESSAWARDS.COM](http://WWW.GATWICKDIAMONDBUSINESSAWARDS.COM)

 @GDBIZAWARDS

# Book now for the Gatwick Diamond Business Awards

The Twelfth Annual Gatwick Diamond Business Awards Ceremony will be held on March 19th 2020, at the Copthorne Effingham Park Hotel.

The Gatwick Diamond Business Awards have become established as the must-attend event in the region’s business calendar, offering unrivalled networking opportunities alongside the celebration of business excellence and outstanding entertainment.

For 2020, we are introducing a “Roaring 20s” theme and inviting all who attend to enter into the spirit of that iconic era but with a

modern twist! Presented by Gyles Brandreth, writer, broadcaster and actor, the evening will attract a large and influential business audience (over 600), to celebrate the success of the Gatwick Diamond business community and recognise the finalists and winners in the 16 categories.

**To find out more about the Gatwick Diamond Business Awards and to be involved, visit [www.gatwickdiamondbusinessawards.com](http://www.gatwickdiamondbusinessawards.com) or follow the awards on twitter @gdbizawards**



## Award Categories & Sponsors

Business of the Year (Over £1m Turnover) – **NatWest**

Business of the Year (Under £1m Turnover) – **SHW**

Business Person of the Year – **Richard Place Dobson**

New Business of the Year – **University of Sussex Business School**

The Award for Brighter Thinking – **Menzies LLP**

The Award for Developing People – **Crawley College**

Green Business of the Year – **Britaniacrest Recycling Ltd**

Employer of the Year – **Search Consultancy**

Apprentice of the Year – **Reigate & Banstead Borough Council**

The Award for Innovation & Technology – **University of Sussex**

International Business of the Year – **Gatwick Diamond Initiative**

Manufacturing Business of the Year – **Kreston Reeves**

The Award for the Place to Meet – **Prowse & Co**

Professional Services of the Year – **Crawley Borough Council**

The Award for Community Investment – **Gatwick Airport Limited**

Growth Business of the Year – **Red River**

## Headline Sponsors



## Protect Your Business – Update Your Contracts and Policies



Martin Searle Solicitors Employment Law team are launching their Contracts and Handbook campaign throughout January 2020 to help employers introduce or update their contracts and policies.

This includes offering an audit service to employers to ensure that freelancers haven't inadvertently become employees.

The Employment Law team will also advise on whether post-termination restrictions are required to protect the business after an employee or freelancer leaves.

Free up-to-date grievance, disciplinary and capability policies will be provided when contracts are purchased.

Fiona Martin, Head of Employment Law, says: "Many businesses fail to issue written contracts to their employees or contractors. This is not a problem when relationships are harmonious and an implied contract will arise based on custom and practice. But ambiguity can lead to disputes."

Throughout January, their Employment Law team will provide a free half hour telephone advice service for employers, hirers, employees and workers on workplace contractual rights and policies and procedures. This will include following the Acas Code to ensure grievances and disciplinary procedures are fair.

Fiona continues: "We often come across badly drafted contracts which are onerous for

the employer. For example, where contracts contain disciplinary and grievance procedures, employers must follow the procedures 'to the letter' to avoid breach of contract claims - even where the individual has been employed for less than two years. We ensure these are set out in a separate policy."

To support the campaign, Martin Searle Solicitors have produced a series of Factsheets, Case Studies, Top Tips and FAQs covering contractual rights for employers.

Throughout January, Martin Searle Solicitors will be offering a 10% discount to businesses and organisations who need new employment contracts, freelancer contracts or updated policies.

To find out more, call 01273 609911, email [info@ms-solicitors.co.uk](mailto:info@ms-solicitors.co.uk) or visit [www.ms-solicitors.co.uk](http://www.ms-solicitors.co.uk).

## Richard Place Dobson can help with probate

Many may be of the assumption that this should be a matter handled by solicitors, however, the law was in fact changed back in 2014 and Richard Place Dobson, one of the leading Chartered Accountant and Business Advisors in Sussex, is here to help.

For those of you unaware, 'probate' is the official process of 'obtaining the legal right to distribute the property, money and possessions of a deceased person's estate'. Obviously, when a loved one passes away, the last thing you want to think about or have to deal with is their financial affairs. This

coupled with having to go through a loved one's personal papers and dealing with HM Revenue & Customs and the Probate Office, can be incredibly stressful, with an average estate taking up to nine months to complete.

At RPD, our team of advisors can handle all of this and deal with the administration of your loved one's estate, complete all the necessary paperwork and liaise with the various institutions that will need to be contacted. We can also tailor our service to best fit your requirements - we can look after everything from a basic grant, all the way up

to a full estate management service (taking care of everything for the administration of the estate).

Matt Tyson, Managing Director at RPD, said: "We work closely with so many individuals and families who trust us with their financial affairs and, in offering this service, we are able to provide a full suite of support. Although it can be a difficult topic to deal with, it's important our clients know we are there for them as much as they need us.

[www.placedobson.co.uk](http://www.placedobson.co.uk)

## Why is professional indemnity becoming so expensive?

It is easy to look at professional indemnity renewal prices and start frothing at the mouth: "Why has my broker failed to get me a decent price?" "Why are insurance providers pushing up the price for no reason?" "My business hasn't changed - why has the premium?" All reasonable questions. Let me attempt to explain.

Lloyds. In the wake of Grenfell, Lloyds decides to have a look at the professional indemnity performance of all its esteemed syndicates. The findings were not impressive. The simple rule of insurance is that you collect more premium than claims. Unfortunately, this simple rule seemed to have been overlooked...

Lloyds doesn't like to see its Syndicates consistently lose money in an area. Reason

being that, sooner or later, it will get messy for everyone if one of their member syndicates fail. So, they step in and apply pressure on the syndicates.

Professional indemnity then goes from being flavour of the month to causing frothing at the mouth. Insurers need to be seen to deal with historical under-pricing and loose underwriting. To the professional indemnity buyer, it can look like insurers are taking a sharp exit away from this class. Some are doing just that.

So, basic supply and demand economics come into play: less professional indemnity providers resulting in higher prices....And higher prices resulting to the frothing of the mouth at the start of this article!

As a customer, of course, it is frustrating to see your premium go up for no apparent reason. Understood. Through having our own professional indemnity products and unique access to the market we have noticed one thing...If the right people are approached in the right insurers in the right way by the right people, it is still possible to get the right deal for a business on their professional indemnity.

If you would like to know more please call 0207 648 4343 or email [zahid@custodianinsurance.co.uk](mailto:zahid@custodianinsurance.co.uk)



## Have you a book you want to write?



Almost anyone can produce a good book, with the right encouragement and support. And it can be very good for your career.

If you're in business, writing a book on the subject of your expertise can be particularly helpful in promoting your business and your brand. Having a book to your name brings kudos and credibility and makes you more visible and newsworthy.

Once you've decided to write a book, orientation of the content is vital. Ask yourself: What is it about? What can you in particular bring to the subject matter? Who will get value from reading it?

Then you can get down to planning. Think about the shape of the book: how would the content break down into sections? What would be the outline content for each section?

Then you can start writing the first material. Ideally, set aside a regular

chunk of time each week and stick to it. If you really can't fit writing into your schedule, or feel it's beyond you, editorial consultants are available to help.

Today it's easy to publish your own book, and Amazon make it even easier, promoting your title if you publish through them. Print-on-demand means an expensive print run isn't needed. E-books are also popular these days.

So think about it: what's the book you have inside you? What's the book you've always wanted to write? Then go for it!

Gerry Maguire Thompson  
[gerrymaguirethompson.com](http://gerrymaguirethompson.com)  
[info@gerrymaguirethompson.com](mailto:info@gerrymaguirethompson.com)  
 07986 561 860

## Resolving a dispute – what's best for you?

Dispute Resolution specialist Kelly Mills looks at two forms of Alternative Dispute Resolution ("ADR") that can be deployed to resolve commercial disputes.

Early Neutral Evaluation ("ENE") and mediation share several similarities – both processes are private, without prejudice (so cannot be used as evidence in Court proceedings) and non-binding. They consider the commercial issues and risks of any dispute and place the management of the dispute within the control of the parties. Each process offers an alternative to Court proceedings which can serve to limit the parties' costs and may enable an earlier resolution than through the litigation or arbitration processes.

The key difference is the role of the evaluator or mediator: a mediator will not impose his or her views on the parties, focussing instead on trying to facilitate an agreement between them, whereas the evaluator's role is to provide a considered view on the issues submitted to him or her. Whilst the opinion of the evaluator might provide a greater incentive for the parties to find agreement, the evaluator will play no part in actually facilitating any agreement. Neither will he or she give a binding decision on the legal issues or advocate

a way of resolving the matter. Mediation could still therefore follow an ENE, and many ENE agreements will include provision for a subsequent mediation or settlement meeting.

Whilst ENE may arguably add a further "layer" of ADR (and associated costs and/or delay), it can be a very useful tool in particular circumstances. For example, where there is a significant disparity between the parties' positions, where the parties have reached an impasse and/ or where one party has an unrealistic view of the case. In these circumstances an unbiased, neutral view of the likely outcome if the matter were to proceed to trial may serve to break the deadlock and encourage settlement. ENE does, however, risk undermining the negotiating position of the "losing" party and/or strengthening the "winner's" resolve, which can make settlement more challenging.

If you require help to address a commercial dispute, you can contact Kelly Mills on 01293 558554 or by email at [kelly.mills@dmhstallard.com](mailto:kelly.mills@dmhstallard.com)



## Hiring flexibly makes good business sense



For many businesses, market uncertainty is creating delays in operational decisions and reductions in budgets. So, it's never been more important to have an efficient more flexible business structure. Having a flexible workforce can not only solve immediate seasonal demands, but it can also help with those longer-term agile operation requirements.

Here are our top reasons why it makes good business sense to recruit flexibly:

**EXPERTISE ON A BUDGET:** A flexible professional, with bags of experience, can inject expertise that meets a short-term strategic business need at a minimal cost. For example, a Marketing Consultant, a

Digital Strategist, a Financial Planner.

**ATTRACTING THE BEST FOR LESS:** Offering flexible options for a role appeals more to highly skilled professionals that will only consider businesses who they are able to work for outside of the traditional 9-5 hours. A pool of talent who may not be affordable on a full-time basis.

**REDUCED RISK:** For smaller businesses, employing full-time staff is one of the biggest expenses, so matching flexible talent with the growth of the business helps to better manage the bottom line.

**INCREASED PRODUCTIVITY:** Allowing experts to work the hours they are most

efficient in, results in better productivity. Employees that work flexibly generally tend to achieve more in less time, they stay longer, and there is significantly less absenteeism.

At Flexibility Matters we know how beneficial a flexible workforce can be. In fact, we held a series of discussions with over 25 Sussex businesses who are currently doing it well and came up with a 10-point best practice guide on how best to implement flexible working into any sized business. The blueprint can be requested by emailing [emma@flexmatters.co.uk](mailto:emma@flexmatters.co.uk)

If you're a company looking to recruit flexibly or a professional looking for a flexible career role, get in touch on 07810 541599. More info: [www.flexibilitymatters.co.uk](http://www.flexibilitymatters.co.uk)

## Stand out from the competition

According to the Office of National Statistics employment levels are at some of the highest on record which means that hiring and retaining skilled individuals is likely to create a challenge for even the savviest of businesses. In a candidate-driven market how can your organisation stand out from the competition, ensuring you're able to attract the top talent?

### **A competitive offering**

It's a misconception that if you pay the most, you'll get the best staff. Whilst employers do need to offer a competitive salary, benefits such as flexible working, additional annual leave and even a company's culture and values can be very enticing to a prospective employee.

### **Quick and positive recruitment experiences**

Good people are snapped up extremely quickly. When recruiting, prioritise interviews and decision making, otherwise there is a real risk that a preferred candidate will already have accepted another job.

### **Employer brand**

A poor employer brand will make it harder to attract the best people. Ensure you actively promote the positives of working for your company, sharing details of your culture and employee value proposition.

### **An open mind**

It can prove impossible to find someone who ticks every box; rather than wait for the 'perfect' candidate, review what is essential

criteria and what is just desirable. If you can find someone who is the right fit, shares your values, is engaged with your organisation's purpose and who will thrive in your workplace culture, you are likely to have found a high-calibre recruit.

Start the New Year with a review of your recruitment processes – for January and February we are offering a free one-hour recruitment health check, giving you insights to enhance your recruitment process and attract top talent. Contact Nici and the Talent Gateway Team on 0203 034 0420 or [info@talentgateway.net](mailto:info@talentgateway.net) or visit [www.talentgateway.net](http://www.talentgateway.net) for more information.

## Storm12 names your brand

A brand name is important - it's the first thing your target audience will see. It determines not only the tone of your new brand, rebrand or service, but its staying power and how you will stand amongst your competitors. But it's not an easy thing to come up with.

It always helps to remember these tips when naming your brand:

- How do you want your customers to feel? Use these emotions to form your name. Positive reinforcement can help spread your brand across your target audience, making it more likely to be remembered.
- Use assonance and alliteration to your advantage. Anything that sounds nice to say

and rolls off the tongue easily will generally stick in the mind.

- Brainstorm all the words that you identify with your new company or the services you are branding, and what makes you different from your competitors. Mix them up, pair them together and see what happens.
- When in doubt, invent. Can't find a word that fits? Make up your own. Look at Kodak - means absolutely nothing, yet has become synonymous with photography.
- Be wary, chances are your chosen name may already be gone. Conduct a domain name search with all your potential brand names.
- Once you've passed the domain name check, secure it. Getting a trade mark for your new brand name could be a wise choice.



Coming up with a name for your new company or brand in-house can be hard - use an agency to help you. They will not only provide you with a more in depth insight, but will have a wider pool to test out your name.

If you need a hand naming your new brand, give Storm12 a call on 01444 40 12 75, or email [hello@storm12.co.uk](mailto:hello@storm12.co.uk).

## Gatwick businesses urged to embrace similarities of millennials – not despair at differences



Businesses looking to attract and retain millennials should focus on their similarities rather than their differences.

This was the message to Gatwick business leaders at a recent thought leadership event held by property consultancy, Vail Williams LLP.

Generational change experts came together with Vail Williams to provide businesses in the region with insights into Generation Y, the demographic cohort name given to millennials aged 20 to 34.

Attended by over 80 business professionals on 27th November, the event was held at Elekta's cornerstone facility, an international hub for the design, development and manufacturing of advanced cancer treatment solutions.

The event heard how we now live in an era where there can be four or even five generations of workers in the same business due to changing demographics and higher retirement ages. This poses a particular challenge for businesses seeking to attract and retain millennial talent.

By 2031, it is expected that the number of 65-year-olds and over will outnumber people under 20 in the UK. Given the rising retirement age, this means that Generation X will need to embrace Generation Y if they are to attract and retain millennials and create a positive employee experience.

Said to prefer light, spacious and contemporary workspaces with constant connectivity through technology and social media, millennials prefer a work-life balance and a relaxing place to "decompress" at work.

Summing up at the event, Vail Williams' managing partner, Matthew Samuel-Camps, told the audience: "As employers, we need to embrace the strengths of millennials. They are wired differently but, unless we understand what they have to offer, our businesses will not continue to strive and remain successful."

Guest speakers included Elliot Anderson, an external audit supervisor at RSM UK, Carrie Foster, an author and practitioner in organisation development, Sarah Kavanagh, Business Transformation and HR director at retailer Southern Co-op, which has employees ranging from 16 to 79.

[www.vailwilliams.com](http://www.vailwilliams.com)





## An Evening of Excellence!

On Thursday 21st November 2019, Chailey Heritage Foundation were the chosen charity for the 2019 Business Women Excellence Awards. Taking place at The Grand, Brighton, 250 guests attended the awards ceremony, which celebrated the achievements of women in the business community. The evening raised nearly £1,600 for children and young adults with complex disabilities.

The charity's Development Director, Sally-Anne Murray, who gave a talk about the work of the charity, said: "Our thanks to Business

Women in Excellence for nominating us to be the chosen charity for this event, and to event sponsors, Gemini Print, for inviting us to be part of this special event. A big thank you also to representatives from Gemini Print, Gatwick Diamond Business, TOAST, Healys, Albion in the Community, She Says Brighton, Focus Group and Julie-Ann Harris, for doing a sterling job in helping with the raffle. We couldn't have done it without you!"

[www.chf.org.uk](http://www.chf.org.uk)

## Welland Medical follows its heart to support local hospice



A local art trail, organised by St. Catherine's Hospice, captured the heart of Welland Medical during its 10-week duration. The HeART to Heart trail saw artists from Sussex and Surrey design 26 unique heart sculptures which were positioned throughout the local area to form a trail for members of the community to follow over the summer months.

One heart in particular caught the attention of staff at Welland, the Bee Kind heart, designed by Sussex based art teacher and illustrator Johanna Patterson, which was positioned close to Welland's headquarters in Manor Royal. The beautiful heart, which appears to be dripping in honey and is adorned with honeycomb and bees, struck a chord with the

local manufacturer of stoma care solutions due to the use of Manuka honey in their latest range of products for people who have had bowel or bladder surgery.

The culmination of the trail saw the hearts appearing in a farewell exhibition, before being auctioned off to find their forever homes and help raise funds for the hospice. Representatives from Welland attended the exclusive event and were delighted when their winning bid secured the Bee Kind heart.

When asked why winning this heart meant so much to Welland, Chris Primett, Managing Director, commented: "St. Catherine's has been our company's charity for over 10 years

and many of our employees have a special connection with their unique work. This heart is in special memory of one of our colleagues, who recently lost his fight with cancer, and the years he spent designing products to help improve the lives of others".

Staff from Welland were on-hand to receive the special delivery from St. Catherine's Hospice on 27th November and the heart now takes pride of place for everyone to enjoy.

[www.wellandmedical.com](http://www.wellandmedical.com)  
[www.stch.org.uk](http://www.stch.org.uk)

## Bio-Productions Helping to Raise Funds from Rubbish for Air Ambulance



Ever the eco-warrior, green manufacturers Bio-Productions, based on the Victoria estate in Burgess Hill, are encouraging their entire staff to collect their empty crisp packets to be recycled on behalf of the Air Ambulance Kent, Surrey and Sussex (AAKSS).

You might be forgiven for thinking that empty crisp packets are worthless trash fit for the bin, but for the Air Ambulance they are a valuable commodity. The crisp packet recycling scheme – instigated by AAKSS volunteer and fundraiser Adam Hunter forms part of a recycling scheme set up by Terracycle and Walkers crisps, although all brands of crisp packet can be accepted, including the multipack outer packaging.

Once collected, the crisp packets are separated by plastic type, cleaned, and extruded into plastic pellets to make new recycled products.

This ingenious scheme allows collectors to earn points for the waste they recycle. Once credited, the points can be redeemed into financial donations to the charity or school chosen by the owner of the points. The points must be redeemed on the TerraCycle® website and crisp packets need to be collected in batches of no less than 5kg.

As long as you include them as part of a balanced diet and take your prescribed exercise, it means you need never feel guilty about munching your packet of crisps ever again!

HR Manager at Bio-Productions, Sara Gibb, is wholly enthusiastic about the scheme, "It's such an easy thing to do, and when it benefits the environment and raises funds for charity to boot, what's not to like?"  
[www.bio-productions.com](http://www.bio-productions.com)  
[www.aakss.org.uk](http://www.aakss.org.uk)

## Gatwick Foundation Fund hits £1m mark



Gatwick is urging local charities, community groups and projects that have a meaningful impact on local people to apply for the next round of funding through the Gatwick Foundation Fund.

The Fund distributes £300,000 to organisations in Sussex, Surrey and Kent every year and more than 200 organisations and close to 100,000 people have benefitted since the Fund was established in 2016.

The total amount issued passed the £1 million mark in the latest round of grants which were awarded to 18 local projects including:

- Kangaroos (Arun) delivers fun and social activities for young people with learning

disabilities. The grant will support BreakAway, the Saturday and holiday club for 12-18-year olds.

- Compaid (West Kent) supports disabled people across the county by helping them overcome the barriers of social, digital and economic inclusion. The funding will be used for the running costs of accessible vehicles.
- Bloomin' Arts offers opportunities for people in Tandridge with learning disabilities to enjoy, perform and work in the arts. The grant will support a craft project to enable adults with learning disabilities to create craft products for sale.

Alison Addy, Head of Community Engagement, Gatwick Airport said: "We set up the Gatwick Foundation Fund as a way of supporting local

people who may not directly benefit from the jobs and other economic opportunities the airport generates. We do this by offering grants to organisations that have a meaningful and lasting impact on local people.

I would encourage any local charity or organisation that supports its community - be they helping the vulnerable, the elderly or the young – to apply for funding."

To apply for funding, please see the Community Foundation pages for Sussex, Surrey and Kent.

[www.gatwickairport.com](http://www.gatwickairport.com)  
[www.kangaroos.org.uk](http://www.kangaroos.org.uk)

## Charity Golf Day raises over £8,700 for local children and families



On Friday 13 September, 15 teams teed off at Manning’s Health Golf and Wine Estate and raised over £8,700 for local children and families.

The charity golf day, kindly sponsored by Breathe HR and NFU Mutual Henfield, attracted many local businesses, including Pentagon Plastics, Ryan Vehicles and SJA Health Insurance. Crawley Town FC, Nespresso, South Lodge, and The Old Ship Hotel Brighton also got involved by sponsoring or donating.

Held in aid of Chestnut Tree House, the event raised an incredible £8,700, which is more than enough to pay for a whole day of Chestnut Tree House’s specialist care services, both at the House and in families’ own homes across Sussex and South East Hampshire.

“The day was a huge success with lots of teams and the weather on our side,” says Amber Lilly of Chestnut Tree House. “It was so great to see many members of GDB come along to support the day or help us in

the planning. Not only have they raised an amazing amount of money, but they have also helped raise awareness of the vital care services that are necessary to support children and families in our local community. Thank you to everyone involved.”

[www.chestnut-tree-house.org.uk](http://www.chestnut-tree-house.org.uk)

## A graduate development programme with a difference

Bowles has been working with new graduates from Vanquis bank for a number of years delivering a programme that helps them make the transition from education to the workplace. Our programme develops their leadership, team-working, inter-personal and communication skills, but then we were asked to add a little extra.

Knowing that Bowles is also a charity for young people (Bowles Rocks Trust), Graduate Manager – Gemma Belcher - asked if there was something that they could put back to the charity. We were thrilled to accept this offer and got to work thinking of how we could achieve this. After careful consideration we decided to incorporate the building of a new activity for our young people into their programme.

This year we worked with another group of highly motivated graduates at the beginning of their journey within the bank. Their first day concentrated on developing their team-work and leadership skills and on the second day all their effort, skill and, at times, muscle power was put into leaving a lasting legacy. The objective was to work together and build a new outdoor activity for the young people who come to Bowles - Frisbee Golf. This needed the full involvement and input of every team member as they project managed, delegated and produced risk assessments. They not only used physical power to build the activity, but mental power too as they thought up multiple choice questions for the children to answer based on the environment. The highlight of the event was for the graduate team to facilitate a group of children using the new activity.



If you would like to know more about Bowles programmes, please call Ummara Wright on 01892 665 665 or visit <https://bowles.rocks/learning-and-development/>

## Beautiful Wild Mural for Gemini Press by artist Mutiny



The work of Sussex Wildlife Trust is supported by our many, fantastic business members. One of those, Gemini Print, was successful in their bid for an original mural at the trust's charity auction held at the Wilderness Wonder Ball.

The prize had been donated by international artist Jane Laurie, AKA Mutiny, who is 'passionate about nature' and who uses her creations to raise awareness of endangered wildlife and conservation.

Jane took her paints and brushes to Gemini Print's Head Office in Shoreham-by-Sea, where she created a striking wildlife mural in the entrance stairway, where it is now much admired by visitors and staff.

Gemini Print has enjoyed working with the Sussex Wildlife Trust team for many years. Maxine Cropper Client Services Manager said, "The significance of the partnership with the Sussex Wildlife Trust is how much their work reminds all the Gemini Print

team about the reality of care for our environment and the essential protection of landscape, animals and the coastline."

To find out more about how your business can help wildlife, see [sussexwildlifetrust.org.uk/make-a-difference/business-partnerships](http://sussexwildlifetrust.org.uk/make-a-difference/business-partnerships)

[www.gemini-print.co.uk](http://www.gemini-print.co.uk)

## Harris Lord donned their welly boots and volunteered at Chestnut Tree House

The 9-5 office environment can be fast-paced and busy. At Harris Lord recruitment, we promote the idea of volunteering and giving our time to charitable causes. Not only can we support local causes but as a team we get time out and time to reflect.

Chestnut Tree House provides hospice care for children and young people with progressive, life shortening conditions. We donned our welly boots and dedicated a day to volunteering in their beautiful gardens. We laughed, got soaked by torrential rain and were humbled to have a tour around their house which showcased how special a place it is and were even treated to cake afterwards.

The whole team were impacted by our experience and just weeks later, we were invited to help wrap Christmas presents for their Snowman Spectacular ball. We were taken to a room at The Hilton Brighton which could easily be compared to Santa's grotto. Scooters, teddy bears, and toys all needed wrapping. The Harris Lord 'elves' used their finest (and sometimes questionable) wrapping skills to get the job done and genuinely had a brilliant day.

From one business to another, if you are considering getting your staff involved in charity work, do it! Being exposed to such a new environment helped us all to recharge and refresh and it was enjoyable to make a difference.



[www.harrislord.com](http://www.harrislord.com)  
01403 273370  
[www.chestnut-tree-house.org.uk](http://www.chestnut-tree-house.org.uk)

## Moore Kingston Smith's annual Charity Quiz Night raises £2,500 for Mind and Rockinghorse



The Moore Kingston Smith Charity Quiz which took place on the 14 November at the Arora Hotel in Gatwick, raised £1,250 each for Mind and Rockinghorse. Representatives from each charity took part in the 21st annual quiz, along with 19 other teams of banks, solicitors and surveyors from Surrey and Sussex.

After a rather competitive battle, Gatwick Diamond Business went on to win the coveted shield. Quiz night MC and Moore Kingston Smith partner, Paul Samrah, said: "Thank you to everyone for their generosity and for making the Quiz Night such fun. I'm delighted that together we've managed to raise £2,500

for two deserving causes who play such an important part in our local community".

[www.mooreks.co.uk](http://www.mooreks.co.uk)

## Toys Topped Santa's List for Travail Last Christmas

Burgess Hill recruitment specialist Travail Employment Group joined in with the More Radio's Christmas Toy Appeal 2019. The appeal ran from 11 November to 15 December 2019.

The appeal encouraged everyone to donate a new toy suitable for disadvantaged young children and teenagers living in Sussex. More Radio then distributed the toys to children and teenagers across the local area. The recipients were children who might not otherwise have received a present at Christmas; they might have been

spending the festive season in hospital or were suffering from a physical or learning disability.

More Radio aired the appeal at regular intervals on its channel directing listeners to check out local drop off points from its website and this was also supported by a poster campaign placed in prime locations.

In addition to the offices at Travail being a Drop Off Point, the team included the appeal on their email signatures. They also contacted all their clients encouraging them

to donate a toy, with the offer to collect donations to make it as easy as possible.

Director and Founder of the Burgess Hill branch of Travail, Judi Ardit, was thrilled to be taking part, "We were keen to collect sackfuls of toys last Christmas, to help those most in need and the whole team were happy to have been recruited as Santa's little helpers. We couldn't stretch to reindeer, but our three office dogs joined in with the furry festive fun!"

[www.travail.co.uk](http://www.travail.co.uk)

## Resurrection after fire – SHW Project Management

In June 2018 a huge fire destroyed large sections of the Cottesmore Hotel, Golf & Country Club, Pease Pottage affecting the health club, kitchen, function rooms, bar and golf facilities within the hotel.

Following release of the building from the Fire Brigade SHW Building Consultancy were instructed to act as client liaison in relation to the insurance claim, Project Manager and Contract Administrator.

The £4.5m project was split into numerous phases - Pre-Demolition, Demolition, Phase 1 and Phase 2 - broken down to enable facilities to be re-opened ready for club members and the public to utilise as quickly as possible.

Our strategy involved:

- Scheduling the extent of fire reinstatement works
- Assisting client with defining project brief
- Negotiations with appointed fire reinstatement insurance representatives
- Preparation of specifications and design packages
- Selection and appointment of Principal Contractor following tender process
- Instructing project team comprising of Structural Engineer, Mechanical & Electrical Engineer, Architects and other specialists



- Co-ordinating all aspects of the fire reinstatement phases of work within specific timeframes involving investigation, defect analysis of existing structures to rebuild whilst incorporating new forms of construction. Our experience has enabled successful management of the phased project works highlighting control of budget and decision making to successfully deliver the phased building works.

We are now in Phase 2 of the building project striving to complete new kitchen / catering facility.

Johnny Porter, Manager for Cottesmore Hotel, Golf & Country Club said: "Unlike planned building works a fire recovery project demands a complex and involved programme involving simultaneous design, planning, building and negotiation with insurers. SHW seamlessly joined this process, led by Russell Markham, to proactively manage the project with the best interests of the recovery of the building and business in mind."

[www.shw.co.uk](http://www.shw.co.uk)  
[www.cottesmoregolf.co.uk](http://www.cottesmoregolf.co.uk)

## How to make your business attractive to 9 out of 10 workers in the UK!

A series of round table discussions held throughout the year, involving prominent senior representatives of over 25 Sussex, Surrey and South London based businesses, has resulted in a blueprint in successful implementation of flexible working.

Initiated by Emma Cleary, [www.flexibilitymatters.co.uk](http://www.flexibilitymatters.co.uk) – a collection of crucial real life insights from varying sized and industry sector businesses has revealed that any perceived challenges in implementation of flexible working can be overcome with the right approach. With 87% of UK employees either working flexibly already or wanting to, it's clearly essential for all businesses to properly embrace and implement it within their teams.

To fully realise the rewards of a flexible workforce, Flexibility Matters share some of the key strategies that make up the 10-point best practice guide:

- A cultural core value shift that requires implementation from the very top, led by example and evident in CEOs and line managers working flexibly themselves.
- Internal promotion of success stories regarding retention, talent and productivity, proving that flexible arrangements improve



the bottom line.

- A clear set of guiding principles, training and tool kits that enable and empower managers at all levels to navigate their own team's varying work patterns and different needs.
- Fostering a results-based culture rather than focusing on time spent at work – supporting managers with the tools to measure this.
- An investment in technology that embraces both trading progression and new ways of working.

- Flexible working options to feature within role advertising to attract the best talent and at interview stage to establish an ideal work pattern that also meets the demands of the role.

For the FULL 10-POINT BEST PRACTICE GUIDE, visit: <https://www.flexibilitymatters.co.uk/contact/> and 'message': "please can you send me the full 10-point best practice guide" or contact Emma at Flexibility Matters on 0781 0541 599.

## New Teambuilding Events at the South of England Showground



Taking employees out of the office environment is proven to help groups break down political and personal barriers, eliminate distractions, and have fun. With that in mind, the South of England Event Centre is delighted to announce a new partnership with Kent-based teambuilding and corporate event organiser, The Wright Event.

The South of England Event Centre is a 150-acre venue set in beautiful Sussex countryside which offers a wide range of outdoor, indoor and covered spaces. Any size of teambuilding event can be hosted, whatever the weather may offer.

The Wright Event has been delivering teambuilding events, staff away days and

corporate entertainment for almost 30 years by creating non-threatening, friendly, competitive environments for teams to collaborate, communicate and problem-solve, resulting in heightened trust and openness between co-workers.

However modest or ambitious, packages of activities are designed to engage and energise small, medium and large groups. Activities include apache rally car driving, quad biking, 4x4 driving experiences, country pursuits, treasure hunts, it's a knockout, family fun days or problem solving workshops.

Iain Nicol, CEO of The South of England Agricultural Society which owns the Event Centre and Showground, said:

"The Society set up The South of England Event Centre to generate much-needed additional funds to support the charitable work we do, without which it couldn't operate. As such, 100% of the Event Centre's profits are gifted to the Society at the end of each financial year to enable us to support people with an interest or involvement in agriculture and other related land-based industries. As such, we hope that this new partnership with The Wright Event will help contribute to our development of the venue and support local businesses that wish to use it for their purposes".

For more information contact Konge Hussein on 01444 892048, email [eventcentre@seas.org.uk](mailto:eventcentre@seas.org.uk) or visit [www.southofenglandeventcentre.co.uk](http://www.southofenglandeventcentre.co.uk)

## Richard Place Dobson announced as the sponsor of the Gatwick Diamond Business Awards Business Person of the Year category

Richard Place Dobson are excited to announce that they are sponsors of the 'Business Person of the Year' category for the 2020 Gatwick Diamond Business Awards. The Crawley based accountancy firm is a previous finalist of a number of Gatwick Diamond Business Awards and is a long-time supporter of gdb, with its Managing Director, Matt Tyson, sitting on gdb's executive council as Treasurer.

The sponsorship announcement draws to a close a tremendous year for the Crawley based accountancy firm, who have taken on eight new team members and undertaken

several successful charity initiatives for its chosen charity, St Barnabas House.

The category looks for notable figures in business who have shown a clear vision and strategy, whilst showing their commitment to growing their Gatwick Diamond based business. This includes areas such as increasing headcount, developing and inspiring staff and involvement in the local business community.

More than just lending their name to the category, RPD will be helping to decide who

should be in the shortlist amongst the many contenders who apply, and who should take home the glory as the eventual winner.

Matt Tyson, Managing Director at RPD, said: "We are long-term supporters of Gatwick Diamond Business and I am incredibly excited to be sponsoring this award. This is a great opportunity to see the efforts of business people and their contribution to the Gatwick Diamond economy first hand."

[www.placedobson.co.uk](http://www.placedobson.co.uk)

## Broken to Brilliant and Beyond

We want to take our patients from broken to brilliant, and then beyond. Broken can present itself in the form of pain and restricted movement, or being physically and mentally under par. Stress can play a huge part in the manifestation of symptoms. We listen to the patient and invite them to let us know what their goals are.

We have created a Women's hub at Bridgeham. Somewhere to feel safe, cared for and supported through the body's hormonal journey with exercise, nutrition and acupuncture. Feedback from our hugely successful Menopause workshop in September has inspired us to run a Weight Loss and Healthy Lifestyle course in January 2020.

We are passionate about health and wellbeing in the workplace too. We welcome the opportunity to speak to employers about how we can help them to support their employees.

This is what one of our patients has said about their Bridgeham experience:

"I have every confidence in the practitioners that have treated me at Bridgeham Clinic. There is time and understanding not only of the physical symptoms I am experiencing but also the psychological impact this is having. The different practitioners work well together, and I feel I have found somewhere professional and safe that I can go to when needed. The reception staff are extremely friendly and the whole experience is very welcoming. I feel I am at the centre of my



own care, with everyone working around me to make things better for me."

At Bridgeham we have a supportive network of like-minded practitioners who can help all aspects of a patient's recovery. We support

this journey using osteopathy, Pilates & Garuda machine and mat sessions, massage, nutrition, acupuncture, hypnotherapy, Pranic healing and foot health. For details of all our services visit our website [www.bridgeham.com](http://www.bridgeham.com) or call us on 01293 542245.

## Train as a Mental Health First Aider in Crawley

Certificated training in Mental Health First Aid is now available in the heart of the Gatwick Diamond.

MHFA England's licensed two-day course is being delivered by Leading Well from their base at FreedomWorks, in the Crawley Business Quarter on Manor Royal.

MHFA England and Leading Well are not-for profit organisations and together they offer expert guidance and training to support good mental health in the workplace.

The certified two day course is designed for everyone. Over the two days we take you on a journey to understand what mental health is, discuss how we all have mental health, and we teach people to look after their own and others' wellbeing.

Everybody who completes the course

becomes a Mental Health First Aider and will receive a certificate from MHFA England.

MHFA instructor Roger Newman says, "Because the workplace is where so many people spend so much of their time, we focus on that environment in particular. We provide training and consultancy to businesses of all shapes and sizes. We know that your organisation's culture is unique, and the key to maintaining a mentally healthy workplace is understanding the people within it."

Leading Well use only licensed Mental Health First Aid Instructors, and only MHFA England can issue the Instructor license. This ensures the quality of the training and the materials provided to participants.

Open courses are available in January, February and March at a cost of £300



plus VAT per person, with a 10% discount offered for GDB members booking at least two weeks ahead. Places are limited. The course can also be delivered within your organisation for just £3000 plus VAT, with places for up to sixteen people.

For further information please call 01423 229 663 or visit [www.leading-well.uk](http://www.leading-well.uk)



## Kevin Keegan: Love it!



Comicus Ltd provides comedians and speakers for corporate events all over the UK and abroad. The organisation suggests relevant artistes to clients which match their brief and budget.

The company recently provided former England footballer & manager Kevin Keegan as the special guest at Sussex Cricket Foundation lunch at The Grand Hotel, Brighton. Kevin had to share top

billing with the ICC cricket world cup trophy, so excitingly won by England in July. The ECB loaned the converted trophy for the occasion. The event was supported by over 300 people who were served up a feast of Keegan memories and amusing insights into his 50 years in football, celebrated last year with a new book. The ex-Liverpool & Newcastle star, used two large screens, showing a number of hilarious illustrations, with beautifully crafted material, complimenting his style alongside dollops of self-deprecating humour which had the crowd in stitches.

Tony Cottey, Corporate Relationship manager at the club said, 'The best sports speaker I have ever heard.' After his speech the former European footballer of the year stayed on to pose for photos with guests and the prestigious Cricket World Cup trophy.

The lunch also re-united Kevin with Rob Andrew Chief Executive of Sussex cricket club. Both worked at Newcastle in the 90's. Kevin manager of the football club (Magpies) and Rob Director of the Rugby club (Falcons).

The Sussex Cricket Foundation is the charity arm of the cricket club, which aims to use the game to 'deliver accessible and enjoyable opportunities that grow the sport, tackle inequality, improve health and wellbeing and enable people to fulfil their potential.'

To book Kevin Keegan for future events or enquire on other speakers & artistes contact: Matthew Willetts (Comicus Ltd) [info@comicus.co.uk](mailto:info@comicus.co.uk)

[www.comicus.co.uk](http://www.comicus.co.uk)

## Commtel releases its new and updated app, 'Commtel GSM One'

Commtel Ltd, the specialist in telephone-based entry systems, Telguard & Optimus announced their updated app, 'GSM One' by Commtel Ltd in November 2019.

The launch forms part of Commtel's overall strategy for continuous improvement to common door entry, access control and security issues across a range of sectors.

The app, which is designed specifically for engineers and installers to help better serve their end-users, includes new and exciting features;

- Ability to set 10 call points (whereas the previous limit was four) providing a greater level of flexibility.
- Ability to set time profiles, meaning installers

can set start and end times for individual access. 'For example, a business owner can request an installer to only grant access to employees during their shift time, and deny access at weekends, improving security and giving peace of mind for the business owner.'

- Provides installers and engineers with handy service reminders and PAYG balance updates, to help provide a better service to their customers.

The latest updates are a result of installer and end-user feedback and demonstrates Commtel's continual commitment to working closely with their customers.

Piers Cooke, COO of Commtel, said: "We are constantly evolving to find new solutions to

existing problems.

The launch of the new app helps to provide customers and installers with a much more comprehensive solution. Time profiles, extra call points and service reminders, were all something, which

our clients requested. So, the launch is a testament to us really listening to our customers and being agile enough to take this on board and create a solution."

For more information, please visit: <https://commtel-uk.com/>



## Feeling like you are "bogged down" by paperwork?

Calling all business owners. Feeling like you are "bogged down" by paperwork? Our client XYZ Limited called us recently wanting help... they were behind with their VAT returns and were also experiencing cash flow problems resulting from debtors not paying up and suppliers calling for their money.

We had a one-hour free initial call to understand their issue and were asked to come in and help. With our part time FD service, we were able to go in and meet with the bookkeeper/ debt collector and quickly get stuck in to bring the records up to date to file the VAT returns and negotiate

with HMRC for some extra time to pay the VAT. We trained the debt collector on the art of debt collecting and using "silence" to get the debtor to commit a payment. We also spoke to all main suppliers and renegotiated better payment terms. Within a month, we brought the debtor book under control and improved the cash position and supplier relationship.

Now we go in one day a week (which matches their need and suits their budget) and look after all the Finance and Admin, including cash flow and provide a strategy to help our client grow their business.

JCP Consultancy Limited is a consultancy primarily dedicated to helping local SME's deal with their Operational Finance and administration responsibilities via our part time FD service which is tailored to our client needs and budget. We deal with all aspects Finance and Tax as well as management accounts, budgets, cash flow, and Auditor, banks and HMRC relationships.

For your initial free consultation to see how we can help you, please call Jitendra on: Mobile: 0754 1992 364 or Email [jcp@jcpconsultancytalentsearch.co.uk](mailto:jcp@jcpconsultancytalentsearch.co.uk) Website: [www.jcpconsultingtalentsearch.co.uk](http://www.jcpconsultingtalentsearch.co.uk)

## Mortgage Adviser Lindsay Judd joins MAB Crawley

Award Winning mortgage adviser, Mortgage Advice Bureau Crawley are delighted to announce the appointment of Lindsay Judd to their Mortgage Adviser team.

Lindsay brings a wealth of experience to MAB; for more than seven years she worked as a mortgage adviser within a large corporate estate agency in Crawley, and she is very well known locally.

"I am delighted to join MAB Crawley" said Lindsay. "Their reputation for customer service is fantastic and this year they were crowned Small Broker of the Year at The Mortgage Awards. My experience as a broker within an estate agency has given me access to a wide range of lenders and products, but at MAB I am able to offer my clients even wider advice with over 90 lenders to choose from. This really is an exciting time for us as the

business continues to grow and I look forward to welcoming clients old and new over the coming months."

MAB Crawley offers a comfortable, professional and private environment for client appointments and the advisers are supported in branch by Sean Furber, the administration and quality manager, and administrators Jane and Sam. Kate went on to say, "We're here to cut through the jargon and help our clients understand the world of mortgages. If anyone doesn't know where to start with their mortgage search, we've always been great people to talk to, but with Lindsay on the team we can now offer even more appointment times to make the whole process even easier."

For a mortgage or protection appointment with Lindsay or one of her colleagues, Kate, Matt or Leah, call the office direct on 01293



525525. You can also email the team at [mabcrawley@mab.ork.uk](mailto:mabcrawley@mab.ork.uk) or visit their website at [www.mortgageadvicebureau.com/crawley](http://www.mortgageadvicebureau.com/crawley)

## New Staff, New Skills, New Services

A wise man (a printer, of course!) once said 'a picture is worth a thousand words'. He had a point.

Having started life as a humble graphic design firm in 2008, we at Nettl of Crawley have always seen the value in well-chosen imagery and intelligent, purposeful design. But, if emojis and recent political shenanigans have taught us anything, words can be just as powerful and definitely have an important role to play. The right words can be the difference between a phenomena and a flop!

With this in mind, this year we have been

delighted to welcome our most recent asset, Jennifer, into the Nettl fold as Head Copywriter and Marketing Manager. A former teacher, she has spent many years showing teenagers - and adults alike - how effectively words can motivate, persuade and entice... as well as how to use an apostrophe correctly!

Six months into her tenure, Jennifer is settling into her role and the Nettl family: 'I joined Nettl for a new challenge and an opportunity to stretch my creative muscles, and the job certainly didn't disappoint! Everyday brings something new to get my teeth into and I've enjoyed meeting all our

lovely clients: some old faces, some brand new. I can't wait to see what exciting projects the new year brings.'



In addition to managing our own social media and marketing campaigns, Jennifer's skills are available to clients requiring copy for websites, printed materials and blogs. And look out for her original poem in this year's Nettl of Crawley Christmas card!

[www.nettl.com/uk/crawley/](http://www.nettl.com/uk/crawley/)



## Passing on the recruitment baton

A Burgess Hill recruitment specialist has welcomed a new pair of hands to oversee co-ordination between clients and candidates. Travail Employment Group is delighted to have secured the services of Gemma Craig who lives nearby in mid Sussex and has recruitment consultancy experience.

A nationwide franchise, Travail is the French word for 'work'. Judi Arditi formed the Burgess Hill operation, with her late husband Loni, in 2006 and it is now a highly-respected consultancy across the town and beyond.

"Within just days of joining the team, Gemma has already made an impact", said Travail MD Judi Arditi. "She has slotted in seamlessly and already placed her first candidate."

While welcoming Gemma to the team, the company has had to say a fond farewell to Elle Simpson who has been a tremendous asset but is moving to London. While at Travail, Elle won an award for Administrator of the Year after colleagues remarked that "clients love Elle, she has a great rapport with many of them", and how "she thrives on deadlines and rises to the challenge on every occasion".

In her spare time, Gemma has many interests and hobbies such as playing football for Hassocks ladies, a sport she has enjoyed since she was eight years-old. She is very much looking forward to working with the Travail team and getting to know all their clients.

[www.travail.co.uk](http://www.travail.co.uk)

## Control Energy Costs and Scaramanga Agency



When Control Energy Costs was looking for a marketing agency to help us grow the business, we decided to tap into the gdb network to find out the right partner.

We provide energy procurement, along with a whole range of energy related services, for business customers.

We wanted to use marketing to showcase our offering as well as to help us stand out in a marketplace that is somewhat overcrowded. We were keen to use messaging and branding to deliver this across a variety of platforms.

So, what has Scaramanga done for us?

- Marketing strategy – a fully costed marketing strategy to reach our different target markets
- Rebrand – this started with identifying our brand values and then evolving the brand to match the values

- Marketing collateral – updating brochures, social media graphics, digital assets, presentation templates, stationery, you name it!
- Launch of new services – bringing our new Forensic Cost Recovery service to market, which analyses business spend on energy going back six years to find errors so that they can have a refund
- New website – a newly built website, which you can see at <https://www.cec.uk.com/>
- Content and email marketing – creating content to use on our website, on social media and in email newsletters which is helping us engage clients and prospects and improve SEO
- Social media marketing – a fully planned and integrated approach to social media, which is gaining good traction and engagement
- Trustpilot – 19 reviews with a 100% of clients rating us either excellent or good
- Advertising – Scaramanga has written

and designed a suite of print adverts and booked the media

- Managing the marketing aspects of our key partners – updating all the partner microsites and making sure our presence is strong and prominent with those partners' members

Simon Leadbetter, Director at Scaramanga Agency commented: "The new visual identity Scaramanga has created for Control Energy Costs is unashamedly confident; utilitarian enough for modern usage across multiple digital platforms and print; distinctive enough to differentiate them from their competitors; flexible enough to expand as their business expands into other markets. In short, it possesses all the hallmarks of a quality brand."

[www.cec.uk.com](http://www.cec.uk.com)  
[www.scaramanga.agency](http://www.scaramanga.agency)

## Good People, Know Good People

TSS Facilities joined the Gatwick Diamond Business group a little over a year and I am really happy to share this with you. Following a networking event, a couple of months ago I was introduced to St Catherines Hospice, it was great to be introduced to such a dynamic organisation.

St Catherines Hospice have been wrestling with the latest Department of Health regulations regarding safe water in healthcare premises (HTM 04-01). These can be very challenging regulations due to the

exposure of harmful bacteria's to vulnerable adults and children.

The new regulations takes a look at how the water system is being managed and the different needs the organisation will have for the system. We helped shape their new management profile around Water Safety. This involved introducing a more holistic management style, no one person can understand the needs of all users. Multiple departments are now able to advise on how they use the system and how this effects the organisation as a whole.

You find when a group is responsible for the management of a system, it becomes more efficient, more reliable and safer for the end users.

If you need any advice or help with how you safely manage your water hygiene, please hunt me down at our next networking event.

Steve Tugwell, Water Treatment Director  
[www.tssfciilities.co.uk](http://www.tssfciilities.co.uk)  
[www.stch.org.uk](http://www.stch.org.uk)

Don't forget to use your **guest vouchers** at our next members meeting

**Membership Works**  
 Talk to us on 01293 440088

# Local Agency Jumps into Action for Kangaroos Silver Ball

The plea was sounded via the gdb membership for a reasonably priced band for the Kangaroos Silver Ball on Saturday 23rd November 2019 at Buxted Park Hotel.

Lea Graham Entertainment was delighted to answer the call by providing Kangaroos' Fundraising Coordinator, Samantha Norgate with a band, which fitted her criteria. One that would get everyone up and dancing and fit her budget - local band, 'Funk Around' did just that! Sam was delighted as were all the guests.

This professional agency has been supplying high quality entertainment since 1990 so they know a thing or two about what works and what doesn't. The team prides itself on its professional service, wealth of musical knowledge and close working relationships with its artists and clients.

Whether clients are looking for something low key, tried, trusted and traditional, rousing, enthralling or totally different Lea Graham manages the talent to deliver it. MD, Susan Fleet is no stranger to fundraising and is keen to support charities with entertainment that not only fits the bill, but fits the budget too. "We are wholly supportive of charities and companies that include a charitable or community aspect to their remit. As such we are always keen to help them realise their entertainment potential."

Kangaroos is a local registered charity providing a range of after school, weekend and holiday clubs for children and young adults with learning disabilities and complex medical needs in and around Mid Sussex.



The Silver Ball was the pinnacle of all the fundraising of last year's Kangaroos 25th Anniversary and a wonderful celebratory event, raising a fantastic £14k as part of its Memory of a Lifetime Campaign.

You can read more about the event here: <https://bit.ly/2Lbkjk>

For more information on Kangaroos and Lea Graham Entertainment:

[www.kangaroos.org.uk](http://www.kangaroos.org.uk)  
[www.leagramham.com](http://www.leagramham.com)  
01444 235475

## gdb members join together to grow their business!

As part of Gatwick Diamond, we wanted to share with other gdb members how we've collaborated and successfully worked together.

You may ask how can a Virtual PA business and a Creative Design Agency work together to benefit both businesses?

Turquoise Creative started by redesigning the Alkira logo, and now in partnership offer Alkira's clients a brand design service. While Alkira on the other hand support Turquoise Creative's clients by offering admin, sales and marketing support and their unique PA appointment setting service.

Simply, we've taken the time to understand each other's business,

services and expertise. Collaborating to reach new heights and ultimately helping each other to grow!

As an example, Alkira and Turquoise Creative have jointly exhibited at many business expos.

We wanted to share a small part of our successful business journey to inspire other gdb members to collaborate and work together in 2020!

Wishing everyone a prosperous, collaborative and successful New Year.

[www.turquoise-creative.co.uk](http://www.turquoise-creative.co.uk)  
[www.alkira.co.uk](http://www.alkira.co.uk)



## Kelvin passes 19 exams to reach Fellowship status

Kelvin Riches, a Chartered Financial Planner at Sussex-based MHA Carpenter Box Wealth Management (CBWM), has reached the top qualification of his profession by passing 19 exams to attain Fellowship of the Personal Finance Society, the professional body's highest level of accreditation.

CBWM has a team of experienced financial advisers who provide an integrated financial and tax advice service, working very closely with the MHA Carpenter Box professional tax advisers to provide a fully comprehensive wealth management solution.

Kelvin joined CBWM in October 2017 as a qualified financial adviser with 10 years' industry experience and holding the diploma in financial planning. Shortly after joining, he received an award from the Sussex Personal Finance Society for the best completed diploma in regulated financial planning for the 2016 -17 academic year.

Deciding the Diploma was not enough, Kelvin completed a further six exams in 2017-18, including four at degree equivalent level. He became a Chartered Financial Planner in December 2018, but continued to study, gaining four additional qualifications to become a Fellow in October of this year – one of around only 5,000 practitioners in the UK to hold this qualification, not all of whom give advice.

Kelvin commented: "I have always taken professional development seriously and I consider the journey that I have pursued over the last two years to be my personal Everest. It's a great feeling to reach the summit after around 2,500 hours of study."

Roy Thompson, Partner and Head of CBWM, added: "Congratulations to Kelvin on his



Fellowship appointment, which is very well deserved after the hard work and effort he has put in.

"We are pleased to have such a dedicated individual on board and are confident that if you approach us for financial advice, our team,

including Kelvin, has the technical expertise to ensure a quality outcome is delivered."

[www.carpenterbox.com/services/wealth-management](http://www.carpenterbox.com/services/wealth-management)  
[www.carpenterbox.com](http://www.carpenterbox.com)

## First Recruitment Services Turns 20!

First Recruitment Services (FRS) is about to embark on a very exciting year of celebrations for their 20th anniversary. The senior management team are keeping their plans very much under wraps, but they promise it will be a year to remember for the company which will include events and celebrations for staff, clients and candidates alike. The last 20 years have seen significant changes in the industry and FRS are still standing strong, ensuring they are moving with the times and incorporating important and ever-changing resources to their business to stay at the top of their game.

First Recruitment Services CEO, Andrew Kaltz commented "Over the last 20 years

everything has changed but everything remains the same. Technology has of course greatly advanced and 20 years ago we had only just begun using the internet & email as a resource and social media simply did not exist. However, whilst we incorporate these fantastic tools in our business today, our core values and our distinct, personalised way of recruiting remains unchanged, and always will do".

He went on to say "FRS offers the very personal, flexible service which every client needs but which only a small and independent organisation can offer. Our experience has taught us that success for clients, for our staff and ultimately

for ourselves can only be achieved by employing the best recruitment consultants and support staff around, and by creating a happy, modern environment in which staff enjoy working, in which clients feel comfortable and at home when visiting and where, above all, people always come First".

The whole team at FRS can't wait to see what 2020 holds for the company in its milestone year with everyone excited to be involved and celebrate 20 years in style.

[www.firstrecruitment.co.uk](http://www.firstrecruitment.co.uk)

## nTrust achieves Microsoft Gold Partner status

nTrust has achieved Microsoft Gold Partner status, which is the highest standard of Microsoft's partnership programme.

Microsoft Gold Partner demonstrates that we are committed to adding value to our customers and their businesses by offering innovative and effective business solutions.

Microsoft don't actually say how many partners they have – we've seen estimates of 600,000 partners worldwide, with something like 10,000 new partners every month.

Anecdotally, about 5% of partners qualify for Silver status and 1% are Gold Partners.

There are several competency areas, ours being 'Small and Midmarket Cloud Solutions'.

To attain Gold status, we've trained our staff on Office 365 to MCSA (Microsoft

Certified Solutions Associate) level, which has involved residential courses and on-line exams. We've also sold Office 365 to more than 100 new customer companies in the last 12 months.

Our clients benefit from the superior level of support they receive whenever they contact us with a query. Our highly qualified technicians are continually updating their knowledge on the latest features in the Microsoft products. Problems are identified and resolved more quickly.

Finding and retaining great talent is an important part of any business's growth strategy and nTrust is no different.

Every member of staff has a learning and development plan so that they can evolve their skills. The MS Gold Partner programme



has played a significant role in this.

Being in the top 1% of Microsoft Partners in the world makes nTrust a very interesting and trustworthy partner for medium sized companies that we seek to work with.

r.mckenzie@ntrustsystems.co.uk  
03331 50 60 70  
www.ntrustsystems.co.uk

## Imaginarium are winners

Joe Cheal, from Imaginarium, has won the CIPD Kent Learning and Development Professional of the Year award 2019. The CIPD (Chartered Institute of Personnel and Development) is the professional body for HR and training. GBD partnered with the CIPD Sussex branch in April with the "Apprenticeship: Busting the Myths" event.

He was nominated by Suzanne Ratcliffe (now HR Director at Signature Senior Lifestyle), for his work within the Care industry, particularly designing and delivering bespoke training in resilience, negotiation, presentation and management skills. Suzanne said: "Joe is considerate and entertaining and the feedback

from participants is always extremely positive. It is also his approach outside and around learning interventions that particularly impresses me. Joe genuinely cares about our service, our people and our residents. I always feel that we matter to him on a personal level. He has always been willing to provide us with informal advice and 1:1 support which has been invaluable."

Joe was obviously delighted, saying: "After 26 years of business training and coaching, this was the first time I've been nominated for an award... and then to win it as well! My partner Melody also won an award on the night, Speaker of the Year, so we were both rather chuffed!"

Imaginarium Learning & Development is a consultancy that specialises in inspiring the imagination and potential of organisations, leadership, management and individuals through learning facilitation, executive coaching, Paradox Management and Strategic Engineering.



If you are facing 'impossible' people problems in your business or are interested in engaging, empowering and developing your people (or yourself!), you can contact joe@imaginariumdev.com or 01892 309205. For more information: www.imaginariumdev.com

## Kreston Reeves named as one the of UK's top financial planners for the sixth year in a row

Independent financial advisory Kreston Reeves have been named as one of the UK's leading financial planning firms by the influential trade magazine Citywire New Model Adviser.

Every year, Citywire New Model Adviser identifies the 100 financial planning and advisory firms who are 'at the top of their game'. And for the past six years the Kreston Reeves' dedicated financial planning team has made the cut, with their expertise in dealing with vulnerable clients and its commitment to training and developing the next generation of financial planners being particularly highlighted.

Julia Parsons, a Director at Kreston Reeves Financial Planning said: "To be recognised as one of the leading independent financial planning firms in the UK for six years is a tremendous honour. It marks the dedication and professionalism of the whole team."

"We are particularly pleased that our commitment to training and developing the next generation of financial planners has been recognised. It is something we hold to be important, not just to our own business but to our clients and their families."

Kreston Reeves Financial Planning currently has 26 dedicated members of staff with six

Chartered Financial Planners. The team takes a holistic view of an individual's financial position, advising business owners, company directors, those with inherited or earned wealth and those approaching retirement on all areas of pensions, investments, protection and financial planning.

In addition to being a Chartered Financial Planning firm, they also voluntarily subscribe to The Pension Transfer Gold Standard and have a specialist Society of Later Life Adviser, ensuring their clients only receive the very best independent financial advice.

www.krestonreeves.com

## Top year for FASTSIGNS



FASTSIGNS Crawley have ended 2019 on a high having won the award for 'Sales Improvement of the Year' at the recent FASTSIGNS UK convention and could not be more thrilled.

It has been quite a year for the team with Alan White and Melanie and Jose Martinez buying the business having all worked at FASTSIGNS for over 20 years.

Melanie told us 'It was always our plan to one day buy the business we love having invested so many years of our lives in it. We could not be happier to finish our first year as owners having won this award with a 40% sales growth and are immensely proud of

what we have achieved. The support we have received locally especially from fellow gdb Members and Manor Royal businesses has been overwhelming and for this we are truly grateful'.

'People don't always realise we are part of a franchise as we are independently owned and run however the benefits of being a FASTSIGNS with over 700 stores worldwide in 11 countries has huge advantages for us. Having such a large network means not only do we get around the clock support from FASTSIGNS International, we also have a wealth of knowledge at our fingertips through the network via the other franchisees which is invaluable'

'The UK Convention is a wonderful opportunity to meet up with fellow UK owners as well as hear from our CEO Catherine Monson who is also 1st Vice Chair of the International Franchise Association 'IFA'. Listening to Catherine as keynote speaker is always a highlight for us and to win the award is the icing on the cake, the perfect finish to an amazing year. We are excited about what we can achieve in 2020'.

FASTSIGNS are based on the Gatwick Road in Manor Royal where you can visit them for any visual communications or signage requirements [www.fastsigns.com/854](http://www.fastsigns.com/854)  
Tel: 01293 520776

## Jago celebrates becoming certified B-Corps in the UK

Jago recently joined the likes of Innocent Smoothies, Ella's Kitchen and The Cook Shop in becoming one of the first certified B-Corps® in the UK.

I left a high-earning role at Yell to pursue a career centred more around purpose, setting up my own brand and marketing agency in 2014, and soon after my son was born with significant health issues. In late 2015 my daughter was born and she too had serious health problems. I worked hard to keep the business alive whilst dealing with traumatic events in my personal life. This struggle ultimately changed the course of the business. I wasn't interested in just selling advertising to make a quick buck - I

wanted purpose, but also to give back and to express gratitude.

In the summer of 2018, I had a meeting with my co-founder Steve Richards. We discussed our vision for the business, and Steve mentioned he would love to work with a B-Corp®. I didn't know much about B-Corps®, so I started researching. The more I read, the more I thought: why settle for just working with a B-Corp®; why not become one!

The team agreed to take our best shot at certification, knowing that the process itself would push us all to grow as individuals and as a business. The process

was rigorous and required a lot of work, but eventually we got the news we wanted; Jago is now a certified B-Corp®.

This has been the most significant achievement of my professional career; I am incredibly proud of Jago and the impact we are making. I have learned more in the last eleven months than the previous 4 years put together, and we all feel excited for the future.

Selling things and making money is ok, but using business as a force for good is exhilarating.

<https://wearejago.com/>

## It's official – Homes Partnership is one of the very best Estate Agents in the country!

Homes Partnership has been independently identified as one of the top estate agents in the country and now features in the Best Estate Agent Guide.

The Best Estate Agent Guide is a website that provides an independent reference source for sellers and landlords, who can search for the best sales and lettings agency offices in their areas.

The website is compiled by Property Academy, with the support of Rightmove, the UK's leading property portal.

There are c. 15,000 estate agents in the country and Homes Partnership was among this year's award winners putting them in the top 3% of estate agents in the country.

Over 3 billion data points were analysed and

20,000 mystery shops carried out in the search for this year's top performers – the biggest assessment of any industry. The awards are made for property marketing, results and customer service – which consumers consider to be among the most important criteria when selecting which agent to sell or let their property.

Peter Knight, founder of the Property Academy, commented: "We set out to provide the home mover with a reliable resource to help identify the best estate agent in each area, whether someone is looking to sell or let a property. Only the best branches make it into the Best Estate Agent Guide and only the top 3% have been recognised with an award."

Adam Charlton, Director said "These awards follow a rigorous and independent



assessment and we are thrilled to have been recognised as among the best in the country".

If you're thinking about selling or letting a property, then please get in touch - we will be very pleased to provide you with our advice and you can be confident that you're dealing with one of the very best estate agents in your area.

[www.homes-partnership.co.uk](http://www.homes-partnership.co.uk)

## LoveLocalJobs.com WINS Award for Best Regional Job Board

LoveLocalJobs.com has won the Best Regional Jobs Board award at the 2019 National Online Recruitment Awards. The NORAs receive thousands of nominations each year. Finalists were put through a judging process to assess the websites from a job seekers perspective. All winners were announced on Wednesday 13th November in a glamorous award ceremony at Sway, London.

The National Online Recruitment Awards have been created to acknowledge and reward excellence in online recruitment practice. Established in 2001, 2019 this year's ceremony marks the nineteenth NORAs. The list of past finalists and winners accurately illustrates the evolution of the UK online recruitment sector, which is now recognised as the most advanced and competitive in the world. It is this competition to satisfy increasingly "Internet savvy" candidates which has fuelled one of the fastest-growing industries in the UK.

LoveLocalJobs.com promote a wide variety of opportunities at all levels – working with an array of the region's best employers including American Express and Sussex Community NHS Foundation Trust. 2018 saw the creation of the LoveLocalJobs.com Foundation C.I.C to accompany the jobs board, leveraging the positivity, influence and incredible inspiration of local businesses and influencers to engage and inspire young people to become the best possible version of themselves they can be.



Gary Peters, Founder and CEO of LoveLocalJobs.com said "To be nominated for the Best Regional Job Board in the country is an amazing achievement but to win it is the highest compliment we can get, especially from our fellow professionals. The secret of our success is providing our local communities with the best local jobs and much-needed careers information, advice and inspiration they need to be

successful in today's very competitive marketplace. We love what we do, and long may it continue!"

[www.lovelocaljobs.com](http://www.lovelocaljobs.com)



## Top Award for local Executive Assistants

Emily Darnell and Esther Dawson, both Executive Assistants to the CEO's of two successful Sussex businesses, respectively PVL UK in Burgess Hill and Ridgeview Wine Estate on Ditchling Common, picked-up a prestigious award at the Manchester PA Awards on 6th November. They have been recognised with the Best External PA Network award for their work in setting-up and developing the Sussex PA Network.

The Sussex PA Network was founded in July 2015 and is a free-to-join professional networking and learning group for Personal Assistants, Executive Assistants, Office Managers, Admin Assistants and Virtual Assistants. Esther and Emily established the group when they were unable to find a network or support group in their area for EAs and PAs. They are both passionate about their work and understand how dramatically

these roles have changed over the last 10 to 15 years through developments in technology, work environments and working practices.

Emily and Esther were delighted with the award, with Emily explaining: "We are thrilled! It was a complete shock as while we were delighted to have been shortlisted, we were up against some excellent finalists including past-winners. It's great recognition of the strength of the Sussex PA Network and we look forward to continuing its successful growth."

The most recent Sussex PA Network event was held at the stylish Malmaison in Brighton on 15th October. Keep an eye on [www.sussexpanetwork.co.uk](http://www.sussexpanetwork.co.uk) for more information or follow @SussexPANetwork on Twitter to get involved.

[www.pvluk.com](http://www.pvluk.com)



## Mid Sussex Wood Recycling are Runners Ups for Business in the Community



Recently, we were presented as Runners Up in the Mid Sussex Applauds Awards (organised by Mid Sussex District Council), for Business in the Community.

This was important to us for a couple of reasons... It was a nomination, which meant that others within the Mid Sussex District had thought to nominate and vote for us in this award. It was for our activity as a Business within the Community.

We realise that without the Community, we wouldn't have a Business;

- The Community provides our employees, who work in all weathers to collect and process timber for recycling and reuse.
- The Community are our customers. They come to our barn and buy timbers, which they then takeaway and create everything from raised vegetable beds to wonderful wall cladding.
- The business Community, within the Gatwick Diamond area, rely on us to recycle their waste timber and advise on alternative disposal methods.

We work within the Community and have donated timbers and resources to local

projects: Horsham and Burgess Hill Shed projects – which helps alleviate loneliness in the community Haywards Heath Horticultural Society – creating the River of Poppies event to commemorate the end of WWI.

So, we would like to pass on our Thanks to 'the Community' because, without you there would be no Mid Sussex Wood Recycling.

[www.midsussexwoodrecycling.com](http://www.midsussexwoodrecycling.com)



## gdb welcomes New Members

Membership of gdb will help you raise your organisation's profile within the Gatwick Diamond and build your business connections.

### Servo Private Wealth

www.servoprivatewealth.com  
07771 800222  
Accounting/Financial Services

### Astec Computing

www.astec.website  
01424 460721  
IT Services/IT Support

### Lookers Mercedes-Benz of Gatwick

www.lookers.co.uk/mercedes-benz/contact-us/mercedes-benz-of-gatwick  
01293 594300  
Car Dealership

### Vanix

www.ampito.com  
08703 521001  
IT Services/IT Support

### Transworld Business Advisors London South West

www.tworldba.co.uk/locations/London-South-West  
01372 540989  
Accounting/Financial Services

### Reed

www.reed.co.uk  
01293 547455  
Recruitment/HR

### Crystal Palace Football Club

www.cpfc.co.uk  
02087 68600  
Leisure/Entertainment

### Enables IT

www.enablesit.com  
01372 453232  
IT Services/IT Support

### Michael Page, Brighton

www.michaelpage.co.uk/jobs/brighton  
01273 201200  
Recruitment/HR

### Regus

www.regus.co.uk/offices/united-kingdom/west-sussex/crawley/office-space/crawley-gatwick-airport-manor-royal  
01293 301300  
Office Services

### SPB Business Support

www.spb-bs.com  
07974 202730  
Business Support

### Phileas Fogg's World of Adventures

www.phileasfoggsworldofadventures.co.uk  
01273 007799  
Leisure/Entertainment

### New Heights Consulting

www.linkedin.com/company/newheightsconsulting/about  
07989 741551  
Business Consultants

### Switchplane

www.switchplane.com  
01323 505980  
IT Services/IT Support

## Booking Information

We now use [www.eventbrite.com](http://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.

## Referral Thanks

- Dawn Chandler from Lingfield Park Resort for Stanhill Court Hotel
- Ali Waters from Ali Waters Associates for Transworld Business Advisors London South West
- Carol Whitney from The Old Ship Hotel for Phileas Fogg's World of Adventures

## Previous Meetings & Events:

The past two month's meetings were:

### November:

The Gatwick Diamond Business and Roffey Park Institute Future of Work Forum  
[www.roffeypark.com](http://www.roffeypark.com)

The Gatwick Diamond Business Awards: How to Win Awards Seminar Hosted by Reigate and Banstead Borough Council  
<http://www.reigate-banstead.gov.uk/>

gdb Wine Tasting & Tour Hosted by Denbies Wine Estate  
[www.denbies.co.uk](http://www.denbies.co.uk)

The Gatwick Diamond Business and HSBC Breakfast & Networking  
[www.hsbc.co.uk](http://www.hsbc.co.uk)

The Gatwick Diamond Business Awards: How to Win Awards Seminar Hosted by Harwoods Jaguar  
[www.harwoods.uk.com/jaguar](http://www.harwoods.uk.com/jaguar)

Networking at Ease Hosted by Hartsfield Manor  
[www.hartsfieldmanor.co.uk](http://www.hartsfieldmanor.co.uk)

gdb Educational Seminar & Members Meeting Hosted by Stanhill Court  
[www.stanhillcourthotel.co.uk](http://www.stanhillcourthotel.co.uk)

### December:

Salary Survey Launch with Hays & gdb Hosted by East Surrey College  
[www.esc.ac.uk](http://www.esc.ac.uk)

gdb Christmas Lunch Hosted by Copthorne Hotel London Gatwick  
[www.investors.millenniumhotels.com](http://www.investors.millenniumhotels.com)

## Forthcoming Events

7th January 2020

### Pastries & Networking

Hosted by Freedom Works – Crawley  
8.30am – 10am  
Free for members only

16th January 2020

### gdb Re-energise Conference

Hosted by Stanhill Court Hotel  
08:30am - 14:30pm  
£75+VAT – gdb Member ticket  
£95+VAT – Non-member ticket

21st January 2020

### What's the Point???

Hosted by Basepoint Business Centre, Crawley  
5:15pm – 6:30pm  
Free for new members and non-members

23rd January 2020

### Networking at Ease

Hosted by Denbies Wine Estate  
12pm – 2:30pm  
£35 + VAT for gdb members  
£45 + VAT for non-members

31st January 2020

### January Members Meeting

Hosted by Canon (UK) Ltd with Reigate & Banstead Borough Council  
11am – Educational Seminar (Please book separately)  
12pm – Registration & Coffee  
12:30pm – Members Meeting  
1pm – Lunch and Networking  
2:30pm – Close  
Free for members only  
£25+VAT guest fee

6th February 2020

### gdb Cream Tea and Networking

Hosted by Ockenden Manor  
2:30pm – 4:30pm  
£18+VAT for gdb members  
£22+VAT for non-members

12th February 2020

### Elevenes and Networking

Hosted by Cancer Research UK  
10.30am – 12pm  
Free for members only

19th February 2020

### gdb Express Lunch

Hosted by Sandman Signature Hotel  
12pm – 2pm  
£22+VAT for gdb members  
£32+VAT for non-members

28th February 2020

### February Members Meeting

Hosted by K2 Crawley  
11am – Educational Seminar (please book separately)  
12pm – Registration and Coffee  
12:30pm – Members Meeting  
1pm – Lunch and Networking  
2:30pm – Close  
Free for members  
£25+VAT guest fee

### Magazine Disclaimer

All rights reserved. The views expressed in this publication are not necessarily those of the publisher.

The publisher cannot accept responsibility for any errors or omissions relating to advertising or editorial provided by other agencies or parties. No part of this publication may be reproduced without prior written consent from the publisher.

No responsibility is accepted for unsolicited materials or for the return of these materials while in transit.

The Source is published by Gatwick Diamond Business

Editor: gdb Team

Basepoint, Crawley, RH11 7XX

### Get in Touch

t: 01293 440088  
www.gatwickdiamondbusiness.com

Gatwick Diamond Business  
14 Basepoint, Metcalf Way  
Crawley RH11 7XX

Stay up to date on the Chief Exec follow him on Twitter  
[twitter.com/gdbizjeff1](https://twitter.com/gdbizjeff1)

To learn more about gdb membership follow us on Twitter  
[twitter.com/gdbmembership](https://twitter.com/gdbmembership)

## Seminars

31st January 2020

### Gatwick Airport Master Plan & Recent Developments

**Presenter:**  
**Stewart Wingate, Chief Executive of Gatwick Airport**

Stewart Wingate, Chief Executive of Gatwick Airport, will present on developments at Gatwick Airport including ambitious plans to ensure it meets the demand of passengers and businesses both now and in the future. In particular, he will describe and take questions on the implementation of Gatwick's Masterplan and the key proposal for major investment to bring the existing northern, or stand-by, runway into regular operational use.

**Venue:** Canon (UK) Ltd, Woodhatch, Reigate, RH2 8BF

**Date:** Friday 31st January 2020

**Time:** 11am-12pm (prior to the members meeting)

28th February 2020

### Learning Through Doing

**Presenter:**  
**Dr Andrew Spiers MBE, Ardingly Solar Car Project Manager**

The story of two colleges (Ardingly & Ifield) coming together to design, build and race a state-of-the-art solar powered car across Australia (Darwin to Adelaide) in the 2019 Bridgestone World Solar Challenge. Out of 52 entrants only 31 finished this gruelling race. This school solar team with the help of many local firms and the patronage of HSH Prince Albert II outperformed some of the top universities including Cambridge and Stanford.

The talk will discuss how these two schools brought industry right into the heart of the classroom educating students by building this solar car. Future plans will also be discussed including: a UK road journey from John O'Groats to Crawley to highlight the need for sustainable transport, the design and building of a new flat pack solar powered car for the developing world and the instigation of a new school course in sustainable engineering developed with the Institute of the Motoring Industry.

**Venue:** K2 Crawley

**Date:** Friday 28th February

**Time:** 11am - 12pm (prior to the members meeting)

**NB:** These events are free for gdb Members and Non-Member Guests who have purchased a Member Meeting Guest Ticket.

# Creative Pod.

## Specialists in raising the profile of individuals through PR

Whatever your goals or ambitions, we offer a tailored service to help strengthen your public profile, increase your media exposure and raise awareness of your personal brand. We have helped many entrepreneurs to promote their achievements and promote themselves as an influential figure.

Get in touch today at [hello@creativepod.net](mailto:hello@creativepod.net)

T 01293 908 100 | E [hello@creativepod.net](mailto:hello@creativepod.net) | F @CreativePodUK | T @CreativePodUK | Creative Pod UK

## YOUR FIRST CHOICE FOR GATWICK HOTELS

[WWW.GATWICK-HOTELS-ASSOCIATION.COM](http://WWW.GATWICK-HOTELS-ASSOCIATION.COM)

**Airport Inn  
Gatwick**



[britanniahotels.com/hotels/the-airport-inn-gatwick](http://britanniahotels.com/hotels/the-airport-inn-gatwick)

**Alexander House  
Hotel**



[alexanderhotels.co.uk/alexander-house](http://alexanderhotels.co.uk/alexander-house)

**Arora International  
Crawley**



[gatwick.arorahotels.com](http://gatwick.arorahotels.com)

**Bloc Hotel  
Gatwick Airport**



[blochotels.com/gatwick](http://blochotels.com/gatwick)

**Copthorne Hotel  
Effingham Gatwick**



[millenniumhotels.com/en/gatwick](http://millenniumhotels.com/en/gatwick)

**Copthorne Hotel  
London Gatwick**



[millenniumhotels.com/en/gatwick](http://millenniumhotels.com/en/gatwick)

**Courtyard by Marriott  
London Gatwick**



[marriott.com/lgwcy](http://marriott.com/lgwcy)

**Crowne Plaza  
London Gatwick**



[cpgatwick.com](http://cpgatwick.com)

**Crowne Plaza  
Felbridge**



[cpfelbridgegatwick.co.uk](http://cpfelbridgegatwick.co.uk)

**Europe Hotel  
Gatwick**



[britanniahotels.com/hotels/the-europa-gatwick-hotel](http://britanniahotels.com/hotels/the-europa-gatwick-hotel)

**Hampton by Hilton  
Gatwick Airport**



[hamptoninn3.hilton.com](http://hamptoninn3.hilton.com)

**Hilton London  
Gatwick Airport**



[gatwick.hilton.com](http://gatwick.hilton.com)

**Holiday Inn  
Express Crawley**



[hiexpresscrawley.co.uk](http://hiexpresscrawley.co.uk)

**Holiday Inn  
Gatwick Worth**



[higatwickworth.co.uk](http://higatwickworth.co.uk)

**Holiday Inn  
London Gatwick**



[higatwickairporthotel.co.uk](http://higatwickairporthotel.co.uk)

**Ibis Hotel  
London Gatwick**



[ibis.accorhotels.com/gatwick](http://ibis.accorhotels.com/gatwick)

**Langshott Manor  
Hotel**



[alexanderhotels.co.uk/langshott-manor](http://alexanderhotels.co.uk/langshott-manor)

**Marriott  
Lingfield Park**



[marriott.com/lgwgs](http://marriott.com/lgwgs)

**Russ Hill  
Hotel**



[britanniahotels.com/hotels/the-russ-hill-hotel](http://britanniahotels.com/hotels/the-russ-hill-hotel)

**Sandman Signature  
Hotel Gatwick**



[sandmansignature.co.uk/hotels/signature-gatwick-zlgw](http://sandmansignature.co.uk/hotels/signature-gatwick-zlgw)

**Sofitel  
Gatwick Airport**



[sofitelgatwick.co.uk](http://sofitelgatwick.co.uk)

**Stanhill Court  
Hotel**



[stanhillcourthotel.co.uk](http://stanhillcourthotel.co.uk)

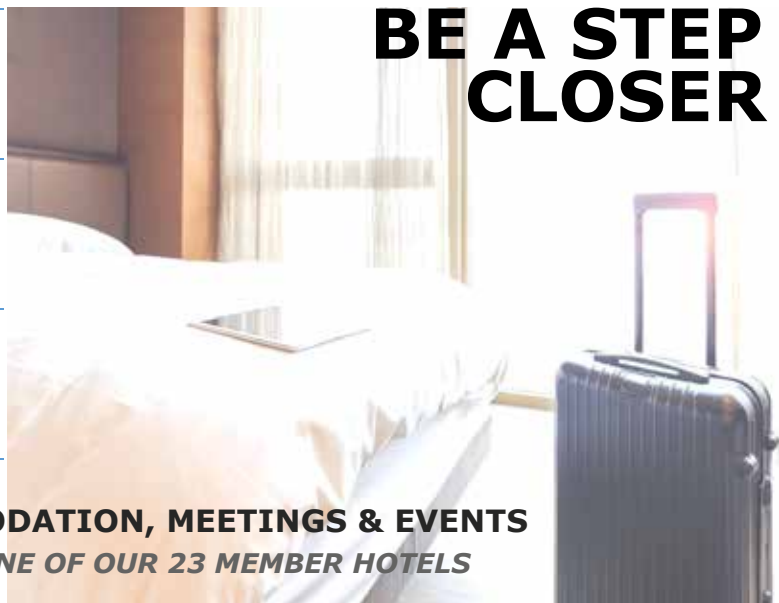
**Yotel  
Gatwick Airport**



[yotel.com/en/hotels/yotelair-london-gatwick](http://yotel.com/en/hotels/yotelair-london-gatwick)



**BE A STEP  
CLOSER**



**ACCOMMODATION, MEETINGS & EVENTS**  
**BOOK IN ONE OF OUR 23 MEMBER HOTELS**