



# the Source

Jul/Aug 2018 #GettingBusinessDone

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So Long, Farewell  
Auf Wiedersehen, Goodbye  
Adieu, adieu, to you & you & you

It is with very mixed emotions that, after 14 years & around 80 editions, I write my final 'Jeremy's Jottings' in the gdb Magazine, the Source.

Mixed emotions as I'm sad, proud and excited.

Sad to be leaving an organisation that has been a major part of my life for 14 years in this century and 6 years in the last! It has been an honour to work with so many outstanding businesses and other organisations that make up the Gatwick Diamond and beyond.

Proud to see the evolution from a relatively small & parochial networking group that delivered 10 events in my first year, with around 150 members and a turnover of c£80,000. Today, a team of six are delivering in the region of 100 events to over 450 members and turnover exceeds £500,000.

And, of course, I'm excited for what is to come for both gdb and for me.

After 14 years the time is right for a new custodian of gdb. The organisation has a fantastic team and we are in the strongest position I can think of across the past 65 years.

Across the years I've worked with 8 Chairmen, we've held 98 Executive Council Meetings, 15 AGMs and hundreds of networking and learning events, created

and delivered the Gatwick Diamond Business Awards and, I firmly believe, we have created thousands of opportunities for businesses to connect and grow.

We've also lobbied and pressed on many issues to support the area and gdb is now the respected and informed voice of business in the region.

I'm sure that the next Chief Executive will face challenges as well as welcome opportunities and will continue to deliver for the membership and for the wider Gatwick Diamond Region. As for me, I'll still be in the area and hope to catch up at some point in the future

Every one of 'Jeremy's Jottings' has closed with 'I look forward to working with you'.

But this time I'd like to say 'I've enjoyed working with you'

## Chairman's Column

My two-year term as Chairman comes to an end shortly, though I'm very pleased to say I am continuing for another term. We've achieved so much in this time, but always so many more possibilities!

We held a strategy session recently for the gdb Executive - we looked at how we work now, what are our challenges & opportunities.

We know we do networking well - building business relationships. We'll do more of the same & also try different approaches, to get all members working together.

Representing our members, we are the voice of business in the region. We will continue to work with other bodies (e.g. BEIS, C2C, GDI) to contribute to economic strategies.

As in all things, communication is key. We'll plan targeted regional & national promotions. We will connect members, for collaborations & partnership working. We will share info amongst the membership so we all benefit.

At our next session, the Executive will explore further how gdb can contribute to issues such as workspace, skills, transport & funding, plus work-life balance, environment & the out-commute.

So we will develop the new business plan, for 2023 when gdb celebrates its 70th anniversary!

We'll be doing this with a new Chief Executive as, after 14 years, Jeremy is moving on. We're planning the transition period to ensure gdb continues to run smoothly.

It has been a great 14 years and I'm so pleased with how gdb has become such a well-recognised and respected organisation. I am sure you will join me in wishing Jeremy all the very best!

Over the last couple of years we have made real progress with a great team in place, a dynamic membership, as well as more varied and valued services.

### **The new gdb Chief Executive... could it be you?**

Details & job description are on the website - applications by CV by 16th July. Or if you know someone who'd be great for the role, please do pass this info on to them.

We look forward to the next exciting stage of gdb's growth.



**Anya Ledwith**  
Eshcon Ltd

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[www.eshcon.co.uk/gdb](http://www.eshcon.co.uk/gdb)



**21st November 2018**  
THE ARORA HOTEL, CRAWLEY

## Don't just Meet the Buyers get yourself connected

The Gatwick Diamond Meet the Buyers Programme brings together Buyers and Suppliers to help each other grow their businesses.

**For Buyers**, you will have the opportunity to meet new Suppliers of the products and services you need as well as explore ways to solve your procurement issues.

**For Suppliers**, you will be able to access the kind of businesses you simply cannot reach elsewhere, with face to face meetings with their procurement professionals.

From June 2018, there will be a programme of free Seminars to help you understand how to engage with Public Sector and large businesses that are seeking new suppliers as well as improve your general sales processes.

**t: 01293 813889    e: [info@gatwickdiamondmeetthebuyers.com](mailto:info@gatwickdiamondmeetthebuyers.com)**

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## gdb Charity Challenge 2018 & Raffle Raises Thousands for Charity

The gdb Charity Challenge took place at The South of England Event Centre on 10th May 2018. The teams met for a fun filled afternoon of fully supervised 'It's a Knockout' events. Teams included: 4D Data Centres, B&CE, The People's Pension, 2 teams from Chestnut Tree House Children's Hospice, DMH Stallard LLP, Driver Hire Gatwick, Gatwick Express, Kingston Smith LLP, Kreston Reeves, McCrudden Training, Natwest, Porsche Centre Mid-Sussex, Richard Place Dobson and Storm12.

The event was a great team building activity for colleagues, clients and new contacts to build stronger relationships. The gdb Charities were out in force with an 'on the day' raffle and tuck shop, whilst cheering the teams on and

raising awareness for their charity. After using all that energy on the 'It's a knockout' events, participants enjoyed a delicious 2 course alfresco Paella dinner and canapé desserts, courtesy of Paella Fella.

To add to all the fun, tickets for the gdb charity raffle were on sale from early this year. Top prizes included a Canon SX620 HS Powershot, Half Day Driving Experience at Porsche Experience Centre and many more!

All of this in aid of the following charities: Chestnut Tree House, Dame Vera Lynn Children's Charity, Golden Lion Childrens Trust, Kent Sussex & Surrey Air Ambulance, NSPCC, The Olive Tree Cancer support Centre, Rockinghorse, St Catherine's Hospice, SASH

Charity, Sussex Wildlife Trust, Young Enterprise, Young Epilepsy, West Sussex Mediation Service

Many thanks to everyone who gave their support with special mention to our raffle prize donators Canon UK, Porsche Centre Mid Sussex, South Lodge Hotel, British Airways i360, Hilton London Gatwick, Gatwick Footgolf, Brighton Harbour Hotel, Crawley Town Football Club, Hartsfield Manor, Holiday Inn Gatwick Airport, The Old Ship Hotel Brighton, The Hawth Theatre; ABC Eventsafe for providing first aid cover; Sussex Promotions for sponsoring the gdb team attire and LPG Photographic for the photography.

**A grand total of £4,070 was raised for our member charities.**

## 'I Need A ...' Noticeboard Leads to Charity Challenge Success!

You may have read recently about this year's hugely successful Charity Challenge, which raised thousands of pounds for local Charity. This year, the group made use of the 'I Need A ...' initiative to enlist the help of another gdb member - printing.com.

"We needed a large, printed banner at the venue, advertising the Charity Challenge to the general public, in the weeks leading up to the event," said Nick Handley, of West Sussex Mediation Service. "I thought, 'what better way to get one printed than by looking amongst the gdb membership?' The process was so simple; I just filled in the 'I Need A ...' request form at

the members meeting, handed it to Mandi and, shortly afterwards, received an email from Jim at printing.com, offering to help."

A brief email conversation led to the design and print of the 2m x 1m vinyl banner you can see pictured, which was up at the venue just two weeks later.

"It's great that the gdb team makes such an effort to bring members together in this way," commented Jim Bolt, of printing.com. "When members support other members like this, the whole of gdb benefits through their successes."



The 'I Need A ...' noticeboard is available at every members meeting, and the gdb team are always available to help make the connections. If you'd like to find out more about this particular project, contact Jim on [crawley@printing.com](mailto:crawley@printing.com).

## Kreston Reeves – your partner in business

The demands and needs of businesses, their owners and senior management teams are constantly changing. Opportunities are created by new and emerging technologies and changing political landscapes.

Successful businesses need successful advisers that understand these challenges and can bring experience, insight and expertise to a business at a time when it is needed most. That is where Kreston Reeves can help.

Kreston Reeves is firmly rooted in Gatwick, supported by offices across Sussex, Kent and London. It offers businesses in the region the full range of support they need, whether audit and accounts, payroll, VAT and tax, online accounting, restructuring, valuations and wealth planning for business owners.

The demand for corporate finance support in and around Gatwick continues to be strong with

businesses looking to raise funds, merge or sell up. International investment also remains strong and continues to drive activity.

In June, Kreston Reeves further strengthened its corporate finance offering merging with Surrey-based corporate finance boutique SamCorp and appointing Jack Clipsham as Corporate Finance Partner.

SamCorp directors Peter Samuels and Darren Hurdle have moved into the Kreston Reeves Gatwick office on the Manor Royal Estate. SamCorp's team have been behind some of the highest profile company sales and acquisitions in the South East over the past two decades. Peter won the Dealmaker of the Year 2018 Award in the Insider South East Dealmakers Awards.

Jack Clipsham is an experienced Corporate Finance Partner with a track record of establishing, developing and leading advisory

and transaction support teams. Over his career Jack has concentrated on SME and mid-market clients and has major achievements in developing business in both the South East of England and East and South East Asia. His international exposure and global contact network complements the firm's work with its partners in the Kreston International network.

The team will work alongside businesses in Sussex and across London and the South East who wish to raise funds, acquire businesses or to sell, as well as overseas businesses looking to invest into the region.

These developments continue the expansion of Kreston Reeves to create one of the most experienced accountancy and business advisory firms in London and the South East. For accountancy, business advisory or financial services, please contact Paul Roe, Partner at Kreston Reeves, [paul.roe@krestonreeves.com](mailto:paul.roe@krestonreeves.com), 0330 124 1399.

## gdb Team says Goodbye and Good Luck to Jeremy



On hearing that Jeremy Taylor has decided to step down as Chief Executive of Gatwick Diamond Business after 14 years in post, the gdb team have each written a few words of appreciation for Jeremy before his final day, to say thank you for all the hard work he has done for the team and the organisation throughout the years.

### **Bryony Bland – Marketing and Membership Assistant:**

"It's amazing how much gratitude and respect you can have for someone after only knowing them for a year. Jeremy has made coming into work every day an absolute pleasure for me and the team. I already know I'm going to miss his unique sense of humour, sense of balance (Ask me about the chair incident) and his ability to make everyone feel like a valued team member. That being said... although it's going to be hard to say goodbye to Jeremy, there may be one or two things that won't be missed so much. For

example; those zebra print leggings we all know and love, as well as the endless football references I don't understand. Despite this, I wish you all the success in your next journey and I know you'll miss us as much as we'll miss you. Good luck Jeremy!"

### **Shelby Beeden – Marketing and Events Assistant:**

"Jeremy has always made me feel a valued part of the team and I am very thankful for this. He has enabled me to be more confident, contribute new ideas and supported me through my training and development. As well as this, he has made us all laugh! Some of my favourite memories are; going to the i360 for our Christmas outing, Jeremy running around the office shouting 'IT'S SNOWING!' and Jeremy & Jack's version of the Dirty Dancing lift. Jeremy always has his 'door' open and it has been a pleasure working with him. All the best JT!"

### **Mandi Lloyd – Membership Development Executive:**

*Mandi has chosen to interpret her thoughts and feelings through song titles for Jeremy:*

It's "Time To Say Goodbye" but "Don't You (forget about me)" or should I say .....us! I want to "Thank You" for "All The Small Things" you have done for me over past two years.

Every day is a "Laugh and Be Happy" day and I feel "Lucky" to have worked "9 to 5" with you. I have "High Hopes" for your "Next Big Thing" and I am sure you will be "On Top of the World" Mustn't "Ramble On" for too long so "See You Later, Alligator" as I "Never Can Say Goodbye" #jeremywho

### **Sally Brown – Office and Events Manager:**

Our Chief Exec is leaving, we can't believe our ears!  
Who will be our leader? (He's been here 14 years!)  
His joy and sense of humour, are plain for all to see.  
Amazing fun to work with, he's "Mr gdb"!

He gave the brand a revamp, and guided us to grow.  
He's very well connected, and always in the know.  
Empowering & supportive, adaptable and true.  
Team gdb is strong now, and it's all because of you!

We love you Mr Taylor, you really broke the mould.  
But your silly songs and stupid jokes, are starting to get old!  
Enjoy your new adventures, have fun and keep in touch!  
Team gdb have got this- (but we'll miss you very much!)

## Our Survey Says...

Every year we run a Members Survey to find out how well we are doing and what we could do to improve the services we provide to you, the Membership.

99% of respondents (& we had yet another all-time high response) value the membership and gave us a big thumbs-up for doing a good job.

We are always looking to learn and develop the benefits of membership and from the 2017 Survey we have seen the introduction of 3 more topic groups, the 'I Need A... notice board' and a more interactive aspect to the Members Meeting, throwing the discussion open to the attendees.

In response to the question "What we do well";

- The proactive approach from the gdb Team
- Engaging and friendly environment - a sense of 'belonging'
- Communications being kept up to date with various activities
- The members meeting - seminar, networking and informing all in one!

### • Variety of businesses

Of course, there are always things we could do better, we were asked for:

- Regular updates like a weekly email shot
- More opportunity for networking with bigger businesses
- Even more events
- Email reminders for 'the Source' deadlines
- Members only Members Directory Listing

Asking what services have you used in the past twelve months (in a Top of the Pops style) we have in at

- 3 – connecting with other organisations
- 2 – 'the Source' read
- and number 1 is networking meetings.

It was good to see two of the new member benefits introduced recently; 'over to you' & 'I Need A... noticeboard, have 1 in 10 members being actively involved.

Recent GDPR legislation means we are going against our original idea of doing

smoke signals for gdb communications as 70% of members want to hear about what's happening with gdb via email.

Over the years we have seen a great number of members do "business" with each other and this year is the same; whether sourcing a Banner for the Charity Challenge or a Chef & team helping at a local charity. The ongoing sense of community is growing with many members only sourcing within membership and becoming gdb buyers; collaborations are key.

Looking ahead to the second half of the year and early next year Staff is your top priority, with over 50% of members looking to recruit, develop & train.

With 80% of members satisfied with membership and 80% likely to refer, we would be more than happy to discuss membership with your business contacts.

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01293 440088

## The Executive Council of Gatwick Diamond Business

The gdb Executive Council reflects the mix of gdb member businesses by size, location and sector. Following the recent AGM, several Members have stood down and others have joined the Council

The Council Members are:

- Chairman - Anya Ledwith, EshCon
- Treasurer - Matthew Tyson, Richard Place Dobson
- Director - David Montgomery, Kingston Smith LLP
- Director – Andrew Hookway, Extech Ltd
- Jack Bedell-Pearce, 4D Data Centres Ltd
- Nick Broom, PVL UK Ltd
- Emma Cleary, Ten 2 Two
- Lisa Downs, LJD Law
- Julie Kapsalis, Crawley College
- Simon Pringle, Red River Software
- Dan Sibley, Natwest

The following co-opts to the Executive have served their year and we may well see them return for 2018-19

- Alison Addy, Gatwick Airport Ltd
- John Jory, Reigate & Banstead BC
- Peter Zielke, Courtyard by Marriott
- Dee Mathieson, Elekta

Having served for 5 years, Georgina Angele of The Careers and Enterprise Company Ltd, has to stand down from the Council and we are very grateful for her support & commitment to gdb as well as her time in Chairing the gdb Charities Group.

And finally... Sincere apologies to Brett North of the Thakeham Group who was elected to the council in 2015. Brett should have been invited to restand but due to our error has had to stand down. We hope to be able to welcome him back on the council very soon.

## Meet your gdb Ambassadors



Nicola Blake – Marketing Manager,  
Creative Funding Solutions Ltd



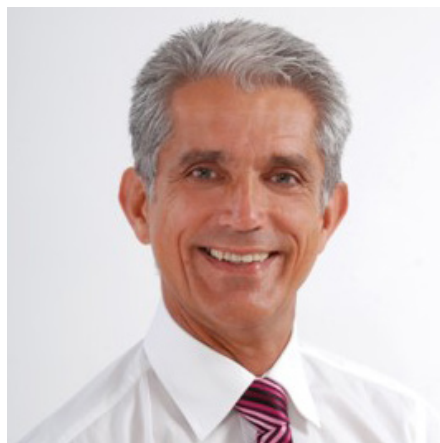
Simon Bland – Economic Prosperity  
Programme Manager,  
Reigate & Banstead Borough Council



Susan Fleet – Founder and MD,  
Lea Graham Associates Ltd



Ben Harvey – Operations Director,  
Storm12 Ltd



Jaffer Lokhandvala – Director,  
E-mpower IT



Sandra Norval, Managing Director,  
Catalicity Ltd

## Workplace dress codes: If the shoes fit...

The updated Government Equalities Office guidelines on dress codes and sex discrimination at work now clarify that ladies should not be required to wear high heels at work. The updated guidance suggests that when it comes to dress codes employers should consider:

- the reasoning behind having a policy;
- consulting with employees and trade unions;
- health & safety implications;
- avoiding dress codes that could lead to harassment; and
- avoiding the prohibition of religious symbols unless they interfere with an employee's work.

In 2015, Nicola Thorp (a receptionist) was sent home after refusing to wear high heels

(as required by her employer's dress code). After generating a vast amount of publicity Ms. Thorp started a petition for a change in legislation making it illegal to require ladies to wear high heels at work. A subsequent inquiry by two Parliamentary Committees concluded that requiring female workers to wear high heels is ultimately detrimental to their health & wellbeing. As a result, the updated government guidelines were published.

The guidance specifically advises employers against imposing gender specific dress requirements. Therefore a requirement that ladies wear high heels is likely to be unlawful, unless there is an equivalent requirement imposed for men. It suggests that employees who consider that their rights have been

infringed should initially attempt to resolve the matter informally. If this can't be achieved they should escalate the matter with their trade unions or the EHRC.

Despite the fact that the guidance has received significant criticism (being called "bland and vague") it did however clarify the dress code controversy raised by Ms. Thorpe's case: Flat shoes should be universally permitted in a working environment, regardless of gender.

For more information on this topic please contact Millie Kempley on 0345 074 2439 or email [millie.kempley@emwllp.com](mailto:millie.kempley@emwllp.com).



## Examining the job application process

Our Hays What Workers Want report 2018 this year looks at the expectations and experiences of professionals when searching and applying for a role and joining a new organisation.

The research looks at exactly what influences an applicant's decision making process, such as time, employer offering, people and communication to identify what factors determine whether someone applies for a new job, and then accepts a new role. Our research is based on survey of 14,600 professionals and employers, with over 1,900 respondents in the South East.

What we found was that in today's intensely competitive talent market, the challenge isn't just finding prospective candidates, it's keeping them engaged throughout the

entire application process to the point of hire and beyond. Our findings show that many organisations are letting future talent slip through their fingers as applications experience frustrations and delays throughout the process, or leave the role early in their employment.

For example, some of our key findings across the South East include that first impressions are particularly important for candidates when assessing an employer and whether they want to pursue a role with them. 48% of employees in the South East said they had been deterred from pursuing a role by a bad first impression of an organisation.

Beyond these first impressions, one of the main deterrents for applicants was a bad experience at interview, as 62% of applicants

say they had been put off further pursuing a role for this reason. Additionally the majority (86%) of applications across the region say they have had a negative experience at a job interview, with the main complaints being unprepared interviewers (43%), and poor communication or a lack of clarity on the steps involved (42%).

It's evident that employers in the South East need to scrutinise their applicant journey and invest both time and resources into addressing the issues potential employees experience when applying for roles to avoid missing out on talent.

To find out further findings from our report, or to request a copy visit [hays.co.uk/what-workers-want](http://hays.co.uk/what-workers-want) or email [helen.kirk-brown@hays.com](mailto:helen.kirk-brown@hays.com)

## Wellbeing Month at K2 Crawley



July is wellbeing month at K2 Crawley, and as the quarter where we traditionally promote Health and Wellbeing we thought this was the perfect opportunity to share our thoughts with our fellow gdb members. Health and fitness for the mind and body is so important and plays such an integral part in workplace satisfaction.

When you invest in workplace health, you are investing in your future. The benefits of physical activity are limitless and here at K2 Crawley we can provide your employees with all the help they need to undertake their fitness journey. Not only can exercise reduce absenteeism and related costs in the workplace, it can increase productivity and employee satisfaction whilst reducing stress related absences. There is a large amount of evidence to suggest that regular activity is related to reducing many chronic conditions, and can improve health outcomes regardless of whether individuals achieve weight loss. The benefits of health and wellbeing can also include staff retention and improved employee engagement, as well as making your company a desirable employer for future

staff. Research from the NHS suggests that individuals who partake in regular exercise can reduce their risk of major illnesses such as heart disease, strokes and diabetes by up to 50%.

We are committed to actively promoting a healthy lifestyle for all our clients, and our top of the range facilities are the ideal place to achieve all your goals. With one venue containing hundreds of possibilities, we have everything you need under one roof!

For more information on the opportunities and advice we can offer you and your employees please contact Lauren Pullen on [lauren.pullen@freedom-leisure.co.uk](mailto:lauren.pullen@freedom-leisure.co.uk).

## Boost your profitability with a Managed Print Strategy

Did you know that by optimising your print fleet you could have the potential to drive efficiencies across every facet of your organisation. Office printing can account for anywhere between 1-3% of company revenues, so if print can be streamlined then the savings can be substantial.

Here are some elements to consider to assist with developing an effective managed print strategy for your organisation:

### 1. Stop buying equipment

Consider is the procurement model of the business, stop individuals and departments buying their own equipment, this is a really costly way to procure and is completely inefficient, not just for the hardware purchase, but the ongoing consumables too.

### 2. Discover what you have

It's important to identify how many print

devices you have, current print volumes and usage patterns. A comprehensive print audit of the entire fleet, along with calculating the total cost of ownership of your current print infrastructure will assist with this.

### 3. Outsource print management

Consider a Managed Print Service with all devices under one central agreement. This brings the benefits of no upfront capital expenditure and a usage based procurement model with one monthly fee covering supplies, service and support.

### 4. Optimise your fleet

A new MPS provision shouldn't be the end of the story. It should be an evolving, ongoing process, working closely with your partner to regular review print usage across the business and to implement improvements to further optimise your print infrastructure.



A Print Management Strategy is an effective way to reduce expenses and increase productivity. As such, companies with these objectives should seriously consider implementing strategies to manage their office printing expenses.

Transform your print operation with a FREE no-obligation assessment of your current print infrastructure to identify where potential savings could be achieved. Please contact our team on 0207 101 0096 or email [contact@itdocumentsolutions.com](mailto:contact@itdocumentsolutions.com) [www.itdocumentsolutions.com](http://www.itdocumentsolutions.com)

## For Strategic Planning, See Your Business as a System



To make your planning more successful, you need to be confident that the goals you are choosing will have a significant impact. If you just pluck a goal out of thin air, or from a list of things you think you 'should' do, you may not be convinced that you're tackling the right

challenges first. Uncertainty leads to lack of motivation and goals not being prioritised.

To raise your confidence, and therefore your focus and motivation, you need to be able to see your business as a system and to be able to see where you are weak or strong. If you can see the cause and effect relationships of the main parts of your business you can identify what to fix for greatest impact.

For example, an apparent need for better sales & marketing may be underpinned by poor customer retention and after sales care.

The 80/20 rule suggests that if we home in on the right area to improve, however

small, it will have a disproportionate impact on results.

You may want to select three such areas to create three annual priorities. If you have less than three, progress may be insufficient. More than three, and it becomes hard to focus. In addition, if you want to engage staff in your plans, most people easily remember up to three things.

For greater clarity when choosing your annual priorities you could try The Business Jet Engine at [businessjetengine.co.uk](http://businessjetengine.co.uk), or to discuss a live demonstration call Martin Riley Leadership & Business Development on 01424 892200.

## Key steps to help you scale up your business

Do you sometimes struggle with time management, creating practical action steps and then execute them efficiently? Creating scalability allows businesses to flourish – sustainably. Scaling – not be confused with growing - is about improving your efficiency as you grow, ie 1+1=3.

### KEY STEPS

**1. Strategy & Self-development:** Creating a clear, thought through strategy is at the core of any successful business. Business leaders must also develop themselves by asking for advice; whether from successful entrepreneurs, Non-Executive Directors or advisors. Another person's perspective

will help you be objective. Be ruthless with your time - prioritizing each day to use your time efficiently to work on your business, not just in it.

### 2. Process easily understood & measurable:

Spending time clearly mapping out your business processes from sales to collection, will allow you to not only communicate, replicate and maintain consistency, which could get lost as you grow, but also let you (or others) see where improvements can be made.

**3. Clients and Networking:** Having a deep understanding of why your clients buy your products or services and building and

fostering critical relationships, is crucial. Develop your Unique Value Proposition that sets yourself apart from your competition and allows you to articulate your competitive strength. Have visibility to your sales pipeline which will allow you to adapt your activities and sustain scalable growth.

There are more steps in scaling your business but do surround yourself with the right team, mentors and connections. A scalable business will attract a better PE ratio, so don't procrastinate but focus on key activities. For more information call Manton Townend for a chat on 07703 446564 or visit us on [www.mantonbc.com](http://www.mantonbc.com)





## How I discovered that not all audiences are the same... And three things you can do about it

It was a tempting challenge. Would I take my TV Newsroom Bootcamp work-shops onto a P&O cruise, and deliver them to an audience of retired passengers en route to the Caribbean?

The idea certainly had its appeal! But would this work for a more elderly audi-ence, on holiday? I've spent the past few years developing workshops that pro-vide leaders and their staff with a roller-coaster experience of what it's like to face the thrice-daily deadlines of the BBC South East newsroom.

Managers love it as a teambuilding activity that's tough as well as fun, with real workplace take-aways around delivery and timekeeping.

But would it fit as a mid-afternoon entertainment gliding between Madeira and Antigua? Here's what I discovered -- with three suggestions that may help you, whether your audience is your client-list, your customers, or your workforce.

1. Remember that audiences can be more open to new ideas than you may think. Most of the passengers loved the interactivity, the sense of fun and the challenge precisely because it made a change from other, more traditional, Guest Speakers who delivered a more sedate talk.



2. Don't take it personally if not everyone loves your new product. Most people did, but some didn't like the energy at all, and made that clear. That's fair, and that's healthy.

3. Take feedback. It's the only way you'll find out. Every visitor to one of my workshops is given a form to fill in (then and there) to tell me what they thought. You can only improve your product if you actually ask people how they perceived it.

I'm delighted to say P&O have invited me back in November. I've now added my

Seven Tales from the Newsroom 45 minute keynote to my repertoire -- a 'sit back and listen' video-illustrated talk that should go down well with those that don't want to be invited to read off my newsreader's autocue after a good lunch. New audiences lead to new ideas and new products, and that's a headline that works for me.

You can find out more about John's Newsroom Bootcamp leadership workshops and Keynote Talks at [johnyoungmedia.co.uk](http://johnyoungmedia.co.uk)

## Is my holiday financially protected?

Booking a holiday and then counting down the days until you can set that 'out of office' on your work email account is one of the most exciting times of the year, isn't it?

### Why do I need to worry about financially protecting my holiday?

If you've booked a package holiday, your holiday is financially protected. If you've booked your flight and accommodation separately and one of the companies fails, you could end up in a situation where you're having to pay for an alternative flight or accommodation.

Even if you book accommodation with a travel agent, if they fail, you could end up losing your money and be left without your hotel room.

### What is ATOL?

ATOL is a financial protection scheme for holidaymakers, all travel companies selling

package holidays with flights must hold an ATOL. If the company isn't registered in the UK, they aren't legally required to hold an ATOL and you might find you aren't as covered as you thought.

If a travel company with an ATOL stops trading, the ATOL scheme protects all customers who had booked with that company. If the company goes into administration before you travel, your money is protected, and you'll be able to apply for a full refund. If you're on holiday when the travel company goes bust, the ATOL scheme guarantees you'll be able to finish your holiday and return home.

### I paid for my holiday using my credit card. If the travel company goes bust can I claim through my credit card provider?

If you've booked your trip and have paid on your credit card, you might be able to make a claim against your credit card company.



### Doesn't my travel insurance cover me?

Not every travel insurance policy will cover you if a company goes bust, so it's best to read the small print and check with your travel insurance provider.

### Is my money 100% safe when booking with Travel Counsellors?

Yes. And it's the highest level of protection you could wish for because it's fully independent. Our financial trust, sits alongside our ATOL cover and financially protects every part of every trip, whether it be the whole holiday, a flight, hotel stay, car hire or even airport parking.

[www.travelcounsellors.co.uk/lisa.tipton](http://www.travelcounsellors.co.uk/lisa.tipton)

## Is direct mail coming back?

In today's digital world, we are faced with so many channels, platforms, forums and feeds when advertising our company or brand. However, getting cut through and grabbing attention is actually becoming harder and harder. It's a distant memory now, those old times when your letterbox was jammed – how many emails do you get compared to business post through your door? Therein lies the new opportunity with direct mail for B2B marketing.

When you look at the stats, direct mail holds attention for longer (up to 17 days on average). Studies have also shown that direct mail is seen to be more believable than email; recipients feel more valued and they have a better impression about the sender's company. These stats are also on the rise – which makes sense when you look at scams and breaches of

security associated with email. This has also been known to increase the ROI for sales team substantially, getting them through the door and on the target's desk - making them stand out more.

On a purely practical level you can see why direct mail can elicit a better response – it has three dimensions instead of two and can play to more of the recipient's senses than on screen. It's no wonder that Google had its best advertising campaign for AdWords through the post.

In the past, direct mail used to be mass-produced, non-personalised and very expensive, but nowadays with a focused, integrated campaign, this does not have to be so. We are not saying digital is out, but if you want to grab more attention - don't forget about print and direct mail in your marketing mix.



Storm12 has recently produced some incredible campaigns for our clients, combining digital and traditional marketing techniques – learn more at [bit.ly/DM-Report-Storm12](http://bit.ly/DM-Report-Storm12)

## Bhavna's Buzz: The Latest in Employment & HR

Bhavna Patel of PDT Solicitors provides some useful insight on data protection matters and how you can limit your staff exposure given GDPR.

### Cases:

ICO Target & Fine	Key Particulars
Humbleside Police = £130k	3 unencrypted discs and accompanying paperwork identifying two individuals were left in an envelope on an officer's desk: information included names, dates of birth and signatures. It is not known if the material was sent to the intended recipient. The package has never been found. The Police also failed to adhere to its own Information Security Policy.
CPS = £325k	CPS lost DVDs containing sensitive victim interviews. The DVDs were sent to another office using tracked delivery. They were: not encrypted (despite its availability); not in tamper-proof packaging; and left at reception. The loss was not noticed for some time.
University of Greenwich = £120k	The university was fined due to a security breach involving many individuals' relevant data including staff sickness records. Attackers gained access to a microsite (no longer in use but not shut down or secured) and posted the data online.

### Key GDPR take away points

- Always consider the risks and consequences of material being lost or stolen before taking any action. Use the safest appropriate method for transfer whether physical or digital.
- Encrypt sensitive material before sending it. Retain a copy and ensure it is stored securely.
- Maintain a detailed audit trail of any data to be transferred, moved or shared (particularly if to a third party or off site). The recipient should confirm safe receipt.
- Ensure hackers cannot get access to your systems. Don't forget old websites or

databases: these should be secured or ideally shut down.

- Staff training is vital. Meaningful policies and procedures will allow staff to know what is expected, and therefore reduce risk.

To discuss any HR or employment issue please feel free to contact Bhavna Patel on 01403 831265 or [bpatel@pdt.co.uk](mailto:bpatel@pdt.co.uk).



## Ear pressure pain whilst flying? You need to 'hear' about this new treatment...



Approximately 1% of the population suffer with pressure symptoms in their ears, Spire Gatwick Park Hospital now offer a new treatment which may offer

some relief. For some people this is only troublesome when flying, due to an inability to equalise the pressures within their middle ears as the flight descends. However, for others it can cause problems at other times, particularly after a cold or sinusitis, when it can be associated with hearing problems, ear popping, crackling or tinnitus.

Most people with this set of symptoms will receive treatment with steroid drops or sprays or will try over-the-counter ear inflation devices. If these treatments prove to be unsuccessful, then the next step might be to consider surgical insertion of ventilation tubes, often referred to as grommets. However, surgery can cause other problems such as changes to the eardrum, ear pain or tinnitus, and the symptoms may return when the grommets fall out.

More recently a novel treatment has been introduced which involves gently stretching the opening of the Eustachian tube using a minimally invasive approach that can be conducted as a short day-case procedure.

This procedure, known as "Eustachian Tube Balloon Dilatation," has been shown to be extremely safe and effective. The procedure is carried out via the nose using endoscopes and a specially designed instrument to access the Eustachian tube without the need for any incision or cut.

Eustachian tube balloon dilatation is now available at Spire Gatwick Park Hospital and can be carried out by Mr Sameer Khemani, Consultant ENT Surgeon and Specialist Ear Surgeon.

Enquiries can be made by contacting Spire Gatwick Park Hospital on 01293 778 906.

## Have you considered the cost of a bad hire?

The job interview process is a chance for employers and candidates to get to know each other and decide whether they are a good match.

As a flexible recruitment agency operating across Sussex, Ten2Two knows only too well how difficult the process can be for employer and candidate alike.

### So, what's the true cost of a bad hire?

Well, beyond the obvious – finding a new recruit and training them up has been thought to cost in excess of £30k – a bad hire can impact your existing team and even lead to lost productivity.

A lot rides on finding the right person for a role – particularly if staff are overstretched due to a lack of people power. Get it right, and you can grow your business and drive success. Get it wrong and it could add up.

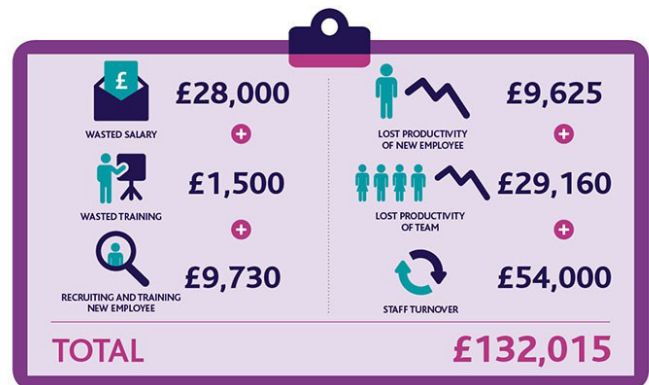
The financial liabilities of a bad hire are substantial and can include induction, training,

recruitment and salary costs. But, in reality, these are often outweighed by the hidden costs; a bad hire may affect morale, staff retention, productivity, perception and how the business is judged by clients and customers.

A bad hire is effectively the lost opportunity to hire the right person for the role.

A report from the REC has quantified these costs and they're much greater than you'd imagine – it can cost over £100k for an unsuccessful member of middle management.

Don't stress about the risks associated with the cost of a bad hire. If you'd like to find



a perfect match for your business, talk to Emma Cleary at Ten2Two. Visit us at [www.ten2two.org](http://www.ten2two.org). With over 11 years' experience in flexible and part-time recruitment, we're experts at finding the right candidate for any role you're looking to fill.

## GDPR – They think it is all over

Unless you were completely cut off from the Internet in the weeks leading up to the 25th May you will surely have seen the avalanche of emails as companies fell over themselves to assure you that they are complying with the new rules. Now that the dust is settled, can we consign the whole panic to history and go back to business as usual like we did back in 2000 when the millennium bug panic was over?

Actually, the much-vaunted date of 25th May was never intended to be a deadline. It is the

start date. Similarly, compliance with GDPR is not really all about rushing out a new privacy notice and decimating your email lists with regaining consent (although I will happily live with the reduction in unread email that I receive as a result). The object of the exercise is to produce a long-lasting change in the way that organisations think about and treat personal information. Personal information is not a commodity that can be collected, hoarded or traded. Rather, the information is the property of the person it is about. As organisations, we are custodians of that information, not owners.

If you wish to interact with people as an organisation, you must gain and keep their trust so that they, in turn, will continue to trust you with their information. To do so in today's information-rich world requires more than knee-jerk reactions to new legislation. It requires that data protection is embedded in the way an organisation thinks about its products and services. GDPR is for life, not just for the millennium.

For more information, see: [www.tomcrellin.co.uk](http://www.tomcrellin.co.uk)



## Get an MBA and develop your negotiation skills

An MBA can catalyse your career or further develop your team. Negotiation

techniques are valuable in order to successfully achieve business goals, but they're also useful when negotiating with your boss or your team about doing an MBA.

Here are some top tips to remember before you approach the negotiation table:

- **Set a target:** Before you enter a negotiation you need to consider your target. By aiming high you will ensure that you do not end up settling for only a slightly better deal.
- **Interests and positions:** A position is a specific want, whereas an interest is

what you actually care about. Make sure to identify and prioritise your interests before negotiating.

- **80% planning, 20% negotiating:** Planning a strategy is crucial to any negotiation. Everyone enters negotiations differently, so be prepared to adapt your approach based on who you'll be negotiating with.
- **Be confident:** Remember, the worst they can say is no. To build confidence, practice is important. Why not ask someone to help you practice different scenarios?

On the Sussex MBA you can build on your negotiation skills to get ahead in business, get a promotion, or go in a new direction. Dr Ben Everly is a Senior

Lecturer in Organisational Behaviour at the University of Sussex and teaches the negotiation management module on the MBA.

Hear from Ben at the gdb Members' Meeting at the University of Sussex on Friday 27th July: [www.gatwickdiamondbusiness.com/events](http://www.gatwickdiamondbusiness.com/events)

£5,000 gdb members' scholarships are available to all successful applicants who reference "part of the gdb network" in their supporting statement as part of the application.

Discover the Sussex MBA, get in touch, and apply: [www.sussexmba.com](http://www.sussexmba.com)

## Why is Purpose important for growth?

Many of you will have seen the rise of purpose - your why - as a key ingredient in designing a sustainable business.

Since Unilever adopted its sustainable living strategy, activating the purpose of brands like Lifebuoy, Dove, Ben & Jerry's has contributed more than 50% of the organisation's overall growth.

Today we have many more highly educated people in the workforce. We are seeing surveys which show that 83% of Millennials want to work for a purpose-led organisation, and 67% believe all organisation's should have a social and environmental purpose.

We believe any business can get involved in the grand challenges we face as people and planet and add value and growth to your business in being purposeful. Here are 3 simple steps you can take:

### 1. Audit Your Purpose Potential

Use the Sustainable Development Goals as a template against which to run an audit of where you are now on key issues like Inequalities, Decent Work & Economic Growth, Good Health & Wellbeing, Responsible Consumption & Production and Climate Action. When you've audited where you are, it's easy to see what incremental improvements you can make.

### 2. Activate Collaborative & Creative Intelligence

Engaging your people in imagining a brighter future is a brilliant way to help develop a productive culture in your business. Get

## THE GLOBAL GOALS

For Sustainable Development



your staff, suppliers and partners together to reimagine ways in which you could integrate purpose-led ideas into your business. When facilitating these explorations we have found every time that new business opportunities and revenue streams emerge.

### 3. Tell Your Story

Integrating the story of your new cohesive vision to 'do stuff that matters' into your business and brand strategy adds significant value and is a completely new way to communicate with stakeholders.

If you would like to have a conversation about finding your PURPOSE, contact Jenny Andersson at We Activate The Future on 07702 285207 or drop us an email [jenny@weactivatethefuture.com](mailto:jenny@weactivatethefuture.com).

Follow  
**@gdbevents**  
 for the best  
 networking  
 in the  
**Gatwick  
 Diamond.**

## Influx Of Companies Fuelling Growth In Professional Job Market



Business is booming: 121,000 companies now call the Surrey and Sussex area home. The central Gatwick Diamond region alone delivers £24 billion to our GDP - a figure that's growing 3% annually – and boasts extremely low unemployment.

Growth continues, particularly as professional firms from a diverse range of industries moving in or expanding. Big players in finance and insurance cluster around Reigate and Redhill, aerospace and aviation enterprises are found in Crawley, and Brighton and Hove is home to a plethora of creative and tech start-ups.

Redhill, Haywards Heath and elsewhere are also seeing significant regeneration projects which are expected to bring more jobs and a further boost to the local economy.

All this investment and activity in the region is creating new opportunities for ambitious professionals looking for their next career move. It's clear that people are increasingly recognising Surrey and Sussex as winning places for building a successful career.

Crawley was recently ranked as paying the highest salaries in the UK after London, an average of £641 a week [Adzuna Salary Stats]. In the same survey, Surrey and Sussex employees were noted for experiencing above average workplace satisfaction.

London isn't the draw that it used to be. While it's true that salaries are around 13% lower than London, commuting costs can be high (a season ticket can cost well over £4,000 annually), not to mention higher cost of gym memberships, pricey lunches, and the burden of travelling daily.

All this indicates a bright future for Gatwick Diamond region, as the influx of employers creates ever more opportunities for candidates to opt for shorter commutes and a healthier work life balance. Surrey and Sussex: a place where thriving, dynamic economies nestle scenic countryside.

Explore the job market with Ambra Recruitment on 01737 788 851 or drop us a line at [info@ambra-recruitment.co.uk](mailto:info@ambra-recruitment.co.uk) to discuss new opportunities.

## Nearly emissions-free buses on Metrobus routes

Buses operating on Metrobus routes 2,4, and 5 services are so technologically advanced they are helping to clean up the town's air.

The buses – known as Euro 6 Micro Hybrid – come at a cost of more than £200,000 each and are increasingly powered by regenerative energy rather than fuel. They also come with stop-start technology (which means the engine cuts off when the doors open).

The upshot is they are nearly NOx emissions free (a combination of nitrogen monoxide and nitrogen dioxide formed during fuel combustion) and there are now 17 of these buses operating across Crawley.

Metrobus, which sits on Crawley Council's air quality steering group, is committed to reducing emissions and moving towards a fully-sustainable fleet as fast as is practicable and can meet the needs of customers.

Services 2,4 and 5 link the town centre with County Oak, Ifield, Langley Green, Furnace Green, Pound Hill, Tilgate, Three Bridges, West Green and K2 Leisure Centre.

To find out more about the bus services, please contact [nick.hill@buses.co.uk](mailto:nick.hill@buses.co.uk) To find out more about our role on the air quality steering committee, please contact [patrick.warner@buses.co.uk](mailto:patrick.warner@buses.co.uk)

## Vail Williams merges with Hughes Ellard



Leading property specialist Vail Williams has merged with South coast competitor, Hughes Ellard, to become one of the largest property advisers in the region.

The deal will see Hughes Ellard's four directors - Gary Jeffries, Carl Walker, Russell Mogridge and Nik Cox – become equity partners in Vail Williams and all other members of the 25-strong team will take up equivalent roles in Vail Williams' Southampton or Portsmouth offices.

The move will result in a combined team of over 50 based in the Solent, which will continue to deliver unrivalled service to clients across the South coast. In total, the Vail Williams national team will now number more than 160 across eight offices.

The timing of the merger is a perfect way to start Vail Williams' new financial year, which sees the company in a strong position as it enters the final year of an ambitious three-year growth plan instigated by Managing Partner, Matthew Samuel-Camps.

Hughes Ellard brings an additional £3m in turnover to Vail Williams, which will further boost Vail Williams' target to generate additional turnover of 33% over the three-year period to £17m.

Samuel-Camps said: "By bringing together Vail Williams and Hughes Ellard, we have created a bigger, stronger, more resilient team with a compelling collaborative culture that will continue to deliver a fully comprehensive service, across all areas of property consultancy, to clients on the South coast and beyond.

Gary Jeffries, Managing Director of Hughes Ellard, said: "It is great news for Hughes Ellard to be joining forces with such an established and successful former 'rival'. We look forward to building on that success with our new colleagues and partners."

The merger became official on 1st June 2018.

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

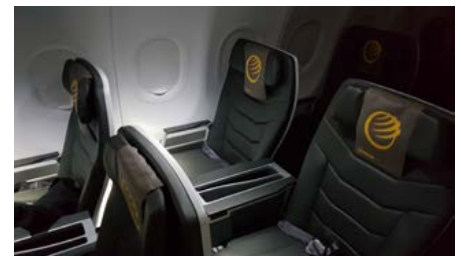
## Primera Air Launch Customer for Acro's Series 7 Premium Economy Seat

Acro Aircraft Seating are pleased to announce the first delivery of their Series 7 Premium Economy Class seat, to launch customer Primera Air. This is the first of eight Airbus A321neo's due for delivery in 2018 to have the front four rows (16 seats per shipset) installed with Acro's Series 7 Premium Economy seats and the remaining rows with Acro's Series 6 Economy seats.

Having worked for Acro previously to support the design and development of

the Superlight, Series 3 and Series 6 seat products, Acro invited Factorydesign to help define the architecture, packaging and design features of Series 7. Clearly part of the Acro family, the Series 7 applies Acro's DNA and unique approach to a new market sector, giving passengers maximum space and an exciting new comfort experience.

Alan McInnes, Senior Vice President Sales of Acro said "This is an exciting first for us, where we have supplied both the Economy



and Premium seats on the one aircraft. The achievement was possible through the investment in our staff and product development, we're reaching new heights in our capabilities for comfort innovation."

[www.acro.aero](http://www.acro.aero)

## Breaking news from ACUMEN LAW



After founding and growing the firm for 10 years, Penina Shepherd has stepped down as the MD of ACUMEN LAW and handed over the baby to Andrew Hiesley, previously the MD of a national Law Firm with over 200 employees. With the firm's recent

accelerated growth of the two sister firms of ACUMEN BUSINESS LAW and ACUMEN PEOPLE, Andy will be busy managing the day to day business of the whole firm, helping it develop to reach new heights whilst not compromising on the values that Acumen, and its clients, hold dear.

For Penina, in the corporate world she is now CEO, but at Acumen holds the great title of 'Artist in Residence'! Focusing on her inner passion for creativity she's now carrying the creative torch for Acumen, continuing working as a lawyer of course and, as always, will be seeking new adventures...

Since taking a position in the legal sector in 2002, Andy has held a number of roles including MD, Business Analytics and Operations Management. He enjoys new

experiences, seeing the world, eating out as well as watching films and football.

"I joined Acumen because it is a business with a difference" Andy explains "in the legal sector Acumen is a breath of fresh air, a professional law firm that is democratically run, genuinely cares about it's clients and conducts business in an innovative and mould breaking way."

Penina said that when she met Andy she knew he was Acumen material, "Andy was chosen not only because he shares Acumen's values but he also has the skills to grow the firm and help move it to the next level. Andy is a great addition to the Acumen family and I am genuinely excited about the future of Acumen with Andy at its helm." [www.acumenbusinesslaw.co.uk](http://www.acumenbusinesslaw.co.uk)

## Merranti is expanding

Around four weeks ago I posted a link with the purpose of recruiting new consultants into the Merranti Consulting aspect within the Merranti Group.

I wasn't surprised to discover the overall quality of consultants in the UK is of a staggeringly high level, and to all that applied thank you! The biggest takeaway for me, from the advert is that the availability of skills to the SME and corporate entities is exceptional, with this in mind our goal is to grow and open new offices throughout the UK (and further).

It's worth noting that "Small businesses accounted for 99.3% of all private sector businesses at the start of 2017 and 99.9% were small or medium-sized (SMEs)" (source. FSB),

In the consultancy world are we failing to let the SME owners know that outside the 'Big



10', we do not produce a document to put on your shelf? We are there to be part of your team, to sit beside you, and also have those difficult conversations, with at times, the MD that it's time to bring in a higher skill set! We owe it to our clients business to deliver the same passion and drive that was there when they started their business!

We all think in terms of RoI or CBA for any expense, as an industry are we allowing our customer base to remain uneducated

about what we do & how we do it, and that when looked at with an analytical eye we are exceptional value!

If you want to join a team of consultants who firmly believe in collaboration, be part of a group that focuses on the Clients needs first and foremost and also have the utility of the wider group of Merranti companies as a resource, give me a call 01342 834 624 or email [phillipgaffney@merranti.com](mailto:phillipgaffney@merranti.com)

## Accountancy Firm Commemorates Great War Sacrifice

Worthing and Gatwick based accountancy firm, MHA Carpenter Box, recently presented the Borough of Worthing with a specially commissioned Royal Sussex Regiment flag to help to commemorate the centenary of the end of the First World War and the Battle of Boar's Head.

The Battle of Boar's Head was a 'diversionary' attack which took place on 30th June 1916 where men of the Sussex Regiment went 'over the top' at Richebourg in the Pas-de-Calais. The casualty list at the end of this disastrous day was 365 men killed, including 22 from Worthing and over 1,000 wounded, missing or captured.

The flag was flown recently at Worthing Town Hall during a ceremony to bestow the Freedom of the Borough on the Mayor's

Office of the town of Richebourg.

MHA Carpenter Box Partner, Chris Coopey, pictured presenting the flag to former Mayor Alex Harman of Worthing Borough Council, commented:

"Harold Box, one of the firm's founding Partners, served in the Royal Sussex Regiment and survived the First World War. In his memory and in the memory of those less fortunate souls from his regiment who were killed or maimed during the conflict, we were honoured to cause this very special flag to be made."

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



## Search begins for fastest growing businesses

Accountants and business advisers BDO LLP has teamed up with leading mid-market private equity firm LDC to launch its latest Best in Business campaign to showcase the top performing mid-sized businesses in Surrey, Sussex and Kent.

Best in Business celebrates businesses with a turnover between £10m to £300m, which continually outperform other companies in sales, profits and job creation. This year the top 100 fastest growing businesses in the region

will be ranked in a league table to be published in September. Since it was established in 2016 BDO's Best in Business has recognised over 200 companies across Surrey and Sussex.

Research recently undertaken by BDO reveals mid-sized businesses in this area contribute almost £100bn to the local economy and employ over 644,000 people. Surrey has the largest number, but those located in Sussex achieved the highest growth with an increase of almost 10% in overall turnover last year.

Kevin Cook, partner at BDO LLP, said: "We are delighted to welcome LDC to this year's Best in Business campaign. One of the main challenges facing mid-sized companies looking to grow is access to funding but many are daunted by the prospect and unsure how to go about it. With LDC on board we can help them to overcome their concerns and continue to prosper."

To find out more about Best in Business contact Kevin Cook, partner at BDO LLP on 01483 408003 or email [kevin.cook@bdo.co.uk](mailto:kevin.cook@bdo.co.uk)

## Summer celebration of art, creativity and imagination at Borde Hill Garden



Borde Hill, in the heart of Mid Sussex, is celebrating its 125th year since Colonel Stephenson Robert Clarke purchased the Estate and created the Garden, and this summer will feature an event programme offering a feast for the senses, celebrating art, creativity and imagination throughout July, August and September.

Andrewjohn Stephenson Clarke, owner and Managing Director said, "To celebrate our special anniversary and the beauty of our Garden, which has been carefully planted and tended for 125 years, we want visitors to experience something extra special this year and are offering a wide variety of arts and music events, both free and ticketed, to make it a summer to remember!"

The Colonel, when planting the Garden, could scarcely imagine how times would change over the next century, and here in the 21st century there is so much competition for our leisure time as well as a plethora of day visit possibilities in the South East.

"It is crucial for an independent charity to reach out and network with local business and we've found that by hosting networking events at the Garden, this has highlighted collaborative working opportunities, whether that is a business holding their AGM in the Elizabethan

House or a large-scale fundraising event in the parkland. Large public events are particularly beneficial to both parties as we offer a beautiful pastoral landscape within which to hold events large or small, and in turn these events offer Borde Hill more visibility in the marketplace and often prompts an uplift in day visitors." explained Karen Manton-Cook, Manager.

One of the larger events this year is A Boundless Summer, with concerts by UB40 and The Gipsy Kings in the parkland on 7/8 July. "We hope that the concerts will attract people to the area as a whole, supporting local eateries and accommodation providers, so that there is a wider benefit to businesses".

To see the full list of events, visit our website <http://www.bordehill.co.uk/events/>

## New facilities management company in Sussex!

Effective facilities management is the backbone of any well-run property, and with commercial buildings and domestic homeowners turning to outsourced help more and more, it is no wonder the latest business to unveil itself in Sussex, belongs to the newly established 'HITS Facilities Management'. The multifaceted new enterprise is headed up and operated by Sam Limbachia, who has over 10 years' experience in the property maintenance sector. Having set up the company in a bid to support Crawley businesses and residents with their property needs, both from a commercial and domestic perspective. Now after months of hard work, Sam is thrilled to unveil the HITS' branding and website!

The initial branding was sparked after meeting Matt Turner, CEO of Creative

Pod, at a networking event hosted by Gatwick Diamond Business. After an initial brainstorm session with the Creative Pod team, they quickly came up with the company strapline 'Your Property, Our Business' and a brand, which helped to convey this ethos.

Once the branding was cemented, the team then set their sights on creating a new website, to promote HITS' full list of domestic and commercial services. The finished product is bright, modern and seamlessly describes the wide array of services on offer.

Sam Limbachia, Director of HITS Facilities Management, said: "I am thrilled that something which started off as just an idea has now become a reality. The Creative Pod

team has really helped to shape the brand into what I wanted to provide for my customers, which is to provide excellent quality and customer service. I'm excited to see what the second half of 2018 will bring and the new business we can achieve."

To find out more about the services HITS Facilities Management could provide for your building or home, please contact the team directly at [info@hits-fm.co.uk](mailto:info@hits-fm.co.uk).



## It's official! Quality Higher Education at East Surrey College

East Surrey College is delighted to have recently received a positive outcome from its Quality Review visit by the QAA – The Quality Assurance Agency for Higher Education. The visit, reported that there can be confidence both in academic

standards and in the quality of the student experience on the Degree level courses at the College.

Richard Pearce, Head of Higher Education, said: "The College has been steadily growing its local

Higher Education offer for a number of years now, although it still seems a bit of a secret that you can study at degree level in Redhill across a wide range of disciplines. Building on our successful review in 2012, QAA's endorsement is extremely timely. We are currently developing more Higher and Degree Apprenticeships in line with the needs of local employers, as well as starting to work with a dynamic new partner, the University of Chichester."

The full report can be viewed on the QAA website: [www.qaa.ac.uk](http://www.qaa.ac.uk)

### Higher Education courses in Redhill

Students looking to study in Higher Education will find a variety of options at East Surrey College ranging from Higher

National Certificates (HNC), Higher National Diplomas (HND), Foundation Degrees (FdA), Degree and Higher Apprenticeships as well as Professional Courses.

### New Partnership

From September 2018, we will be working in partnership with the University of Chichester on our Foundation Degree programmes which means students will be awarded their qualification by the University but will study at East Surrey College.

To view the wide range of courses on offer, visit [www.esc.ac.uk](http://www.esc.ac.uk)

## Ignitho - 'igniting thought' by disrupting the digital application services market

Ignitho Technologies is rapidly gaining recognition as a market leader in Digital IT Application Services for enterprises using Frugal Innovation methodologies – "the ability to do more with less" – developed in collaboration with a world-renowned thought leader from the University of Cambridge. Our offering in Frugal Innovation methodology, helps our customers to nurture innovative business ideas with limited budgets, helping them to tangibly demonstrate ideas to the business stakeholders using limited resources through Rapid Application Development, which can be ramped up to Scalable Application Management based on early success. We also provide a seamless Digital IT Experience, for our clients and their

customers. Ignitho's Innovation Labs, its unique peer ecosystem, and proven high-quality business and technical resources, are already translating business ideas into successful reality for enterprises.

Our tie-up with The Nordic Frugal Innovation Society has given us more traction to spread the concept of Frugal Innovation across the UK. We co-hosted InnoFrugal UK, the UK's first conference dedicated to Frugal Innovation, alongside the University of Cambridge and The Nordic Frugal Innovation Society. We are already in discussion with clients to organise an annual event on Frugal Innovation focusing the South of England, to be organised at the University of Sussex.

Ignitho, whose name is a composite of "igniting thought", has been recognised by Clutch and GoodFirms as a Top IT Services Firms for the Mid-market two years in a row (2018 and 2017). Ignitho Technologies has also been awarded the Best Frugal Technology Innovation Company - South East England. Industry analysts such as Bloor Research have also written feature articles about Ignitho's disruptive new approach to Digital IT Application Services for mid-market and high-growth enterprises.

Joseph Olassa, CEO, Ignitho Technologies  
Email: [joseph.olassa@ignitho.com](mailto:joseph.olassa@ignitho.com)





## Leading Lady Debbie Thrills CountyClean Group with Double Sky Jump for Charity

On Thursday, 3rd May 2018, CountyClean Group's leading lady and co-founder, Debbie Walker, took to the skies in Salisbury, Wiltshire to free fall from a 15,000 foot height with the aim of raising awareness and as much as she could for Eastbourne based caregiving charity St Wilfrid's Hospice.

Upon completing the induction and British Parachute Association approved specialist training provided by GoSkyDive Salisbury, Debbie joined the intrepid group of tandem sky divers in the departure area before alighting the Cessna Super Cargomaster aircraft, which is the fastest tandem skydiving aircraft in the UK, to fly straight up in the sky to 2.8 miles (15,000 ft).

Reaching speeds of up to 125mph and after 60 seconds of free falling through the sky and a further few minutes gliding down after the shoot had opened, Debbie landed safely within the skydiving dropzone. However one jump was not enough as Debbie (being

a bit of an adrenaline junkie) had enjoyed the extraordinary rush so much that she decided to take the skies again and jump a second time!

Speaking about her experience, Debbie said: "Honestly, it was so amazing from lift off to landing, I just wanted to get back in the plane and do it all over again! The rush was so thrilling, the views spectacular and I have never felt so free. I cannot compliment Alex and the GoSkyDive team enough for their superb training and ability to keep everyone calm throughout. Thank you to those who have supported me and donated through my fundraising page for St Wilfrid's Hospice. It is a care giving organisation very dear to me, so if you haven't done so already, please donate."

What an amazing feat; everyone at CountyClean congratulates Debbie for completing one of the most awe inspiring charity fundraising activities to date, not once but twice!

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

## ILG and NatWest Teams Sleep Out To Support Crawley Open House



On a drizzly Thursday night in April Crawley Open House held a sponsored sleep out in Crawley's Queens Square to raise funds for their vital work, and awareness of the issue of homelessness locally. Amongst the 31 participants were teams from gdb members ILG and NatWest, who raised over £5,000 in sponsorship between them. Although it was only for one night participants got a glimpse of the discomfort and vulnerability of sleeping rough, and the difficulty of getting

through the next day on little or no sleep! "We were hugely grateful to the ILG and NatWest team and all the other participants from local companies who supported this event. Between us we raised over £11,000 for our work with the homeless and vulnerable" commented Ian Wilkins from the Charity.

"We will be doing another one before too long and would love to see more gdb members

taking part. Let me know if I can add you to the list of those interested" said Ian.

To learn more about homelessness locally and the work of Crawley Open House contact Ian on 07973 367356, [ian.wilkins@ CrawleyOpenHouse.co.uk](mailto:ian.wilkins@ CrawleyOpenHouse.co.uk) or go to [www.crawleyopenhouse.co.uk](http://www.crawleyopenhouse.co.uk) To learn more about how the great teams at ILG and NatWest can help your business see [www.ilguk.com](http://www.ilguk.com) and [www.business.natwest.com](http://www.business.natwest.com)

## Volunteers step forward for Dame Vera Lynn Children's Charity



Dame Vera Lynn Children's Charity in Cuckfield is looking for participants for its Arundel to Brighton (A2B) Walk in September.

Now in its sixth year, the A2B Walk is the biggest fundraising event of the year for the Children's Charity, which supports under 5s with cerebral palsy and other motor learning disabilities.

Last year, the initiative raised £13,191.41 which went towards setting up a new outreach support service.

Pilar Cloud, Executive Manager said: "This has been an exciting year for the Charity with a move to Cuckfield where we have been able to develop our services and are now able to offer our families additional weekly activities such as swimming sessions, music therapy, messy play and sensory sessions."

The walk starts from Arundel Castle on Saturday 15th September and winds through the breathtaking scenery of the South Downs. Participants can choose to take part in either a 12km or 35km trek.

Denise Green from Vega Europe, whose team took part in the walk last year, said: "There was a real buzz as we all lined up to start the walk, with participants of all ages! A brilliant day, even with the challenging

hills, with fabulous scenery and views which are right on our doorstep. A humbling experience and a great achievement from everybody involved."

The Charity has teamed up once again with Pied-A-Terre Adventures to organise the event and regular refreshment stops will be provided along the route.

Registration for the A2B Walk costs £36 for adults and £11 for a child. Participants under 16 must be accompanied by an adult and under 14's are not permitted to undertake the 35km route. To register, visit [www.patadventures.com](http://www.patadventures.com) and click on Challenges/Charity Challenges/A2B Walk.

## £3,500 raised in aid of The Springboard Project!

With all your support, we have raised over £3,500 for The Springboard Project! We would like to thank you for all your continued support over the last year in helping us to reach this fantastic amount.

We have baked, scrubbed, walked and quizzed our way to the end and are thrilled to have exceeded our original £3,000 fundraising target set for the year.

### Our Charity of the Year from April 1st 2018-19

We are excited to announce that we will be supporting Crawley Open House during the

2018-19 financial year. We hope to raise a total of £4,000 for the charity.

Crawley Open House offers support to those suffering the effects of homelessness, unemployment, loneliness, discrimination or other forms of social exclusion through the provision of hostels, day centres, health and outreach support.

Our first fundraising event is a Car Wash and Bake Sale on Wednesday 11th July from 2pm-5pm. This will be held at our office car park (1-7 Station Road, Crawley, RH10 1HT) and at Crawley's Basepoint



Business & Innovation Centre. Minimum donation for the car wash is £5. We hope to see you there!

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

## Local students raise more than £21,000 for St Catherine's Hospice

Local school students have collectively raised more than £21,000 for terminally ill people as part of St Catherine's Hospice Five-O Project.

Designed to develop students' business skills, St Catherine's Five-O Project challenged students to unleash their inner entrepreneurs. It asked them to organise fundraising events that would raise a minimum of £1,500 for St Catherine's with the support of business mentors from NatWest who also sponsored the project. NatWest gave the students £50 as an initial investment and a business skills workshop during the spring term challenge.

The pupil's amazing achievements were recognised at an awards ceremony in May at the Hawth Theatre in Crawley.



Innovative presentations showcased varied fundraising ideas including a live head shave via Facebook. Schools scooping an award on the night included:

- Hazelwick School - Most money raised
- St Wilfrid's School- Most pounds per pupil
- Thomas Bennett Community College - Best presentation
- de Stafford School (Team 1) - Most

innovative fundraising idea  
• Tanbridge House School - Digital Marketing Award.

If you are interested in finding out how your school can get involved in next year's Five-O Project please contact Emily Bradbury and Keely Bicknell in St Catherine's Community Fundraising Team on: [comfun@stch.org.uk](mailto:comfun@stch.org.uk) or: 01293 447316.

## Creative Pod raises £750 in aid of Chestnut Tree House, as part of their charity rounder's match!

The charity rounder's match, which takes many of us back to our school days, was sponsored by Basespoint and was held on the 14th of June and saw local businesses across the Gatwick Diamond including Haus of FLVR, Elliot Scott, Creative Funding Solutions, Clearwater People Solutions and EMW Law joining forces and stepping up to the plate in aid of Sussex's only children's hospice.

The tournament which saw six businesses go head to head in front of numerous supporters who came out to support, to win

the coveted 'Creative Pod cup'. The winning team was Clearwater People Solutions who beat out all the other competition to become the ultimate winner!

Matt Turner, CEO of Creative Pod, was recently named as one of the official birthday patrons of the hospice. The charity rounder match marks another case of the CEO putting himself very much out there for the charity. With Matt, most recently doing a Carpool Karaoke stunt with eighties star Chesney Hawkes. He has also performed as Danny

Zuko at last year's midsummer ball and will be taking on the challenge of abseiling Arundel castle later this year as part of his patronship.

Matt Turner, CEO of Creative Pod said: "Events like these are not only great for getting businesses together, but most importantly to raise awareness of a charity which is very close to my heart. We hope to make the match an annual Creative Pod event, so keep a look out for next year's event!"

[www.creativepod.uk.com](http://www.creativepod.uk.com)

## Glorious Goodwood sets the stage for networking day raising thousands of pounds for Sussex children's charity!

Sussex-based Business Management Consultancy, Business Pulse, raised an amazing £4,000 for Dame Vera Lynn Children's Charity at their corporate networking event last week.

Held on a glorious day in the wonderful setting of the Sussex Roof Garden suite at Goodwood Racecourse, the event was organised by Business Pulse's founder, Nass, a long term supporter and Business Ambassador of Dame Vera Lynn Children's Charity. Throughout the day guests enjoyed a lunch and performance of a selection of jazz songs by gdb Ambassador, Susan Fleet, accompanied by her pianist, Michael Hinton, followed by an afternoon of racing with a raffle raising funds for the Charity.

Dame Vera Lynn Children's Charity supports children under 5 years of age who have cerebral palsy and other motor learning disabilities at its Centre in Cuckfield, West Sussex.

Pilar Cloud, Executive Manager of the Charity, said: "This Charity has been overwhelmed by the generosity of all the business leaders who chose to support us at this glorious day of racing at Goodwood. It was an honour to have Ann and the Deputy Lord Lieutenant, John Nelson, in attendance. So much has changed for this Charity over the past year or so, and we would not have been able to relocate to our beautiful new home in Cuckfield or to be able to support now over 40 families with access to free weekly hands-on early intervention sessions, music therapy, swimming sessions, as well as Outreach support in their own homes without the incredible generosity shown by Nass and his Business Pulse network."

For more information about its services call 01444 473274 or email: [info@dvfcc.org.uk](mailto:info@dvfcc.org.uk) or visit [www.dvfcc.org.uk](http://www.dvfcc.org.uk). Early intervention services are held throughout the week and



include additional activities such as music therapy, swimming and sensory sessions and an outreach service to support families in their own homes.

Business Pulse contact details are [www.businesspulse.org.uk](http://www.businesspulse.org.uk) or [nasser@businesspulse.org.uk](mailto:nasser@businesspulse.org.uk)

## Local charity launches new event with a VIP flight on the i360

Local children's and young adults' charity Chailey Heritage Foundation, is encouraging picnic lovers to share a sandwich, flask of tea, or a cupcake or two whilst raising money with the launch of its Big Chailey Picnic fundraising campaign.

The charity, a gdb member, unveiled its Big Chailey Picnic initiative, at a launch event with a VIP flight on the i360 on the evening of 7 June. The event, kindly sponsored by British Airways i360 was attended by supporters and members of the local business community including E3's CEO David Hill whose company sponsored the initiative and gdb's Chief Executive Jeremy Taylor.

The Big Chailey Picnic encourages 'picnickers' far and wide to come together, share their fayre and raise money for the charity. Big Chailey Picnic packs are downloadable free from [www.chf.org.uk](http://www.chf.org.uk) and include bunting, printable stickers and fundraise tips on how to organise your own picnic in your workplace.

All donations will go directly to the Sussex charity that educates and cares for over 220 children and young people with complex disabilities and high health needs.

Sally-Anne Murray, Development Director at Chailey Heritage Foundation comments, "We are so excited about the launch of

The Big Chailey Picnic. As well as having fun and stopping for a break to share lunch with colleagues or friends, participants will be raising much needed monies for the amazing children and young people at Chailey Heritage. What a way to launch with a flight on the i360. We are particularly thankful to British Airways i360 and E3 as without the support from our kind sponsors we would never be able to launch initiatives such as these."

For more information, please contact:

Jenna Durdle  
01825 724752  
[jdurdle@chf.org.uk](mailto:jdurdle@chf.org.uk)

## HSBC Appoints New Area Director in Surrey & Sussex

HSBC UK Commercial Banking today announces the recent appointment of Andrew Steer as Area Director for Business Banking across Surrey and Sussex.

Andrew has held a previous senior leadership role at HSBC since joining in 2010 and has over 20 years' commercial and corporate banking experience at both Lloyds Banking Group and the Bank of Scotland. Andrew will lead a team of Relationship Managers supporting owner-managed businesses with a turnover of £2 million to £6.5 million across Surrey and Sussex.

Brian Weare, Regional Director for South and East, HSBC UK said: "Andrew brings extensive experience to the team and I look forward to the role that he can play

in supporting businesses across Surrey and Sussex. This new role is created at an exciting time as HSBC completes the creation of the ring-fenced bank in the UK and continues to support SME businesses throughout the South East."

Andrew Steer commented: "I am delighted to take on the role of Area Director for Surrey and Sussex. I am passionate about the role that HSBC can play in supporting businesses across all sectors. I believe that both international trade and emerging technology make it a very exciting time to be working with small and medium-sized businesses in Surrey and Sussex to help them reach their potential."

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



## New Appointments at MHA Carpenter Box

After 16 years, Robin Evans has progressed to Partner following a stint as a Departmental Director in the firm's Assurance and Advisory Group.

Within the Assurance and Advisory Group at MHA Carpenter Box, Robin works with a variety of limited companies on statutory audits, tax planning and strategic reviews, as well as providing general technical support to a portfolio of clients. He is also a specialist in dealing with academy schools, assisting them through the conversion process and providing them with ongoing support. He is Head of the Academies Sector at MHA Carpenter Box and is the Senior Statutory Auditor for a number of academy schools and commercial businesses.

Robin also works closely with the Charity Sector at the firm and provides invaluable audit support to many charities and not-for-profit organisations.

MHA Carpenter Box has also appointed Sarah Baker as a Senior Manager within the Business Services Group.

Sarah qualified as a member of the Association of Accounting Technicians (AAT) in 2005, before moving on to become a member of the Association of Chartered Certified Accountants (ACCA) in 2009; she became a fellow of the ACCA in 2014.

In her new role with MHA Carpenter Box, Sarah will focus on working with sole traders and owner-managed businesses of all sizes, helping them to increase



their profitability and improve their tax efficiency. On a day-to-day basis, this can mean dealing with anything from VAT



returns to Corporation Tax, in addition to accounting and tax planning activities. [www.carpenterbox.com](http://www.carpenterbox.com)

Follow @gdbevents  
for the best networking  
in the diamond

## Talent Acquisition Double Whammy for CountyClean Group

Industry specialist Wayne Holdaway and finance professional Donna Prince are the latest to join the group's Board of Directors...

Having worked in the environmental and liquid waste industry for 25 years, Wayne has contributed to significant sector successes and will be responsible for the future growth and development of CountyClean Group.

Commenting on joining the group, Wayne says: "Although I've been in the industry for almost three decades, I enjoy the variety each day brings. No two days are the same and I relish making the most of opportunities. My aim is to make CountyClean Group THE environmental services provider that people will automatically think of and call when they need an efficient and cost-effective solution to their problem."

CountyClean Group is celebrating its double talent boardroom win with Donna Prince being promoted on 1st May 2018 to Financial Director of all of CountyClean's award winning group of companies.

CountyClean Group, Director, Debbie Walker said: "We are so proud of what we have



collectively achieved over the past decade and are extremely grateful to Donna and her teams' hard work to help oversee and report on our group's successes. The impact that Donna has made so far gives us the utmost confidence that she will continue to be a great asset to the business."

To sum up the momentous occasion, Mike Walker – Managing Director of CountyClean Group said: "With Donna

and Wayne now members of the board, we are very excited about what the future holds for CountyClean and look forward to exponentially raising our profile throughout the South whilst making significant progress on our national growth aspirations."

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

## Kreston Reeves promotes three new partners



Accountants, business and financial advisers Kreston Reeves has announced the promotion of three new partners.

The three new partners are:

- Anne Dwyer, Partner, Audit and assurance, and Head of Property and construction, based in London;
- Jake Standing, Partner, Business advisory, based in Worthing; and
- Mark Attwood, Partner, Advisory and assurance, based in Discovery Park, Kent

The promotions take effect from 1 June 2018 and brings the total number of partners to over 50.

A further 21 promotions were also made across the firm's nine offices at all levels.

Nigel Fright, Managing Partner at Kreston Reeves, said: "Each of these promotions is very well deserved, recognising the contributions and commitment they bring on a day-to-day basis across the firm and to their own teams. The entire firm passes on their warmest congratulations to Anne, Jake, and Mark and look forward to their continued contributions to the firm as it continues to grow and expand."

**Anne Dwyer, Partner, Audit and assurance and Head of Property and construction, based in London.**

Anne qualified as a chartered accountant in 2003, joining Kreston Reeves in 2009. She works across a wide portfolio of businesses with a particular focus on medium and large

owner-managed and AIM listed businesses. Anne has a strong track record in the property and construction sector and heads up the firm's specialist team as part of her new role.

**Jake Standing, Partner, Business advisory, based in Worthing.**

Jake joined Kreston Reeves in 2007 and qualified as a chartered accountant in 2012. He re-joined the firm in 2016 following a period working in industry. He is a keen advocate of identifying and improving financial processes in order to aid visibility of client performance, enabling better management decisions to be made. He works extensively in the manufacturing, healthcare and distribution sectors.

**Mark Attwood, Partner, Advisory and assurance, based in Discovery Park, Kent.**

Mark joined Kreston Reeves in 1999 and was promoted to senior manager in 2015. He has a strong track record in the life sciences and biotechnology sectors advising businesses across the globe on tax and raising finance.

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

## Four new partners appointed at asb law

Sussex and Kent-based legal and consultancy firm, asb law LLP, is pleased to announce a number of new appointments, including four new partners. The firm, which was recently shortlisted for The Lawyer's Law Firm of The Year: The Independents award, is recognised for its innovative approach and its willingness to transform its operations for the sake of better legal service delivery.

Joining the firm as new partners are:

- Daniel James, Partner, Head of Aviation, who joined asb law on 1 May 2018 from Stevens & Bolton. He leads asb law's highly regarded aviation team which consists of nine members.
- Stephen Smith, Partner, Family, who became a partner on 1 May 2018. With over 20 years' experience of family matters, Stephen was previously Head of Family and Private Client at Kent-based law firm, Brachers.

In addition to the new recruits, asb law is delighted to announce the promotion of two existing associates to the partnership:

- Andrew Frake, Partner, Dispute Resolution, joined the firm in 2008 and became an associate in 2012. He coordinates service delivery across the dispute resolution team and recently spent 11 months on secondment at client company, BT.
- Nicola Billen, Partner, Dispute Resolution, joined the firm in 2014. She is a highly experienced commercial litigator with unique insight in the insurance industry and risk management. Nicola previously worked as General Counsel in business and was also seconded to BT, further cementing her in-house experience.

Managing Partner, Andrew Clinton, is pleased to welcome the new partners, "I'm thrilled that we have promoted people internally as well as welcoming new faces. We've met



a number of fantastic candidates and it's been reassuring to hear them speak so positively about asb law and what we are trying to achieve. It's particularly heartening to see that people are not only aware of our strategic approach, but that they want to play a part in our journey. These are people we want to engage and collaborate with."

[www.asb-law.com](http://www.asb-law.com)

## The RPD Management Team Continues to Flourish



Over the course of the past few years, Richard Place Dobson (RPD), Crawley based Chartered Accountants and Business Advisors, has successfully taken on a record number of new team members as part of its successful training programme. Now, RPD is delighted to announce the promotion of a number of new managers, including Janet Marshall – Payroll Manager, Louise Waugh – Charities Manager and Jennifer Kahwati – Accounts Manager all being promoted to a senior role within the company.

Collectively the newly promoted managers have been a part of RPD for 35 years and individually worked their way up within RPD. Driven by its initiative to support and develop

the next generation of accountants, RPD is committed to training and developing its staff, offering specialist training to ensure that every team member has the opportunity to reach their potential.

Matthew Tyson, Managing Director at Richard Place Dobson, said:

"Their promotions are a recognition of their fantastic skills and development in recent times and has helped contribute to the firm's growth and success"

For further information on the services that Richard Place Dobson can offer you, please contact Matthew Tyson on 01293 521191.

## Restructuring and Insolvency Partner Joins Irwin Mitchell's Gatwick Office

Senior restructuring and insolvency partner, Andrew Walker, has joined Irwin Mitchell's Gatwick office after relocating from the firm's Leeds office.

Andrew, who is Irwin Mitchell's National Head of Restructuring and Insolvency, advises banks, asset based lenders, boards of directors, insolvency practitioners, debtors and other creditors on all matters relating to turnaround and insolvency.

Commenting on Andrew's arrival, Faye Bargery, regional managing partner Irwin Mitchell's Gatwick office, said:

"We're delighted to welcome Andrew to the Gatwick office. He has a wealth of restructuring in insolvency experience and is a great addition to our Business Legal Services team here in the South East."

Irwin Mitchell's specialist seven partner strong national restructuring and insolvency team provide expert advice on all matters arising from the financial distress of a business.

The team are experts in insolvency, turnaround, restructuring and asset recovery and also provide a debt and assets recovery service and provide advice in relation to director disqualifications.

Earlier this year, the firm's Gatwick office announced that it had promoted Aurelia Butler Ball (Commercial), Charlotte Sloan (Employment), Clementine Burch and Thomas Barnard

(Litigation) to senior associate. George De Silvo (Corporate) and Vanessa Horn (Real Estate) have become associates.

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



## Acro Aircraft Seating – Voted Best Seating!

Aircraft Interiors, Hamburg 12th April 2018  
- Acro Aircraft Seating are delighted to announce that they have been voted 'Best Seating' by the PAX International readership, for the second year running.

The awards ceremony took place last night at the Radisson Blu Hamburg, following day two of Aircraft Interiors 2018.

Chris Brady, CEO and Alan McInnes, SVP Sales accepted the award on behalf of the Acro team.

Alan McInnes, Senior Vice President Sales of Acro said "We are absolutely delighted to be voted Best Seating two years in a row by the readership of PAX International. From investment, our talent is growing with our business, and in turn we're reaching new heights in our capabilities for comfort innovation."

Acro are 'perfecting comfort for passengers' at Aircraft Interiors Expo in Hamburg 10th to 12th April 2018, Hall 6 Stand 6B30. [www.acro.aero](http://www.acro.aero)



## The future is now!



The 9th May saw the ACUMEN BUSINESS CONVENTION 2018 held at The Grand Hotel, Brighton bring wonder and insight to hundreds of delegates from far and wide.

This year the spectacular line up proved to be revolutionary, looking at how future business trends affect business both now and going forward. With the advancement and increased use of AI technologies the fascinating speakers gave valuable insight on what's really important in future proofing your business.

The day kicked off with a bang (literally!) as Clatteratti performed their tribal drums building up to a crescendo to start the show in style.

There were Link & Learn sessions (with essential legal tips), masses of quality networking opportunities and lots of surprises too! After everyone had their fill of delicious lunch with wine, Penina Shepherd best selling Author and Founder of ACUMEN BUSINESS LAW, shared her thoughts on the importance of brandings

emotional experience for the future success of any business. Also blowing minds with future insight were Mark Stevenson (the 'reluctant futurist' and award-winning author, and Tim Leberecht, a Futurist, Humanist and Co-founder of The Business Romantic Society. Before the celebratory drinks and mingling it was time for our keynote speaker. The outstanding Holly Tucker MBE, Founder of Not on the High Street, shared her incredible business journey highlighting what is most important along with her passion for small businesses for the future. The audience got the chance to ask Holly their questions too so by the end of the day there were many valuable takeaway points for them to put into practice.

Penina Shepherd, Founder of ACUMEN BUSINESS LAW said, "It's been a fantastic day and great to see so many business professionals together, all sharing in the inspiration and expertise from the day. That's what makes it so special and we look forward to our 10th convention next year!"

To find out how to get involved next year and for more information please contact [creative@acumenbusinesslaw.co.uk](mailto:creative@acumenbusinesslaw.co.uk)

## Award winning Avantguard Security Officers

Avantguard are delighted and extremely proud to announce that our security officers Dave McFarlane and Kevin Hyde have been presented with a special award from our client, OneFamily based in Brighton.

The values award scheme was set up by our client in September 2017 and aims to recognise the commitment and effort of their employees. The awards are based on recommendations from the staff and management at One Family, who can nominate their colleagues if they feel that they have really gone above and beyond to represent the teamwork and values of OneFamily.

It is particularly special that our own team members were nominated, being contractors to OneFamily. But regularly working on the reception of the offices in Brighton has made them part of the team, so much so that they are on first name terms with almost all of the 500 staff who work in the building.

Overall there were 152 nominations and this was shortlisted to 32 people by a panel of judges. Dave and Kevin were presented with their award at a special ceremony at Hotel Du Vin in Brighton. They are incredibly honoured to have received this award and we are immensely proud of their



achievement and to have them as part of our team.

Mark Loftin  
Avantguard Security  
[www.avantguardsecurity.co.uk](http://www.avantguardsecurity.co.uk)  
[ml@avantguardsecurity.co.uk](mailto:ml@avantguardsecurity.co.uk)  
01903 890261  
07772 865488

## Leading Edge Conference Provides the Answers to Achieving Gender Equality at Work

LoveLocalJobs.com, the award winning Sussex based jobs board with The Skills Farm delivered an enlightening gender equality conference in May 2018.

The Fearless Female Conference at Hilton London Gatwick Airport was attended by over 70 HR professionals and senior decision makers from local businesses, the aim was to provide organisations with the answers to achieving gender equality.

Mary Appleton, Editor of Changeboard kicked the day off with a keynote on why facilitating female progression starts with changing mind-sets. The audience was also given the opportunity to hear tips and best practice from an expert panel from industry leading companies on how to attract and retain female talent

Event Headline Sponsor's Janine Owen, Marketing Director from Search



Consultancy was interviewed by LoveLocalJobs.com's Helen Walpole on how to deliver a female focused recruitment programme that delivers the best in female talent. Janine Owen said: "As an organisation we are passionate about developing female roles in the workplace and were delighted to support the Fearless Female Conference. Across all sectors it is about supporting and highlighting best practice and championing women that are leading the way."



Scott Summers from the Skills Farm and Julia Francis of Julia Francis Talent Consulting delivered a session on building a female leadership programme to give the audience an idea on how to get aspiring females stepping up, speaking up and standing out. The conference came to a close with the final session of the day by Antoinette Oglethorpe, Leadership & Development Consultant. Antoinette gave advice on how to cultivate an inclusive culture that supports development for all. [www.lovelocaljobs.com](http://www.lovelocaljobs.com)

## Avensys take home the silverware at the IER Awards 2018



Avensys Ltd were the proud recipients of four 2018 IER Awards (Innovative Electrical Retailing Magazine) for the second year running, winning the coveted 'Best IER Retailer', 'Best Large Independent Consumer Electronics Retailer', 'Best Independent Retailer Superstore Showroom' and one

of its employees, Paul Haywood, Custom Installation Technician won 'IER Best Young Gun'. They were also Highly Commended for Best Omni channel Retailer of the Year.

The IER Awards recognise the very best innovation in the electrical retailer sector and reward the companies and individuals that demonstrate excellence in the way they operate or in what they produce.

Celebrating excellence in the electrical retail industry, Avensys received recognition for their state-of-the-art Audio Visual and Home Appliance Superstore on Fleming Way, Crawley, their Omni channel approach to the market and excellence in residential installations.

Markus Wood, Managing Director said 'We are absolutely delighted to win so many fantastic awards and are very proud of Paul for 'Best Young Gun'. It's fantastic to be recognised for our progressive and innovative approach to developing our customer shopping experience. Our retail space & Smart Home is unique and is designed to meet the changing needs of the consumer electronics market. We offer an important alternative to the National Retailers, both in terms of price, choice and added value service. It's always been our mission to go beyond customers' expectations and this award is a great stamp of approval from our industry peers.'

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

## BGF receives Queen's Award for Enterprise, Innovation category

We are incredibly honoured to announce that BGF has become the first investment company to receive the Queen's Award for Enterprise in the innovation category, the UK's highest official accolade for business success.

The awards are designed to celebrate outstanding achievement by UK businesses. BGF has been recognised for creating a unique platform for long term investing in small and mid-sized companies on a truly meaningful scale; going above and beyond in this area of expertise.

The judges highlighted BGF's achievements in:

- Delivering an effective and scalable solution for growth capital investing through a unique combination of extensive regional infrastructure, technology, investment structure and processes.
- Building a unique dataset to identify and engage growing companies across every sector and region of the UK.
- Creating a business model that is now being studied as an exemplar by countries around the world, generating interest from



policy makers looking to shape and scale the funding ecosystem for the UK using a new and innovative approach.

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



## Bowles Learning & Development

Here at Bowles Learning & Development we are part way through another incredibly successful year. We continue to help organisations get the best out of their teams and leaders by developing the soft skills required to succeed in the workplace. Based near Tunbridge Wells and with our own stunning venue and residential facilities, organisations such as BMW, John Lewis, Laing O'Rourke, Starwood Hotels and British Airways have already seen the difference Bowles experiential learning programmes have had on their apprentices, graduates, teams and leaders.

Our experiential approach – learning by doing – is very powerful in embedding and extending skills development. Blending practical experiences with facilitated and sometimes challenging discussions helps us to create powerful shared memories which go beyond good intentions to actions. Thorough debriefing sessions at the end

of each activity ensure that participants are able to feed back on their individual contributions as well as those of the team.

Our most recent programme took British Airways Apprentices on a 2-day expedition across the South Downs. Throughout their programme they were set various problem-solving challenges all aimed at developing their leadership skills. There were many "light bulb" moments along the way, times when they realised how their individual actions impacted their team, how giving and receiving feedback in a constructive way is key to making lasting improvements and how to best use the time given to complete tasks. All of this learning is designed to be taken back to the workplace, ensuring a return on investment.

But it's not only organisations that benefit from our programmes, Bowles is also an outdoor education charity that delivers activities and residential courses to schools,



disability and youth groups. We help them to build their confidence and to grow, give them the chance to see what they are capable of, to challenge themselves and ultimately to learn to believe in themselves, to believe that they can overcome disadvantage and be a success. Any profit raised through our corporate programmes is donated to the charity.

[www.bowles.rock](http://www.bowles.rock)

## Calverton Finance are Delighted to Announce their 20th Anniversary



Calverton Finance provide invoice finance facilities to UK SMEs. This year they are proud to announce 20 years of supporting owner-managed businesses and will be celebrating this significant milestone on Friday 10th August. Calverton have recognised this momentous occasion by thanking their employees with a trip to London with dinner on a boat on the Thames. In addition, 20 days prior to the anniversary date of the 10th August they will

be highlighting key achievements, memories from the past and will be carrying out both internal and external competitions.

What makes Calverton different? They pride themselves by building key relationships and providing the best service possible. With their head office based in Milton Keynes, they have now been operating from their Gatwick office for 8 months. This has proven very successful for their southern based Clients and has provided a substantial increase of new business in the area.

Calverton do not just provide finance products, they provide solutions to their Clients' cashflow requirements. This means that they listen first and adapt what they do to suit each Client's particular specific issues. Their main driver as a business is Client retention, they thrive by keeping Clients

happy. In a market dominated by the big 4 banks, their aim is not to be the biggest but to be the best.

Sales Director, Sharon Simpson, who has worked for Calverton for over 12 years and is based at the Gatwick office explains "I am looking to develop my network of key Introducers in and around the Gatwick area, together with meeting potential Clients to support their Cashflow requirements by providing bespoke facilities".

If you would like to discuss your future working capital requirements please contact Sharon Simpson on 07787 530940.

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

Don't forget to use your **guests passes** at our next **Members Meeting**

Follow **@gdbevents** for the best networking in the diamond.

## Porsche Centre Mid-Sussex in the community



Porsche Centre Mid-Sussex are more than just an automotive dealership, they also pride themselves on being a local commodity. Engagement and support within the local community has rapidly become part of the business model, with a commitment to have a positive impact with the area of business.

The doors are regularly open to everyone at Porsche Centre Mid-Sussex, hosting an array of events, including networking for local business groups such as gdb, as well as Burgess Hill Business Parks Association. Community support is also given by the sponsorship of local football clubs, such as Haywards Heath FC.

Porsche Centre Mid-Sussex regularly support local charities by donating

vouchers as prizes in fundraising efforts. These vouchers are either the use of a Porsche for the weekend or a half day driving experience at Silverstone. As well as prize donations, support is given to charity fundraising events such as; Macmillan Golf Day, the 'Best of British' Rockinghorse lunch, gdb Charity Challenge.

More recently, Porsche Mid-Sussex have donated use of their boardroom to Macmillan for their regional meetings, to help the charity eliminate expense of finding alternate locations.

The latest charity challenge that the team at Porsche Centre Mid-Sussex are taking on is the Trek the Night – South Downs Way challenge in aid of Action Medical Research. The challenge will see a team of first time

walkers, hike 20 miles across the downs start at 6am on Sunday 15th July.

Centre Principal Andrew Crabb comments; "It is with great pride that colleagues give something back to the local community and local charities. Last year, we helped raise £40,000 and supported 26 different charities, which is a fantastic achievement with great enthusiasm and support from the whole team."

If you would like more information on events, please visit [www.porschemidsussex.co.uk](http://www.porschemidsussex.co.uk)

If you would like to support Porsche Mid-Sussex in their latest fundraising efforts, please visit <https://www.action.org.uk/sponsor/PorscheMS1>

## Aneela Rose Selected to Represent GB in European Powerlifting Championships 2018

On Saturday 14th April, Aneela Rose won first place at the Amateur British Powerlifting Union (ABPU) SW Qualifier in Barnstaple, Devon, in the Masters 56kg body weight class, with a total score of 225kg, qualifying for the British Finals on 12th May at Bodypower and automatic selection to represent Great Britain in the European Championships in Grenoble, France in August 2018. The powerlifts consist of squat, bench press and deadlift.

Aneela is MD of PR & Digital Marketing agency Rose Media Group, founded 14 years ago and recently moved to the Victoria Business Park in Burgess Hill.

Aneela's sporting journey began after the 2012 London Olympics, when she was inspired to start throwing her javelin again after a 25 year break competing whilst at school. She joined Crawley Athletics Club and after suffering consistent shoulder

injuries she was advised to take up strength training to help her upper body. It quickly became apparent that Aneela was strong for her petite stature and was encouraged to continue training with heavy weights. The rest is history. She competed in her first British Powerlifting Championship in 2016 with GPC-GB winning silver followed by first place in 2017 at the GPC-GB British Finals in Welwyn Garden City.

Aneela won the More Radio Sports Award 2017 and is also shortlisted in the prestigious Asian Women of Achievement Awards 2018 in the Sports Category, winners announced on 9th May 2018 to a star-studded audience at the Park Lane Hilton.

Upon receiving the invitation to the Euros, Aneela said, "As a teenager I dreamt of representing my country in sport and here we are two decades later! I'm really proud I've persevered, it's a challenge juggling my



work and family around training and the diet is so hard to maintain at times as body weight directly affects the lifts.

"There's a fantastic network of people in the powerlifting community and I couldn't achieve what I do without their advice and support. I'm looking forward to the British Finals at Bodypower and the European Championships but the glittering Asian Achievement Awards will be particularly special as I can wear something other than a singlet for a change!"

Twitter & Instagram: @AneelaRose

## British Airways Run Gatwick hailed a huge success



The inaugural British Airways Run Gatwick took place on Sunday 13th May 2018, and firmly made its mark as a must-do event on the UK race calendar. Thousands of runners turned out to take on the International Half Marathon, 5K, Corporate 5K and Family Run in the spring sunshine and it proved to be a superb sporting day of achievement for all ages and abilities. All races started and finished at Crawley's Southgate Park, and runners were excited to see top former athletes and Flying Start ambassadors Colin Jackson CBE, Iwan Thomas MBE and Sally Gunnell OBE start the various races.

Neil Boniface of Crawley AC and Hayley Manning of Clapham Chasers secured the

inaugural International Half Marathon titles, whilst Adrian Haines of Crawley AC and Cheryl Evans won the 5K. The Family Run was a popular part of the event and saw over 550 participants of all ages cross the finish line in front of the festival stage.

Race Director Dave Kelly commented, "We are absolutely thrilled with the turnout for the very first British Airways Run Gatwick and would like to thank all our runners and supporters for making it such a wonderful success. It has been a privilege to have British Airways on board as well as all our other partners and charities, who together have made this a highly memorable inaugural event."

Sean Doyle, British Airways' Director of Network and Alliances, added, "We are delighted to have partnered with Run Gatwick on this race which has been a great success and enjoyed by all."

British Airways Run Gatwick is organised by the team behind the award-winning Intersport Run Reigate Half Marathon & 10K which takes place on 16th September. Go to [www.rungatwick.com](http://www.rungatwick.com) for further information and to sign up for the newsletter.

## School Students Celebrate Success at Awards Ceremony



The achievements of 70 students from Crawley and Gatwick schools were commended at an awards ceremony on Friday, April 27 at the Hilton London Gatwick Airport.

The event was the finale to the Be the Change programme, an initiative to boost the aspirations and job prospects of young people aged between 13 and 14. Over the last six months the students have been taking part in a series of activities designed to improve hope, happiness, confidence, relationships, to change negative behaviour and to introduce them to career opportunities.

The students were congratulated and awarded certificates by the programme's sponsors and volunteer business guides.

The students come from seven secondary schools in the area: Ifield Community College, Hazelwick School, Holy Trinity Church of England Secondary School, St Wilfrid's Catholic School, The Gatwick School, Oriel High School and Thomas Bennett Community College.

Be the Change Crawley and Gatwick has been sponsored by Arora Hotel, B&CE, Crawley Borough Council, Gatwick Airport (headline sponsor), Hilton London Gatwick Airport, NatWest and Sussex Community NHS Foundation Trust.

Gatwick Airport's Head of Community Engagement, Alison Addy, said: "We are extremely proud of the students who have

taken part in the Be the Change programme and all that they have achieved throughout. As headline sponsor, Gatwick is committed to supporting young people in the local community to have the confidence and opportunity to excel in their future careers."

Siobhan Melia, Chief Executive at Sussex Community NHS Foundation Trust, said: "We have had a fantastic experience working with Be the Change. It's been wonderful to see the positive response from the young people we have met and the scheme has been a brilliant opportunity for our staff to learn and grow – while giving something back to the communities we serve."

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

## Manor Royal BID events make a big impact in Crawley

Manor Royal Business District is celebrating the success of two major Expo's that took place at the Crowne Plaza Hotel, Crawley on Wednesday 16 and Thursday 17 May.

Now in its sixth year, the 'Know your Neighbour' event provided a valuable opportunity for Manor Royal based organisations to improve their business networks and promote their products and services. 72 companies exhibited on the day including Tesla, Fastsigns, Varian and Heyland & Whittle, who won 'Best Stand in Show' and a microwave oven, kindly donated by Avensys Ltd. As well as the exhibition, guests had an opportunity to hear about the latest BID projects and participate in a lively session of Business Bingo!

The next day, more than 350 local people attended the inaugural 'Manor Royal Careers Expo', to meet 42 companies from the business district, who collectively had c200

job vacancies on offer. The event, held by the Manor Royal BID, was sponsored by the B&CE Group and created by Prowse & Co. Ltd. Seminars were also popular, providing free training and advice for job seekers.

Trevor Williams, Director of Thales and Chairman of Manor Royal BID said: "Year-on-year, the success of Manor Royal BID events demonstrates the value of bringing together people and businesses from Manor Royal and I would like to thank everyone who participated. Manor Royal BID is looking forward to delivering our next five-year BID term from 2018-2022 as we continue to build on the energy and diversity of our growing business community."

Zoe Wright, Group Director of People at B&CE, said: "We were proud to be able to sponsor the first Manor Royal Careers Expo. As a thriving business area, the Manor Royal Business District provides over 30,000 jobs

locally and B&CE is always looking for great local talent to join our team. We saw some great people at the Expo and fingers crossed will be making some job offers soon!"

Steve Sawyer, Executive Director of Manor Royal BID added: "We were delighted to extend our popular 'Know Your Neighbour' event this year, by reaching out to the wider community and providing an opportunity for local people to discover more about the companies and work opportunities located on their doorstep via the Careers Expo. There was strong support from businesses and we were delighted to see so many people attend."

For more information about Manor Royal Business District and the job vacancies on offer from Manor Royal companies visit [www.manorroyal.org](http://www.manorroyal.org)

## Fiona Monson delighted to join the Merranti Consulting team

gdb member Merranti Group, a Business Services Group based near East Grinstead, are delighted to be expanding their reach with the expansion of their Merranti Consulting division, by introducing Fiona Monson.

The team of Consultants regularly meet to exchange ideas on proposals and build a bespoke team for each client. Phil says (Phil Gaffney) "As Aristotle put it "The whole is greater than the sum of its parts", by working as a team we are learning more about the team's strengths and sharing ideas to create far broader ideas than we could individually by drawing on each other's expertise we are also able to bid for larger projects."

Fiona says (Fiona Monson) "I was lucky enough to sit next to Merranti founder, Jason Fudge, at the gdb conference in January. We really hit it off and when Jason invited me to meet the team I was thrilled by the prospect of enjoying the camaraderie and back office support of a bigger team whilst still being able to maintain my independence and pursue other opportunities. They really are a dream team and I have learnt so much from our exchange of ideas." Fiona adds her skills as a mediator and negotiator along with her 25 years' experience as an insolvency practitioner and chartered accountant.

The team is really excited by their range of skills which means that they have the



right person (or Team) for the task, in all aspects from Micro Businesses to larger SMEs and third sector entities. Merranti Consulting have also designed a wonderful Q&A tool for businesses to highlight areas for improvement this will be rolled out by the next Merranti Business Breakfast in July.

## How the Sussex MBA gave Andrew McKechnie the confidence to start his own business

I've had a successful career in aviation. I moved from flying big jets as a British Airways pilot to overseeing airlines on behalf of the Civil Aviation Authority (CAA) and then overseeing aviation authorities on behalf of the European Union. To progress further I needed more than technical and regulatory expertise; I needed to understand how organisations work and are managed.

Like any good programme of study the MBA helps you to 'learn to learn'. It taught me to find the resources I need for areas outside my specific expertise. A particular strength of the Sussex MBA is the diversity of students on the course. There's a mix of people from

big business, small business, charities and the public sector. The management theory is universal but the opportunity to discuss and debate with colleagues from different backgrounds adds an extra dimension.

Leaving British Airways was a turning point in my career. This seemed very irrational to many colleagues – but it's a very planned out, hierarchical career structure. I'd got to the top, but I didn't want that long term. Studying on the Sussex MBA has been transformative. It's allowed me to move on to a whole new phase of my career with a new found confidence and tool kit to run my own business. For more

information on McKechnie Aviation visit: <https://mckechnie-aviation.eu/>

Find out how you could transform your career with an MBA from University of Sussex. As a fellow gdb member the University are offering a £5000 scholarship to all successful gdb applicants. You can study full-time or part-time, with teaching on Fridays and Saturdays, places are available to start in September or January.

To be eligible to receive your scholarship, please write "Part of the gdb network" in your Supporting Statement. To find out more and apply visit [www.sussexmba.com](http://www.sussexmba.com).

## Azura Earth and Catalicity - connecting the dots!

Just a few months ago Sean Burton of Azura Earth and Sandra Norval from Catalicity met at a gdb Members Meeting. It was late in the day so just a brief chat but the connection immediately showed promise.

Sean has been working on immersive technology, using Virtual and Augmented Reality to innovate around business applications while Sandra advises on sustainability strategy, helping businesses to identify new processes, products and markets for a more sustainable world.

The two might seem worlds apart but after Catalicity published the paper 'Where are the opportunities?' Sean saw that the opportunity for connecting his work with sustainability was realistic and the conversations deepened.

We didn't realise it at the time but something new was being born!

We are delighted to announce that Sean and Sandra are launching a new startup, Bluedotaug bringing the two areas of expertise together for an exciting platform for visualising environmental data. Our prototype focuses on noise and we are also working on air quality applications with a list of many other potential markets that will benefit from this game changing platform. We are already in discussions with our first customers in logistics, rail and construction with interest from many more so watch this space for more or grab one of us next time you see us at a gdb event to find out more about the platform.

Catalicity and Azura Earth will also continue to evolve and we will still be available to

advise in our separate areas of expertise including:

- Data Analytics,
- Application of Virtual and Augmented Reality in your business,
- Addressing sustainability in your business, or
- Improving food and manufacturing processes

We're really excited about this marriage of two seemingly unrelated skillsets!

Contact us on [hello@bluedotaug.com](mailto:hello@bluedotaug.com) or follow us on Twitter @bluedotaug for news as it emerges!

## bluedotaug

## gdb partnership – after a chance encounter!

At the April gdb meeting, new member Joe Cheal from Imaginarium Learning & Development got talking to the host of the event, Jenna Barlow, Sales Manager of the Gatwick Holiday Inn.

They got talking about the British culture and how we are not always good at asking for we want or complaining effectively... indeed that we sometimes end up resorting to forms of manipulation... creative perhaps but not always conducive to brilliant relationships!

This conversation led to a "why don't we..." moment! So they teamed up to host an affordable event for local businesses. The course, titled "The Power of Ethical

Persuasion" will provide some practical tools and techniques to help people become more influential in business and life!

They have organised it for the morning of 10th August at the Holiday Inn Gatwick. Jenna adds: "We are delighted to be hosting this event. Working together with a local business is very important to us and we believe that running this kind of event can benefit lots of individuals in a variety of roles."

Joe has a twenty-five-year background in business psychology and has seen the effect that 'ethical influence' can have: "A few years ago, a purchaser in an engineering company we worked with saved £50K by

asking one question he had never asked before... 'What's your best price?' Simple perhaps, but it made the difference!"



The course runs from 9.30-12.30 and pre-booking is essential. There is a fee of £49.00+VAT which will include teas & coffees. To find out more, you can contact Imaginarium on 01892 309205 or [info@imaginariumdev.com](mailto:info@imaginariumdev.com). Or book direct via [www.imaginariumdev.com/events/](http://www.imaginariumdev.com/events/).

## Teambuilding4u builds collaborative relationships



Teambuilding4u has been around for a little over 12 months, and in that time we have been collaborating with Roffey Park Institute.

Delivering our bespoke team building activities sold as part of their already established corporate meetings and conference packages. This has worked very well for several of their clients and in particular Gatwick Airport. Since joining gdb in December, we have continued to create collaborative relationships with member venues. We are pleased to say that we are now able to offer our services at:

- Holiday Inn, Gatwick
- South of England Event Centre
- Sandman Signature Hotel, Gatwick
- The Old Ship in Brighton
- Cottesmore Golf Club
- Brighton Race Course

Continuing with the theme of collaboration, we have taken on three, third party suppliers all new members since December:

- Positive Comedy
- John Young Media
- The Detective Project Mid Downs

And finally, most of our competition offers only the team building activities. We are in discussions with several gdb members about adding their bespoke training as part of

our delivery, thus making the team building more relevant to the clients business needs. This will enable our training provider and us to build relationships with new clients, delivering ongoing help to strengthen team relationships and more.

Joining gdb has made it much easier to communicate freely with potential new clients and suppliers on a one to one basis, taking away the old cold call scenario, which in this new GDPR and TPS world is making things very difficult for SMEs to gain any ground with new business. Thank you gdb.

Andrew Lake, Teambuilding4u  
[www.teambuilding4u.co.uk](http://www.teambuilding4u.co.uk)




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**Spire Gatwick Park Hospital**

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**Wilton Park Executive Agency**

www.wiltonpark.org.uk  
01903 817762  
Venue

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## Referral thanks

- Lesley Alcock from Platinum Business Magazine for Bridgeham Clinic
- Paul Matthews from Shopper Anonymous for Martin Riley Leadership & Business Development
- Jaffer Lokhandvala from E-mpower.IT for CCLS South Ltd
- Paul Samrah from Kingston Smith for Investec Wealth and Investment
- Nick Broom from PVL for EVM Direct
- Ian Trevett from Platinum Business Magazine for Network Xpress

## Seminars

27th July 2018

### Negotiation & Conflict Management

**Presenters:**

**Benjamin Everly, Senior Lecturer in Organisational Behaviour, University of Sussex (Business and Management)**

**Fiona Monson, Financial Mediator, Insolvency Practitioner & Chartered Accountant**

Fiona and Benjamin will present the important topics of negotiation and conflict resolution. Benjamin teaches negotiations on the MBA program at the University of Sussex, and will introduce key negotiating concepts and theory. Fiona specialises in conflict resolution and mediation, and will provide real life examples that illustrate the importance of applying the concepts.

This session aims to provide you with useful negotiating skills, while also challenging you to reflect on how you might apply this information in your work role and reflect on how you can approach challenging situations differently.

31st August 2018

### Are you missing out on trading overseas? Not sure how to market your product or service internationally?

**Presenters:**

**Lorraine Nugent – Willwood PR**

**Carolyn Bentley – Department of International Trade**

You may be an SME manufacturer or service provider based in the UK and not thought of trading internationally or not know where to start. You may have a product or service that would benefit from promotion in overseas markets.

During this session you will learn about the benefits of trading overseas and unearth top tips on how to promote your business on an international platform.

Hear how DIT (Department of International Trade) helped a local Gatwick Diamond based business, Willwood PR, develop their international offering, gain new overseas clients and how they work with global brands to market their products and services.

**To book on either or both seminars please visit [www.gatwickdiamondbusiness.com](http://www.gatwickdiamondbusiness.com) and visit the Events page.**

## Forthcoming events

4th July 2018

### Summer Stroll & High Tea

Borde Hill Garden, Haywards Heath  
2.00pm-4.00pm  
£22+VAT for members  
£32+VAT for non-members

12th July 2018

### Pastries & Networking

Reigate & Banstead Borough Council  
8.30am-10.00am  
Free for members only

19th July 2018

### Treasure Hunt & Networking Lunch

The Old Ship Hotel, Brighton  
12.00pm-2.30pm  
£35+VAT for gdb members  
£45+VAT for non-members

27th July 2018

### July Members Meeting

The University of Sussex BMEc  
11am – Educational Seminar – Negotiation & Conflict Management  
12pm-2.30pm Members Meeting  
Free for gdb members  
£25 plus VAT guest fee.

7th August 2018

### Fun Golf & Networking BBQ Lunch

The Copthorne Effingham Hotel  
10:30am – 1.00pm  
£35+VAT for gdb members  
£45+VAT for non-members

14th August 2018

### Elevenes and Networking

WDR, Horsham  
10:30am – 12:00pm  
Free for members only

21st August 2018

### Networking at Ease

Hartfield Manor, Betchworth  
12.00pm-2.30pm  
£35+VAT for gdb members  
£45+VAT for non-members

21st August 2018

### August Members Meeting

Reigate Manor  
11am – Educational Seminar - Are you missing out on trading overseas? Not sure how to market your product or service internationally?  
12pm-2.30pm Members Meeting  
Free for gdb members  
£25 plus VAT guest fee.

## Get in Touch

t: 01293 440088  
www.gatwickdiamondbusiness.com

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

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Basepoint, Crawley, RH11 7XX

## Previous Meetings & Events:

The past two month's meetings were:

'Shark Bites' & Networking at The Sandman Hotel London Gatwick  
<http://www.sandmansignature.co.uk/>

gdb Croquet & Networking Lunch at Ashdown Park Hotel & Country Club  
<https://www.ashdownpark.com/>

gdb Networking at Ease at the Hilton Hotel London Gatwick Airport  
<http://www3.hilton.com/en/hotels/united-kingdom/hilton-london-gatwick-airport>

gdb May Members Meeting Co-Hosted by Crawley Town Football Club & Paella Fella  
<https://www.crawleytownfc.com/>  
<https://www.paellafella.co.uk/>

gdb Express Lunch at Reigate Manor Hotel  
<https://www.reigatemanor.co.uk/>

gdb Pastries & Networking at Motorline Volkswagen (Gatwick)  
<http://www.volkswagen.co.uk/retailers/00671/motorline-volkswagen-gatwick/crawley>

gdb Flight & Networking Lunch at the British Airways i360  
<http://britishairwaysi360.com/>

gdb AGM and June Members Meeting at Denbies Wine Estate  
<https://www.denbies.co.uk/>

### 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.

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