IOD DIRECTOR-GENERAL’S MESSAGE TO EAST MIDLANDS:

Build a community of leaders

BOARD OF TRADE HONOUR FOR LOUGHBOROUGH BUSINESS LEADER

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Garry Smith
Regional Chairman
IoD East Midlands

Welcome to this, the Autumn issue of IoD East Midlands.

It arrives with you shortly after we have hosted a visit to the region from the IoD’s Director-General, Stephen Martin. You can find a more comprehensive report of his visit elsewhere in this magazine, but for me, the main takeaway from talking to him is his determination to refocus the IoD’s strategy.

Working in close partnership with our new Chair, Charlotte Valeur, Stephen is going to be very busy over the next few months, moving the IoD forward, changing its operations and their focus and making the IoD a better fit with the modern business environment. The key has to be to make the membership proposition one that works for all businesses: from the old, established bastions of the city to the young, up-and-coming tech giants of the future, currently being created in quiet industrial estates and business parks across the UK.

For me, one of the main ways we can add value to your membership is by bringing directors together for peer learning. Our Mastermind groups are a way to deliver this: small, focused groups that are the ideal model for peer-to-peer discussions on the best way to tackle the challenges all businesses face. If you see a Mastermind group is operating in your area, sign up and go along; I’m sure you’ll find it an excellent way to improve you as a business leader.

I mentioned ‘challenge’ in the last section and I suppose I have to now move to the biggest challenge business has faced in decades: Brexit.

Or is it? While it engenders hours of discussion on TV and radio, and yards of column inches in the newspapers, is it all you are talking about in your business? I suppose it depends largely on the sector you operate in: I can imagine that if you read this from the position of a director in a large manufacturing business with a complex pan-European supply chain, it may well be dominating the conversation. But it struck me the other day, while listening to another debate on the subject, that perhaps this is more the older generation of the business leader who is getting most hot under the collar, but that the younger generation are not as phased by the possibility of radical change to the way we operate. Rather, they are shrugging the issues off with a nonchalant ‘what will be will be’.

The fact is, the one thing that business has demanded all the way through the Brexit negotiations has been certainty; we have demanded to know what shape the future landscape will take. Yet perhaps, in the modern business environment, this is a forlorn hope, Brexit or not; that the only thing we can rely on in the future is change and disruption is never-ending; that no matter how constant changes around us can sink the sturdiest looking vessels. Think of the high street ‘giants’ that have fallen in recent years – all killed off by the arrival of the shopping websites that cut them off at the knees. Think of the panic in the world of motoring as newcomers such as Tesla look to disrupt the contented and accepted hegemony of US/French/German/Japan car giants.

Such dramatic and radical change is all part of modern life – so is Brexit just another symptom of this? Is the new paradigm one in which unsettling change is actually just another set of opportunities, during which the walls that cornered some businesses shift to allow them to break free, enter new market and grow?

When I speak to young entrepreneurs at our IoD 99 events, that’s the feeling I get: that there is a new breed of business leaders who are looking at Brexit as an opportunity, not a threat.

So should we worry so much about a loss of predictability? After all, we can all look back to times when we’ve been forced to evolve and adapt to cope with new demands, new technology or new regulations.

But that shouldn’t take away from the negatives that a no deal Brexit could bring. I know that for big businesses – particularly those aforementioned manufacturers with complex supply chains – Brexit is a potential nightmare, whereas perhaps the leaner and faster-on-their-feet SMEs may be thinking it will be okay in the end.

The deadline for Brexit negotiations moves ever closer. On reflection I still hope that somewhere along the line a deal that is mutually beneficial can be done – but I retain a deeply held belief that whatever the outcome, the resourcefulness and hard-working directors in this region will find a way to ensure their businesses flourish and grow.

Remember, if you need any help or advice, the answer can probably be obtained by talking to a fellow IoD member – and there’s no better way of starting that conversation than attending one of our many events.

‘In the modern business environment, the only thing we can rely on in the future is change, creating an unsettled, dynamic and fluid environment in which to work...’
Are you making the most of your membership?

IoD membership – it’s not ‘one size fits all’. Rather, we can tailor the right type of membership for you and your business.

Start ups – join the 99
If your business started within the last five years and you have a turnover not exceeding £3 million, then IoD99 is the perfect way to benefit from IoD membership at a reduced price.

IoD ‘Standard’ membership
Enjoy all the benefits of an organisation which is on your side in representing views to Government and at your side in providing support including development, meeting facilities, networking events, advice and helplines.

IoD Advance
An exclusive, supercharged membership community dedicated entirely to you and your business; giving you access to all standard membership benefits and more.

And don’t forget, members receive discounted prices on a host of IoD meetings and events, including Member Evenings at our regional office free of charge (see facing page).

Amazing gifts
Introduce a new member and claim a free gift – including one of an Amazon kindle, six bottles of selected fine wine, six bottles of Prosecco, or a Credit Card pre-loaded with £50.

Want to know more...
For more details about all types of membership or to introduce a new member, call Sue Charlesworth on 0115 848 6190 or 07939 584 962, or email her at sue.charlesworth@iod.com

Promote your business with IoD

by Sue Charlesworth,
IoD East Midlands
Head of Business Development

IoD East Midlands runs a number of exclusive ‘Members Only’ events such as our new Mastermind Groups. They are a great way to tap into the knowledge and experience of fellow members. For more details, contact the regional office – contact details on facing page.

Our Mastermind Groups are just one of a number of superb opportunities membership can offer to expand your network. The networking opportunities at IoD events are second to none, and the people you are networking with are fellow decision makers and business leaders.

Benefits to your business
Our events diary offers a host of sponsorship opportunities. Sponsorship means your logo is on the publicity material and you have a presence at the event with your banners and stands, etc. Our highest profile events include the annual Director of the Year Awards, which take place every June, and the Women as Leaders Convention – but there are plenty more which may suit your business’s budget and marketing purposes.

Talk to Ron Lynch or myself for more details.

Advertise in this magazine
The fact that you are reading this magazine means that other members are, too! There are opportunities to advertise or take editorial space to discuss a key issue affecting all businesses, or promote a specific service you provide. Speak to Colin Regan at Chamber Media Services for more details and discuss how this magazine can be part of your marketing agenda (see panel on pg 5).

Remember - the IoD – on your side and at your side.

Welcome to the IoD team, Sophie!

We are pleased to announce that our new student placement is Sophie Jackson, who joins the IoD team as Events Administrator, as part of her Business Management and Marketing Degree at Nottingham Trent University.

Her primary roles will be to support the IoD East Midlands’ team with local events and to engage with IoD Student members across the region.

She will be with us until August 2019 and will be welcoming you at all future IoD events.

Welcome to the team, Sophie, and we hope you enjoy your year with us.

If you would like to get in touch regarding future events, please contact Sophie on Sophie.Jackson@iod.com
Leicester Castle Business School, part of De Montfort University, has opened a new lounge for IoD members to use.

Louise Donaghy commented: “The development and investment of people is fundamental to the vision of our business school so we are therefore delighted to be working closely with the IoD. “Our partnership will include providing services to business professionals to develop in their career and build their network as well as supporting our students to become directors of the future.”

“The IoD lounge is based in the Grand Jury Room on the first floor of our business school and open to members.”

Under the leadership of Professor Dana Brown the Business School has gone beyond business as usual by offering a range of executive education courses that support businesses and individuals to survive and succeed in these uncertain times. It is the perfect environment to provide an agile, innovative and knowledge enriched space for professionals to grow and develop in their careers. It offers a range of courses, including and Executive MBA and Apprenticeships; all offer the option for businesses to partner with the university to create customised courses which can be tailored to meet the needs of their business.

Members evening – with the IoD

It was another evening of news, advice and lively conversation at the IoD members evening at the Crowne Plaza, Nottingham. The evening saw members in a meet-and-greet with IoD staff for an update on IoD services and events and a chance for some informal networking over wine and canapés. These events are free – and the next one will be in 2019 on 5th February.

CONTACTS

IoD East Midlands, Newton Arkwright Building, Nottingham Trent University, Burton St, Nottingham NG1 4BU

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www.iod.com/eastmidlands
East Midlands business honoured by Board of Trade Award

An East Midlands business is one of nine in the Midlands to receive a Board of Trade Award, from the Department for International Trade.

At a special ceremony, IoD member Dr Nik Kotecha OBE, Chief Executive of Morningside Pharmaceuticals Ltd, which is based in Loughborough, received the award from Secretary of State, Dr Liam Fox.

Dr Fox said Morningside was a fitting recipient of the award. “Morningside Pharmaceuticals Ltd is a fantastic advocate for international trade. Having exported to over 100 countries worldwide, the company represents the best of British on the global stage.

“I am delighted that my international economic department is presenting Morningside with a Board of Trade Award, paying testament to its continued exporting growth over the last few years.”

The judges were particularly impressed with how Dr Kotecha OBE used “his experience to champion the benefits of International Trade in the Midlands” through his work as a Department for International Trade (DIT) Export Champion.

After receiving the award Dr Kotecha said: “It’s a great honour to receive this award, particularly as it’s about working within the community to deliver prosperity and to champion free trade.

“I am very proud to be one of 28 Export Champions for the Midlands, which involves offering expertise and advice to inspire companies to export and to support existing exporters, who are looking to expand into new markets.

“In particular, I have been working to promote exporting to countries outside of the EU, which is essential if the UK is to make a success of Brexit.

“I hope our work will help maximise the potential of the Midlands engine to drive this region’s exports to new heights, as well as to support businesses with exploring successful trade opportunities around the world.”

Morningside Pharmaceuticals Ltd manufactures and supplies generic and branded medicines to UK hospitals and pharmacies, as well as essential supplies to global aid agencies.

The Department for International Trade (DIT) works with thousands of businesses, and set up the Board of Trade Awards, to help celebrate those individuals who are showing exceptional innovation, delivering prosperity to their local communities, and championing free trade.

The Board of Trade Awards allow civil servants working for the Government department to recognise businesses that they believe deserve special recognition for their role within their communities.

The Awards are given out on an annual basis at Board of Trade meetings, as they travel around the UK, during domestic visits and missions, and at an annual business reception. Award recipients are nominated and selected by DIT civil servants.

Fancy sparing us a Tweet?

Did you know that the IoD East Midlands has a Twitter account? You can find it at @IoD_EastMids. Follow us on Twitter to keep up to date on upcoming events, how to book on to them, news, pictures from events, opening times of our lounges and more.

If you don’t have an account or it never crossed your mind to have one, why not sign up? It’s free, quick and easy to sign up and whether you’re new or old, Twitter is a great way to stay connected and in touch.

It’s not just the IoD East Midlands you can follow; there are other IoD accounts such as:
- The Institute of Directors – @The_IoD
- Director General Stephen Martin – @IoD_Stephen
- East Midlands Regional Director – @RonMLynch
- The IoD 99 – @IoD_99
- Student Membership – @IoD_Students
- IoD Press Office – @IoD_Press

We’re always grateful for a like, retweet or comment.
Businesses encouraged to become more carer aware

Employers have been asked to be more ‘carer aware’ after a survey found that as many as one-in-nine employees are holding down a job while being the principal carer for someone who is disabled, elderly or seriously ill.

The responsibilities do not include those looking after healthy children.

With more employers saying they struggle to find staff with the right skills, many unpaid carers may end up having to reduce their working hours or give up work completely to care for someone – unless the right support structure is put in place.

Supporting carers has now become an economic and social imperative. By recognising the needs of carers, businesses can reduce recruitment and training costs by retaining their experienced staff, while reaping the rewards of creating a supportive working environment for carers.

Ultimately, it makes business sense to care for carers.

Employers for Carers (EfC) provides practical ‘hands on’ advice and support for employers. Managed and supported by the specialist knowledge of Carers UK, its key purpose is to ensure that employers have the support to retain and manage employees with caring responsibilities.

Becoming a member of Employers for Carers gives you and your employees access to a dedicated website full of resources, including practical guides and advice for managers and carers, case studies, model policies, FAQs and tools and tips.

For more information about Employers for Carers or to become a member, visit: www.employersforcarers.org/

Case study: caring for the carers

Lincolnshire County Council has ‘umbrella’ membership of Employers for Carers, meaning that SMEs in the county can become a member of Employers for Carers for FREE. Lincolnshire-based charity ‘Every-One’ are promoting the sign up of employers, as well as providing a range of free support to help organisations develop and implement ‘carer friendly’ policies and good practice, complemented with a carer awareness training programme for staff and an opportunity to undertake the Lincolnshire Carers Quality Award. Undertaking the award is free and achieving it recognises how your organisation supports carers.

For more information see http://every-one.org.uk/efc.
Stephen Martin: IoD is going to build a community of leaders

by Stephen Martin
Director-General, IoD

It was a real pleasure to come to Nottingham at the start of October to speak with IoD members from across the East Midlands region – thanks to all who attended, and to those who organised the event.

Being able to travel across the country to meet our members is one of the most enjoyable – and most important – aspects of my role. Having been an IoD member myself up in Scunthorpe for over a decade, I know how crucial it is that the IoD provides value for business leaders, wherever you are based.

And as we look to ready the IoD for the future with our current review, this is one of the key issues we are looking into. We need to ensure we strike the right balance between providing central services, but also ensuring that regionally and locally we are in a position to respond to the needs of directors where they are, and reflect the aspirations and challenges of their area’s business community.

There’s no better way to understand what IoD members want for their region than going out and asking them in person – and that’s what our senior leadership team and I have been doing. We’ve held events across the country, and our East Midlands engagement day was a particularly productive leg of this journey.

We have also been listening to your views on some proposals we have, to enable our Institute to thrive in the modern world of business.

I’d like to thank once again all our members who took the time to attend the event – your insight has proven extremely valuable.
Charity open search for NXD

Disability Direct Nottingham (DDN), a small local charity which has recently become an independent organisation, is on the hunt for a new chair or trustee for its board.

DDN was set up in 2014 but didn’t start running operationally until 2018, when it gained a bank account, charity status and opened a bank account.

It is the only user-led disabled persons organisation covering all disabilities, rather than impairment specific, and works with disabled people, older people and carers across both Nottingham City and County.

It is now seeing an experienced director to join its board. Ideally it is looking for someone who can act as a business mentor and can advise on effective strategies for the charity as it looks to raise funds to continue trading.

The board meets quarterly with the next meeting scheduled for the end of November.

Contact Jade Armstrong, operational finance director at jade@ddnottingham.com or on 0115 9785095, for more details.

Euro Food Brands ‘one to watch’

Northamptonshire-based Euro Food Brands has been named as ‘One to Watch’ in The Sunday Times’ annual ‘Top Track 250’.

IoD member Stephen Barlow’s firm was identified for its sustained growth and future plans – and joins £1bn-valued Brewdog brewery and the burger chain Five Guys.

The sales and marketing firm, established in 1991 and based in Boughton, Northamptonshire, is the sole UK and Ireland importer and distributor of international food brands such as illy coffee, Reese’s, Barilla pasta, Peppadew and the iconic American soup brand Campbell’s.

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Euro Food Brands saw its revenue rise by an impressive 19% to £117m. Having sold nearly 17m cases of premium foodstuffs in 2017, it’s anticipating further growth in the next twelve months. The firm employs 123 people.
Released on 21st August, the Department for International Trade’s new export strategy is putting finance front and centre. As any good strategy should be, it is in direct response to the requirements of its target audience, the nation’s actual or would-be exporters, whose most often quoted barrier to overseas trade is outlined/set out in the strategy in the following way:

The problem: Access to finance (lack of working capital and cover for the financial risks of exporting and payment)

The objective: Ensure no viable UK export fails for lack of finance or insurance from the private sector

The solution: UK Export Finance (UKEF),

The concept of helping exporters with questions of finance is not new. A precursor to UKEF, the Export Credit Guarantee Department (ECGD) was set up in 1919, initially to help exporters in the immediate aftermath of the Great War. Over the years it has taken on various guises and, in true government style, sported a range of acronyms. UKEF itself has been in existence since 2010, when it was relaunched as a direct response to the global financial collapse.

So, given the initiative is reaching its centenary, what’s new?

The principles remain the same, all neatly wrapped up in the objective above. But there is a new emphasis and some new products to match as market conditions vary and requirements change. For example, the organisation is in the process of further relaxing the eligibility criteria for its range of working capital support products.

A less used UKEF product is the single buyer credit insurance. This cover includes: insolvency of the buyer; the buyer’s failure to pay any amount under an export contract; hostilities or civil disturbances outside the UK that affect performance of the export contract and political, economic or administrative events outside the UK that prevent payments being converted into Sterling or transferred to the UK. This last might include the buyer being sanctioned after the contract has been agreed.

As with all UKEF services, the aim is to complement rather than compete with the private market; this public/private sector partnership approach is one that the strategy is keen to emphasise.

Another new initiative sees UKEF now offering a solution to the second most often quoted barrier to export success:

The problem: Limited networks and contacts

The objective: Connect UK businesses to overseas buyers, markets and each other

The solution (amongst others): UKEF supplier fairs

This service is similar in principle to the well-received ‘Meet the Buyer’ sessions organised by DIT but is built around the intra-governmental opportunities that can be leveraged by UKEF. The premise is the following: UK government, via UKEF, lends money to overseas governments in order for them to fulfil their infrastructure projects. Competitive rates are given to the overseas governments and the more UK suppliers they use to fulfil their projects a greater level of UKEF support becomes available.

It may be an over-used phrase, but this is a ‘win-win’ situation for both sides of the partnership. UKEF is confident that the companies it can put in front of overseas buyers are as good as any in the world, so why not create an environment in which the buyers are encouraged to source as much from the UK as possible?

Clearly the UKEF offer is robust and steadily enlarging, however it is commonly described as a ‘best kept secret’ by those companies who have taken advantage of it. This lack of awareness represents the primary barrier that UKEF itself has to overcome – getting a foothold in the export support marketplace can take time. As with all DIT services though, a meeting with a UKEF adviser comes with no obligation and their services come at no cost. So, why not give them a call. The best things in life are free, after all.

For further information about how UKEF can support your export finances, please contact your local Export Finance Manager.

Derbyshire, Nottinghamshire, Leicestershire, Lincolnshire: Tony Petersen, T: 07825 276476 E: Tony.Petersen@ukexportfinance.gov.uk

Northamptonshire: Jo Archer, T: 07580 742517 E: Jo.Archer@ukexportfinance.gov.uk

For all other exporting queries contact the East Midlands office: T: 0345 052 4001 E: info:tradeEM.co.uk
Oh, you’re so frustrating!

Every workforce has at least one employee who doesn’t seem interested, isn’t reliable and doesn’t want to follow the same rules as the rest... so how do you make the awkward one fall in line – or if that doesn’t happen, what are the steps towards removing them from the business?

Suzanne Smith of Belvoir Human Resources Ltd looks at the issues involved and offers some suggestions for tackling the problem.

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Is your Recruitment and Selection process if no improvement is achieved.

Every workforce has at least one employee who doesn’t seem interested, isn’t reliable and doesn’t want to follow the same rules as the rest... so how do you make the awkward one fall in line – or if that doesn’t happen, what are the steps towards removing them from the business?

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Are you managing their performance standards?

Whatever the reason for your concern, set the standards you need in a meeting, listen to their point of view as it may be relevant to the problems they are having at work. Set some clear standards and confirm them in writing. If there is no improvement then proceed to a formal disciplinary meeting and issue a warning. Ensure that the employee is supported - is there a temporary arrangement that will help them to achieve the necessary standards which might be helpful to implement? In most cases you want the employee to achieve the standards you need and improve. Dismissal is an option but what a waste of recruitment activity and costs – and it can carry legal risks!

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Are you happy with their attendance?

This is a common source of frustration, as a few employees seem unconcerned about the need to attend regularly and on time. This is often a matter of misconduct and can result in written warnings and, potentially, dismissal.

However, be very careful with some absence and health issues as there is a possibility that the employee could claim they have been discriminated against as a result of a disability.

In these circumstances seek advice from an Occupational Health advisor and consider making reasonable adjustments in the work place to support an employee with significant health issues.

Discrimination claims do not need any length of employment service and the awards have no ceilings so seek specialist advice in this area.

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If you recognise these concerns and would like some professional ‘hands on’ support tailored to your business needs, please contact Suzanne Smith, the Principal Consultant at Belvoir Human Resources Ltd, at helpdesk@belvoir-hr.co.uk, to arrange a free chat and employment health check.
Export advice

Spread your wings: taking the Midlands out into the world

IoD East & West Midlands Export Expo
Date: Monday, November 12
Time: 0930 - 1700
Venue: Drayton Manor Hotel, Drayton Manor Drive, Tamworth B78 3TW
Cost: Members £45 + VAT; Non-members £55 + VAT

In August 2018 the Government launched a new Export Strategy which ambitiously set out how it aims to raise our exports from 30% to 35% of our GDP and strengthen our position as one of the 21st century’s great trading nations.

Focusing on three key parts of the strategy Connect, Inform and Encourage, IoD East and West Midlands are pleased to invite you to join us for a day all things export related!

Designed for those who are new to exporting or considering new markets, our event will introduce you to a number of IoD Members who are Export Experts, who will share their own experiences of trading internationally.

Keynote speakers already confirmed are Zeynep Turudi, founder and managing director of TRUEDE; Shahid Sheikh OBE, MD of Clifton Packaging and the IoD East Midlands Director of the Year; and Andy Wilkinson MD of OWB.

Department for International Trade

There will be an opportunity to meet the experts supporting the DIT team in IP, logistics and markets such as China, Latin America and the Middle East, who are keen to help businesses take the plunge and develop their export strategy, answering any questions you may have.

More speakers will be announced so please look at the website for more details.

Tickets for this event are limited. We recommend you book early to avoid disappointment.

About our speakers
Shahid Sheikh OBE, MD of Leicester-based Clifton packaging, has embedded exporting into the DNA of his innovative packaging business, with new markets in Africa, Asia and Europe proving hugely successful for this dynamic business.
In winning the IoD East Midlands Director of the Year award Shahid was described by judges as having “a confident approach to tackling new markets and exporting that offers unsurpassed potential for future growth.”

**Zeynep Turudi, Truede**

Zeynep is the founder and managing director of Truede, a supplier of fabulous, authentic Turkish Delight and other confectionery. Production is in Turkey but distribution is from the UK and the business re-exports back out to 15 countries.

Zeynep is also Deputy chair of European Turkish Brand Association, which has 400 business CEOs and managing directors as members, and is also a Business Advisory Board member at the Faculty of Business School, Coventry University.

Zeynep was invited by Barack Obama to represent the UK at the IVLP International Visitor Leadership Programme, to discuss A New Beginning: Entrepreneurship and Business Innovation.

**Andrew Wilkinson**

Founding partner and Managing Director of OWB, the award-winning creative marketing agency, established in Birmingham in 2000. OWB designs develops and markets eCommerce websites and apps for global brands.

Andrew has worked in senior client-side positions for global brands including TNT and Blagden Industries Group and marketing agencies across the UK and overseas.

In 2017 he was awarded ‘Director of the Year’ in the Small Business category in the 2017 IoD West Midlands Awards.

Supporting the DIT Team will be confirmed exporting experts from the IoD, including Philip Gray of Brazil Business Hub Ltd, Don Lee of Devoch (experts in supporting UK businesses grow in China) and Michelle Bishton and Phil Sanger from Vault IP, who are intellectual property experts experienced in overseas protection, with specialisms that include manufacturing, engineering and software.

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**Exports up as trade deficit falls**

UK exports were up by 6.4% in the year to June 2018 according to the latest ONS Balance of Payments.

As a result the UK trade deficit has narrowed significantly by £14.4bn. The exports boost was driven by a demand for high quality British manufacturing with service exports also continuing to boom due to the UK’s reputation as a global leader in financial services.

Non-EU countries remain a larger market than the EU 27, with total exports outside of the EU totalling £342.8bn. Services exports experienced a 3.3% growth outside the EU, with a total value of £168.2bn.

International Trade Secretary, Dr Liam Fox MP, said: “These figures show that the demand from all over the world is increasing for our high quality goods and services. As we leave the EU, we look to further our trading with overseas markets such as USA, Japan and China where exports have risen by 4.1%, 7.4% and 7.5% respectively.”

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IoD offers cautious welcome to post-Brexit plans for immigration

by the IoD Policy Department

The IoD has given a cautious welcome to the Government’s preferred immigration strategy post-Brexit, though admitted that concerns remain over its implementation and possible impact on businesses’ ability to recruit the staff they need.

Responding to the publication of the Migration Advisory Committee’s (MAC) report on EEA Migration in the UK, Stephen Martin, Director-General of the IoD, said: “The report rightly punctures some of the more negative stories around the impact of overseas workers in the UK.

“The conclusion in particular that migration does not impact the training of the UK-born workforce bears out the evidence from business leaders.

“For employers, this isn’t an either-or choice; nine out of ten of our members who employ from abroad also invest in training domestically.

“Firms will cheer the proposal to remove the cap on skilled Tier 2 visas, and to look in detail at ways of lowering bureaucratic burden. However, given the report’s focus on the benefits of skilled migration, the MAC’s backing of the ‘Skills Charge’ as a means of lowering the influx of skilled migrants seems contradictory.

“SMEs will also be concerned that it does not go far enough in addressing the issues faced by all but the largest businesses. As an example, salary thresholds, while they are clear benchmarks, do not necessarily take into account the interests of new and growing businesses – many of which offer wider incentives other than high salaries for skilled new staff.

“Finally, concerns around the quality of available data regularly feature throughout this report. Questions around haphazard data-keeping on the level and impact of migration have dogged UK policy makers for some time. We wholeheartedly endorse recommendations to improve monitoring, particularly in an arena of policy so often caught between political messaging and raw economic need.”

On implications for the UK’s future trading relationship with the EU, Stephen added: “With the MAC’s review now complete, the ball is firmly in the Government’s court.

“The reality is that these recommendations cannot be considered without one eye on our future relationship with the EU. We strongly urge the Government to prioritise a reciprocal preferential agreement with the EU on movement of people and labour, reflecting the unavoidable realities of close geography and integrated supply chains.”

IoD 99 members and guests joined forces for an evening packed with high-quality networking at Alea Casino Nottingham on the 18th September.

We were delighted to welcome Paul Belshaw from Smartersoft Business Solutions Limited to address attendees about how to access grant funding for high potential businesses and start-ups.

Alongside this we ran a series of one-minute pitches from willing volunteers Barbie Nash, Owen Conti and Jeff Lee, who offered a brief taste of what their business has to offer and their future plans.
Commercial mediation – How to prepare

Business disputes don’t have to end up in court, with mediation an increasingly popular way of solving commercial conflicts. **Sarah Canning** of Franklins Solicitors outlines some of the key points to consider

A mediation is an opportunity to resolve a dispute on your terms and being prepared is key to securing the settlement that is best for you.

The mediator is independent and when with each party separately, everything discussed is confidential, making the mediator a great sounding board. Information can and will only be shared with your consent.

As with any negotiation, it is important to understand what is at stake and what is important to your business. The benefits of mediation make the difference because this is the forum when commercial acumen can come to the fore and the rigidity of the law and litigation process can take a back seat.

Look beyond the legal advice – what will a settlement mean to your business?

If you have received legal advice, you will be aware of the strengths and weaknesses of your case in law. What lawyers cannot factor into their advice, however, is the actual impact upon you, your business and what that may mean in the short- and long-term.

A lawyer will not know whether this dispute could be hugely damaging to your reputation in your sector, if confidence in your business will be lost or whether the dispute will mean the next time you tender the pitch may not go your way. Neither will he or she know that you are about to launch a new product or enter into a new market and your time, energy, focus and funds are going to be far better spent on moving your business forward than addressing historical disputes.

As a result, obtaining the best out of a mediation for you and your business means being open minded, looking beyond the legal advice and really understanding what a settlement means.

Understand your best or worst negotiated outcome

One useful approach is, to use an acronym, knowing your BATNA - your

Best Alternative to a Negotiated Agreement. The bestselling book on negotiation, *Getting to Yes* by Roger Fisher and William Ury, sets out how to understand your BATNA.

There are essentially three separate steps. First, listing as many possible actions as you can that may take place if no agreement is reached. Often brainstorming this with a wider group is helpful.

Second, take a couple of the more promising ideas listed and convert them into reality and practical alternatives by setting out exactly what would happen if they came into fruition.

Finally, with the alternative options set out, select which would be the best. You now have your BATNA against which to compare any offer received during the mediation process. It provides you with a reality check that is specific to your business and circumstances.

**On the other hand…**

Of course, there is also your WATNA... your Worst Alternative To A Negotiated Agreement. Many enter mediation choosing a bottom line figure as their walk away number and become fixated upon that until the mediator begins to explore the risks and what will happen in reality if a settlement isn’t reached.

Exploring this before your mediation will help you develop your negotiation strategy and any initial offer.

There can be some sensitivities about putting forward the first offer and yet this can be a very positive move for a party, enabling them to set the potential area for an agreement on their terms and not those of their opponent. Being prepared, factoring in all the information available to you and understanding the actual position for your business can put you in a strong position during the negotiations and, as mediation has a high success rate, investing the time beforehand is time well spent.

**An opportunity for everyone to have their say**

Finally, you will be given the opportunity to speak in an open meeting with your opponent. Parties, and indeed their solicitors, can be reluctant to participate in this joint session and yet it is very helpful and can be a turning point after entrenched positions have been reached in communication. The mediator will control the session and ensure that everyone has an opportunity to have their say and be heard.

While it can be tempting to leave a lawyer to speak, be prepared to contribute. If it is clear the parties cannot make progress during that time together, the process is flexible and the parties break into separate rooms with the mediator spending time with each separately and in confidence.

Mediation is an effective and successful process of resolving disputes. As in business, you often get out what you put in and time preparing will be well invested.

Choose Franklins to mediate your disputes

As well as being a specialist Litigation Solicitor of over 25 years’ experience and Partner at Franklins Solicitors LLP, Sarah Canning is a dual accredited Mediator with CEDR (Centre of Effective Dispute Resolution) and Regent’s University, School of Psychology and Psychotherapy. Both accreditations are approved by the Law Society as well as being recognised internationally.

Sarah is a member of the Civil Mediation Council, an accredited NLP Master Practitioner and currently interim Chair of IoD Northamptonshire. Should you be involved in a dispute and wish to discuss your options, please contact Sarah on 01604 828282 or email sarah.canning@franklins-sols.co.uk
Matthew Felgate, the founder of The Lincoln Distillery – Lincoln’s first distillery for almost 160 years, and the proud home of Lincoln Gin – tells the story of this rebirth of an age-old industry

I have been told that my story is a good one, but truth be told I never knew I even had a story until I was asked to give a talk to the IoD in September.

The talk gave me a chance to reflect on the development of my product and the many sleepless nights I spent learning the craft of distilling and developing the right brand. Lincoln has a magnificent heritage and I looked to the local area for inspiration for the branding and its contents, all of which needed to ‘scream Lincoln’.

Lincoln Gin is proudly distilled and bottled at The Lincoln Distillery, in very small batches, using my 30-litre copper alembic still. It is made with 10 classic and locally inspired botanicals. Juniper-led with rich citrus tones, a distinctive floral bouquet combined with soft fragrant earthy notes, it’s a versatile and smooth gin which can be enjoyed neat but also pairs well with premium tonics for a refreshing G&T.

After many months of development, I finally settled on a recipe, one which I felt was right but, more importantly, one my wife liked. I found that when your ‘craft’ takes over the kitchen-diner, spousal approval is paramount(!). I included elderflowers which grow in abundance on the Commons of Lincoln. The addition of liquorice root was inspired by Liquorice Park, which gets its name from the liquorice vines farmed there in the 17th Century.

Lincolnshire is the largest agricultural county in the country, and when I began researching this product I assumed I’d find a host of historic distilleries in the area. In fact, the opposite was true: the only distillery in Lincoln closed its doors in 1860 and was called The Lincoln Beetroot Distillery. So I experimented with beetroot; it brought a wonderful earthy sweetness and a USP to the brand – and not to mention a little nod to Lincoln’s heritage.

The branding itself is a more obvious tribute to the city. The Lincoln Gin logo is based on the City of Lincoln coat of arms, which was first used in the 1300s. I was fortunate to receive Mayoral approval to use it, a privilege not often issued.

The first bottles hit the shelves in June 2018, almost a year after I registered the company. Sales over the past three months have been great and I have had orders from two large retailers and interest from a supermarket already.

I never envisaged presenting my gin to a national retailer within the first year – let alone the first quarter. With this early demand I have started preparations to upscale the production and have now bought a second still which will be used to meet demand and develop new products.

I am very excited to see what the future holds for The Lincoln Distillery.

Beauty entrepreneurs Rachel de Caux (left of photo) and Paula Short (centre) with (from second left) IoD guests Lindsay Crichton; Seema Edwards and Philippa Russell-Clarke.

Far right, Rachel and Paula pass on beauty tips to IoD’s Sue and Cari.

That’s the beauty of business

The power and the beauty of business was well illustrated by Rachel de Caux and Paula Short, creators of Lincoln-based Beauty BLVD at an East Midlands networking lunch held at Crowne Plaza Hotel, Nottingham.

IoD Members and guests marvelled at their entrepreneurial story, which told how the business began and has quickly become a global name. Rachel and Paula appeared on TV’s infamous Dragon’s Den, describing the experience as “utter torture but a phenemenol piece of advertising for us”.

The beauty range which began solely as Glitter Lips has expanded to a range of affordable cosmetics.

IoD Regional Director Ron Lynch, who praised their business performance, said it was exciting to see they are still writing new chapters to the business.

Sue Charlesworth and Cari Grice from the IoD East Midlands regional office were treated to a ‘before and after’ lip make-up session which demonstrated why BLVD’s high-quality products had proved so successful.
119 outstanding events, across all sectors – there’s something for everyone

Now in its fourth year, the Leicester Business Festival is a firm feature in the local business calendar and it is by far the largest business event in the region!

Running from 29 October to 9 November, the 2018 Business Festival boasts 119 exceptional events taking place all over the city and county during the fortnight.

There are events in each of the LBF’s 11 key sectors – considered to be of strategic importance to the area or expected to experience significant growth. Sectors comprise:
- Business Support, Communications & Marketing; Creative Industries;
- Distribution & Logistics; Education & Skills; Environment, Food & Rural Affairs; Hi-Tech Manufacturing; Professional Services; Property & Construction; Retail, Tourism & Hospitality; Space & Aerospace; Sport, Health & Life Sciences.

The Leicester Business Festival has something for everyone – whether a start-up, SME, large corporate business, MD, employee of self-employed business owner.

There are events that challenge the status quo; offer unique supply chain opportunities; help you to develop your public speaking skills or find out how to access to private equity capital; upskilling your employees; managing staff – or alternatively, how to be a better employer!

Nearly all events are completely free to attend although tickets must be reserved in advance through the LBF website. Events are all available to browse, search and book on the LBF website or via the LBF App. It’s downloadable from Google Play or the App store.

Tickets are ‘first come, first served’ so be quick, as some events have already sold out!

Take a look at the Leicester Business Festival today! See www.leicesterbusinessfestival.com for details of events and to book your places

IoD East Midlands is delighted to be hosting two events as part of the festival

Funding for growth in post-Brexit world

Date: Tuesday 6th November 2018
Time: 8.30am - 11.30am
Venue: DOCK, Pioneer Park, 75 Exploration Dr, Leicester LE4 5NU
Cost: Free of charge for all

This event is a super opportunity to look at key questions business leaders have in the Brexit debate, from workforce planning to financing growth.

To help us address this issue will be Jamie Kerr, the IoD’s Head of External Affairs and Lewis Stringer, Senior Relationship Manager at the British Business Bank.

Jamie joined the IoD in 2014 and leads the IoD’s engagement across Government and the wider UK political community.

Lewis joined the British Business Bank in 2016 and has a 20-year career in economic development. The British Business Bank is a government-owned business development bank dedicated to making finance markets work better for smaller businesses, and provides over £250m of investment to boost small and medium business growth in the Midlands.

To book on this or the airport tour event (right), contact the IoD regional office
E: Sophie.Jackson@iod.com or Cari.Grice@iod.com
T: 0115 848 6190, or see www.iod.com/emidlandsevents

Unique airside tour of East Midlands Airport & DHL

Date: Tuesday, 30th October
Time: 7.00pm - 10.00pm
Venue: East Midlands Airport, Castle Donington, Derby DE74 2SA

The IoD East Midlands welcomes members and guests to this unique opportunity to have an out-of-hours tour of East Midlands Airport. The airport is the region’s global gateway, connecting people to over 80 destinations worldwide and goods to 200 countries. As the UK’s busiest pure cargo airport, it handles 1,000 tonnes a day.

This tour gives delegates a behind-the-scenes look at how EMA makes the transition from daytime low-cost short haul holiday airport to a specialist cargo Hub. This includes a minibus tour of the apron and a visit to DHL’s facility.

All delegates must bring their passport with them, as we will be going airside.

www.iod.com/eastmidlands
Planning the future of skills

The IoD has raised the issue of skills gaps and shortages as one of its key priorities for government to address for many years.

The simultaneous and partly unknown impacts of Brexit and automation on skills supply, combined with an incredibly tight labour market, means that this issue will continue to exercise businesses for the foreseeable future. The supply of an appropriately adaptable workforce, with the ability to acquire new skills, requires a joint approach from employers, government and training organisations.

One of the leading players in this environment is the Futures Group, a Nottingham-based social enterprise. Operating across the whole of the East Midlands and beyond, Futures provides support to employers with recruitment and training as well as nearly 70,000 individuals a year in taking their next career steps.

Futures’ mission to improve business productivity and enable individuals to reach their full potential places the organisation in a powerful position to address the issue outlined.

This has been further strengthened by the organisation recently adopting a new group structure, to formally separate the business-facing activity – ‘Futures for Business’ – and support for individuals – ‘Futures for You’.

Futures for Business offers a range of high-quality business solutions including recruitment support and talent identification, apprenticeship and corporate training, and employment agency services for apprentices. Futures for You has recently been bolstered by the successful retendering of a major Government contract – the National Careers Service. Worth up to £24m over the next three years, Futures will deliver careers advice to unemployed adults throughout the East Midlands and East of England to support them back into work.

As an East Midlands-based company, the success in re-tendering for this prestigious contract against fierce national competition is good news for the region, further bolstering a local employer of over 300 people as well as a broader supply chain of local voluntary sector organisations.

Rated as Outstanding by Ofsted for its current delivery of this service, Futures will continue to invest in quality delivery linked to the needs of local economies. Strong partnerships with employers and bodies such as the IoD are essential in achieving this.

Linked to this evolving governance structure and as part of the organisation’s medium term growth strategy, Futures is about to embark on the hunt for a range of new non-executive directors to add further strength to its strategic capacity.

WANT TO KNOW MORE?
If you are interested in finding out more about any aspect of the organisation or to have an informal conversation about the non-executive director positions, please contact John Yarham, the Group’s Chief Executive via john.jarham@futuresadvice.co.uk or call Jim on 0115 9601566.
Business Property Relief (BPR) is something that business owners will need to consider when gifting business assets in their will. Nelsons’ Wills and Probate Solicitor and Associate, Nadia Faki explains which business assets qualify for BPR and how this can be incorporated as part of your inheritance tax planning strategies.

What is business property relief and which assets qualify?
If you own shares in a private company, are a partner in a partnership or are a sole trader, you can make a gift of your business assets in your will free of inheritance tax, provided they attract business property relief (BPR).

BPR is a relief from inheritance tax available for certain business assets which allows you to make gifts of them under your will, or during your lifetime, free from inheritance tax or at reduced inheritance tax rates. You can plan for further tax savings by employing particular BPR tax strategies in your will. These can potentially produce significant reductions in inheritance tax.

A business will qualify for BPR by 50% or even 100%, depending on the type of business property involved and provided that certain conditions are fulfilled:
- The business must have been owned for two years before the date of death or a lifetime gift;
- It is not subject to a binding contract for sale at the date of death/gift; and
- It is not one that mainly owns properties or investments that provide rental or investment income (i.e. mainly deals in securities, stocks or shares, land or buildings).

When does the 100% reduction in value apply?
Sole businesses and partnership interests (including professions and vocations); and unquoted voting securities and shares (including Alternative Investment Market securities) of a private or family company controlled by the transferor (i.e. the person making the gift).

When does the 50% reduction in value apply?
Quoted voting shares in or securities of a company controlled by the transferor; any land or buildings, machinery or plant owned by the transferor and used mainly for business by a company controlled by the transferor or by a partnership; or certain settled property.

What else should I take into consideration?

When a person holds business assets that might qualify for BPR on their death, whenever possible those assets should be given as a specific gift to chargeable beneficiaries in their will either outright or on trust. This is to ensure that BPR:
- Attaches fully to the property being given
- Isn’t ‘wasted’ on a beneficiary who is already exempt from inheritance tax (IHT), for example a spouse

If business property isn’t left as a specific legacy but instead falls into the residuary estate on death, then BPR is not attached specifically to the business property but instead is apportioned between the exempt and non-exempt beneficiaries of the whole estate according to a formula.

What happens if the business property is transferred into a discretionary trust?
If the business property is transferred into a discretionary trust (chargeable beneficiary) and includes a spouse as one of the potential beneficiaries, then:
- Any BPR is deducted specifically against business property left to the trust.
- Trust assets are available to benefit the spouse and children, etc – at the discretion of the trustees.
- If BPR continues to be available, business assets can remain in the trust and avoid ongoing IHT charges.
- BPR property can be given to non-exempt/chargeable beneficiaries as and when the trustees think fit.
- If BPR is not available, assets can be distributed to a spouse within two years of death to secure spouse exemption.

This route could be used if it is thought that the rules regarding BPR may change and no longer cover the assets on the death of the transferor.

How can Nelsons help?
It is important to seek professional advice when preparing your will to look at whether BPR is applicable and also to ensure that your will is correctly drafted so that you don’t inadvertently prevent the application of BPR.

We can also discuss with you how the effect of any proposed changes to your business can impact on tax relief.

Your business, financial and family circumstances may change over time, so it is also essential that you review the terms of your will at regular intervals.

Inheritance tax planning: Are you maximising business property relief?
<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
<th>Description</th>
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<tr>
<td>18th Oct</td>
<td>Director of the Year Awards</td>
<td>National</td>
<td>London 6pm-11pm</td>
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<td>23rd Oct</td>
<td>Leicester Lounge Launch</td>
<td>Leicestershire</td>
<td>Castle Business School, Leicester 5.30pm-7.30pm</td>
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<tr>
<td>30th Oct</td>
<td>East Midlands Airport Visit</td>
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<td>6th Nov</td>
<td>Funding for Growth in a Post Brexit World (LBF)</td>
<td>Leicestershire</td>
<td>DOCK Leicester 8.30am-11.30am</td>
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<td>12th Nov</td>
<td>Expo Export</td>
<td>East &amp; West Midlands</td>
<td>Drayton Manor Hotel, Tamworth 9.30am-5pm</td>
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<td>13th Nov</td>
<td>Nottingham Professionals Lunch</td>
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<td>MemSaab, Nottingham 12.30-2.30pm</td>
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<td>IoD 99 Social Series</td>
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<td>7th Dec</td>
<td>Annual Lincolnshire Lunch</td>
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<td>13th Dec</td>
<td>Leicester Professionals Lunch</td>
<td>Leicestershire</td>
<td>Chutney Ivy, Leicester 12.30-2.30pm</td>
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<tr>
<td>18th Dec</td>
<td>North Notts Envoys Christmas Tastings</td>
<td>Notts</td>
<td>School of Artisan Food, Welbeck 12-2pm</td>
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<td>5th Feb</td>
<td>Members Evening</td>
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<td>28th Feb</td>
<td>Regional Networking Lunch</td>
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<td>Leicestershire</td>
<td>Chutney Ivy, Leicester 12.30-2.30pm</td>
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<td>29th Mar</td>
<td>Women as Leaders Convention</td>
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<td>Crowne Plaza Nottingham 12-4pm</td>
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<td>2nd Apr</td>
<td>Members Evening</td>
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<td>Crowne Plaza Nottingham 5.30pm-7.30pm</td>
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<td>12th Apr</td>
<td>Deadline for Director of the Year Awards 2019</td>
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<td>Crowne Plaza Nottingham 12-2pm</td>
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<td>Leicester Professionals Lunch</td>
<td>Leicestershire</td>
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<td>21st June</td>
<td>Director of the Year awards</td>
<td>Region</td>
<td>TBC</td>
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For more details or to book on any event, contact Cari Grice on 0115 848 6190 or email cari.grice@iod.com. Alternatively, see www.iod.com/emidlandsevents. For more events throughout the year, check the IoD website for updates in your area as we are regularly adding to our 2018-19 calendar of events.

**IoD Women as Leaders Convention 2019**

**Date:** 29th March 2019  
**Time:** 12pm-4pm  
**Venue:** Crowne Plaza, Nottingham  
**Cost:** To be advised

Join us for the 5th Annual IoD East Midlands Women as Leaders Convention 2019. Our keynote speaker will be the IoD’s new chair, Charlotte Valeur. She will be joined by a high-profile panel of successful businesswomen and female leaders to examine the issues stopping women from taking their rightful places in the nation’s boardrooms.

As with our previous events, you’ll hear our speakers share their business and personal stories on their successes and challenges.

Pictured at this year’s event, from left, are our speaking panel: Sue Smith, Sarah Walker-Smith, Lisa Wainwright, Debra Charles, Louise Third, Major Clare Hamilton and Carolyn Radford.
Our next Professionals Lunch in Nottingham will be an event with a difference, as we will be using this ever-popular occasion to launch our 2019 Director of the Year Awards. We’ve invited a local award-winner from this year’s awards to talk members and guests at the lunch through the nomination process and explain exactly what winning the awards has meant to them and their business. We will also explain how the IoD can help you make the most of your moment in the spotlight as either a nominee or an award-winner.

It’s another reason to join us at what is always a great event.

We alternate between hosting Professional Lunches in Nottingham and Leicester every month. Both events are kindly sponsored by Nelsons Solicitors, who provide all attendees with a free drink on arrival.

After that it is a case of tucking into some of the UK’s finest Indian cuisine, courtesy of our host restaurants, MemSaab in Nottingham and the Chutney Ivy in Leicester. Both are multiple award-winners and will ensure that you enjoy a fabulous meal while getting on with some informal - but invaluable - networking.

Our Professional Lunch series are £19 + VAT for members, £25 + VAT non-members.

Book at www.iod.com/eastmidlands

Get the inside track on the economic picture for 2019

IoD’s Senior Economist and the Bank of England Agent for this region at first Networking Lunch of the new year

Date: Thursday, 28th Feb 2019
Time: 12.00pm - 2.00pm
Venue: Crowne Plaza Nottingham
Cost: Members £35 + VAT;
      Student £28 + VAT
      Non-members £45 + VAT

It is said that if you put two economists together in the same room, you’ll often end up with three opinions!

So we should be in for an interesting time with Tej Parikh from the IoD and Rosie Smith from the Bank of England East Midlands Agency as our guest speakers during the lunch. Both are not only interesting and entertaining speakers, but will be able to give us an up-to-the-minute assessment of the rapidly changing economic environment.

There will be plenty of opportunity for questions after the presentations, with a perfect networking opportunity for IoD Members and guests.

For more information on Tej and Rosie, please see iod.com.

Book Online www.iod.com/emidlandsevents

www.iod.com/eastmidlands
Lincolnshire lunch and networking before Christmas: perfect alchemy!

Date: Friday, 7th December 2018
Time: 12pm - 3pm
Venue: Bentley Hotel, Lincoln
LN6 9NH
Cost: Members £38 + VAT
Non-members £48 + VAT
Table of 8 £266 + VAT
Table of 10 £342 + VAT

We invite you to join us for our annual Christmas lunch in Lincoln. This year’s guest speaker is Dawn Barron, Founder of Human Alchemy, and we will also be joined by IoD Director-General Stephen Martin.

Dawn has an extensive mix of corporate and consulting experience, working with national and international businesses, and acquiring broad business management experience.

She founded Human Alchemy in 1999 and specialises in developing high performance leaders and leadership teams to transform their organisations.

Dawn is a champion for everything Lincoln and enjoys being active in the community, in particular working with young people and the homeless in her role as Board Trustee of YMCA and Nomad Trust.

This popular annual lunch promises to be a lively and informative afternoon, offering members and the wider business community an opportunity to enjoy relaxed networking and an excellent three-course meal.

You can make great savings by booking a table of 8 or 10 so why not invite your colleagues or clients.

Dawn Barron - founder of Alchemy

Artisan festive tastings with the North Nottinghamshire Envoys

Date: Tuesday, 18th December
Time: 12pm-2.00pm
Venue: School of Artisan Food, Lower Motor Yard, Welbeck, Nottinghamshire S80 3LR

IoD East Midlands is pleased to announce that we will be running a joint event with the North Nottinghamshire Envoys at the School of Artisan Food.

This event will be an inspiring end to such a busy year with an inspirational speaker, followed by a buffet lunch and some festive themed tastings from the School of Artisan food.

The School of Artisan Food exists to teach all aspects of artisan food production. It offers a unique opportunity for people of all skill levels to expand their knowledge through a wide range of short courses and a full-time Advanced Diploma in Artisan Baking.

Based in the heart of Sherwood Forest on the Welbeck Estate in North Nottinghamshire, the school is housed in the former fire stables, dating back to 1870. Newly refurbished training rooms are specially equipped for the teaching of breadmaking, cheesemaking, brewing, butchery, charcuterie and preserving.

Whether you’re looking for some festive cooking inspiration or to networking with like minded professionals from the North Nottinghamshire area then this event will ensure you get into the Christmas Spirit.

Football match to help mark centenary of war’s end

Nottingham will help mark the centenary of the end of the First World War by hosting two football matches between current soldiers from the British and German armies.

A match between male soldiers takes place on Thursday, 8th November at Nottingham Forest’s City Ground, while the women soldiers’ game takes place at Notts County’s Meadow Lane ground on the same day.

The games are sure to be an extraordinary spectacular, one that you can say proudly ‘I was there’.

As well as the match itself there will be a collection of amazing military machines, marching bands, a soldiers’ wives choir and much more ...

You can secure your place in history by taking up a Games Hospitality Box for the match at the City Ground. Your evening starts at 5pm with a welcome drinks reception before the match kicks off at 8pm, which you will watch from your executive seats.

Complimentary food and drink is also available as well as additional stand seats for your team, parking and more.

An Executive Box for eight people is just £800 – and that cash will be spent supporting 50 young people to attend the game.

So come along and be part of the biggest football commemoration of World War One.

See www.gamesofremembrance.com or contact jacky.larcombe@gmail.com.

• The Games of Remembrance are proudly sponsored by:
  Gold Sponsors: Experian, Fujitsu, Army Sports Control Board
  Silver Sponsors: Babcock, Mott MacDonald, Nottinghamshire County Council
Think you’ve got a problem you can’t solve?
Call the Thinkubator!

Are you grappling with a challenge that’s holding back your company…?

...Well, Nottingham Business School’s Thinkubator Challenge® could provide the solution you’re looking for.
Thinkubator Challenge® provides access to free expertise to help support business growth.
Nottingham Business School’s exciting event returns on Wednesday, November 14. On the day they run a number of challenge “hubs”, made up from academics who are experts in their field (many are consultants to business), research students, and business postgraduates and undergraduates.
With access to the full resources of Nottingham Business School, each hub will focus on one individual challenge and report back their findings at the end of the day, with recommendations and practical next steps to take.
Organisations submitting challenges are invited to attend on Wednesday, November 14 to present their challenge to the group and attend a free business masterclass.
It’s a great chance to grow your organisation for free, with expertise and support from one of the UK’s leading business schools.
Thinkubator Challenge® has been organised by Nottingham Business School, Nottingham Trent University.

Help students tackle the £10 Challenge!

Nottingham Trent University puts the call out for IoD members to sign up as student mentors on the £10 challenge

The IoD is looking for business leaders who would be interested in mentoring IoD student members for the next £10 Challenge.
The IoD £10 Challenge works on a simple premise: the students are given £10 seed capital and have to grow that cash through their business acumen and ingenuity.
It’s a scheme that has run successfully at Nottingham Trent University for a number of years while fundraising for the John Van Geest cancer research charity.
We will be assigning student mentors to over 40 groups of students to consult on their entrepreneurial activities.
This interaction and support is of immense value to our IoD Student Members and we hope that you will find the mentoring experience both rewarding and engaging.

Submit your challenge today at www.ntu.ac.uk/thinkubator
or call 0115 848 8139 for more information

Join us on November 14 to find the solutions!

www.iod.com/eastmidlands
More than an Executive MBA – more a whole new mind-set

It is a truism that life is getting more complex – multiple contacts, relationships, potential leads and projects need to be constantly developed with the inevitable deadlines and deliverables.

Gaining a sense of control and direction can seem elusive. It calls for the development of a distinctive set of skills, approaches and mind-sets.

The Leicester Castle Business School (LCBS) Team respond to these challenges in the LCBS Executive MBA – a programme remarkable for its original thinking, alternative approaches and thought-provoking stances. Leading professor/practitioners, at the cutting-edge of their fields, work with participants examining strategic processes and micro-moments that lead people towards longer-term goals and value creation.

This provides a potent environment of exchange and development driven by action research-based studies pertinent to 21st century organisational activity and learning.

Why study for an Executive MBA with Leicester Castle Business School?

Leicester Castle Business School is an official higher education partner of the Chartered Management Institute (CMI) and successful completion of the programme also brings award of an accredited Level 7 CMI Diploma.

- Study flexibly via blended and integrated learning experiences enhancing your ability to respond to complex and changing environments.
- You will gain a global perspective in a highly international setting with the opportunity to participate in international study trips.
- You will have the opportunity to practice leadership and decision making through project based learning which will develop your expertise.
- Create value for you and your business with options to develop projects around real business problems and ideas.
- You will develop an international network throughout your studies in a place where a unique group of people converge with the potential to form lifelong friendships, and in some cases business partnerships.
- You will be studying in one of the most diverse cultural cities in the UK in the stunning setting of a Grade 1 listing building transformed for 21st century learning
- You will develop your professional skills by studying and learning with world leading professor-practitioners who are operating at the leading edges of their respective knowledge-practice sectors
- You will enhance your career potential by enriching your knowledge and understanding of contemporary organisational settings and operations
- Where eligible, Apprenticeship Levy can be used to cover course costs.

Want to know more?
For more information, please contact Louise Donaghy, Head of Business Development and Executive Education at Leicester Castle Business School, on Louise.donaghy@dmu.ac.uk

Steel-making tour is real eye-opener

A group of IoD members from Greater Lincolnshire had the opportunity to don hard hats and hi-vis vests and take a behind the scenes tour of the British Steel manufacturing plant in Scunthorpe as part of the annual programme of events that the branch committee puts on for members.

British Steel was created when Greybull Capital bought the ‘Long Products Europe’ business of Tata Steel, and the company is a world leader in the production of long steel products with facilities across the UK and France, supplying premium products around the world.

We were really grateful to Ruth Henstock at British Steel for hosting the visit and to Paul Banton, Managing Director of Ruddocks and IoD committee member, for arranging.

The tour highlighted how British Steel works closely with its customers and suppliers to create an agile, effective and competitive supply chain.

Mick Lorkins, one of the IoD members on the tour, commented: “It gave us a real insight into the modern steel-making business and ongoing pressures to produce in a competing global market.

“We had a great views of the steel making process and it was well worth the round trip drive from Northampton.”

Members have told us that they find the opportunity to visit other businesses really useful to stimulate capacity for thought and innovation as an idea that works in one context (for example at British Steel) is often capable of being deployed in another. We are planning next year’s programme and it will include more visits to local and regional businesses.
THINK. CREATE. INSPIRE.
GO BEYOND BUSINESS AS USUAL

Leicester Castle Business School has been created by De Montfort University (DMU), to meet the needs of 21st century business. We do this by going beyond business as usual, offering a unique learning environment where you are encouraged to challenge convention and given the opportunities and tools to think, create and inspire.

Located in the beautiful and historic setting of Leicester Castle, Leicester, we are only one hour by train from London and benefit from excellent transport links to the rest of the country.

Our portfolio of open programmes is complimented by our ability to design and deliver flexible, bespoke education programmes which can be tailored to meet an organisation’s specific training needs, offering master class workshops, through to accredited graduate and postgraduate qualifications.

For more information or to discuss how we can help your business email us at info@lcbs.ac.uk

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OUR FLAGSHIP EXECUTIVE MBA

- CMI accredited course
- Flexible study via blended and integrated learning
- Develop competencies through an innovative ‘project-based’ module structure
- 24 months part-time
- Where eligible apprenticeship levy can be used to cover course costs

PG CERT PROFESSIONAL COACHING

- Study part-time around work commitments
- Delivered by experienced coaching professionals
- Combine academic and professional qualifications
- Networking and CPD opportunities

POSTGRADUATE DIPLOMA HUMAN RESOURCE MANAGEMENT

- Study at an approved Chartered Institute of Personnel and Development (CIPD) centre
- Maps to the CIPD advanced level standards (Level 7)
- Develop knowledge and skills to effectively manage contemporary HR issues and challenges
- Opportunities to network at professional exchange events

MASTERCLASSES

- Short and intensive tailored training available
- Delivered on or off-campus
- Build talent and managerial capabilities
- Benefit from cutting-edge research
The rise, fall and rise again of Phipps brewery

During this summer’s heatwave IoD East Midlands members had a chance to take a look behind-the-scenes at a local business success story that was tailor-made for refreshment – Phipps Brewery.

Members and guests heard the story of how this small Northampton-based brewer had risen from humble beginnings to become one of the biggest brewers in the south-east Midlands, with a pub estate stretching from Leicester in the north, to Peterborough in the east, Oxford in the south and Warwick in the west.

Under the stewardship of the Phipps family, the company ethos was to produce only the best and most distinctive brews.

However, 150 years of careful and responsible stewardship came to an end in 1960 when brewing giant Watney Mann tabled a hostile bid and took control, causing considerable friction within the Phipps family. Almost predictably, the expansionist London brewer cared little for tradition and heritage and within 14 years the Phipps Bridge Street Brewery had been run down as the company’s pub succumbed to a creeping tide of Red Barrel and Mann’s keg bitters. The Phipps brewery was closed and largely demolished by May 1974 when Carlsberg took over the site for its UK lager production.

The original company continued as a pub chain with ownership passing round the brewing industry from Grant Met, to Courage to Scottish & Newcastle at the dawn of the new century.

However, the tide began to turn for the Phipps name in 2004 when the management of the company’s old pub chain started making plans to rebrew the legendary IPA which had been the company’s flagship beer until 1972. Grabbing the chance to break free from the ailing S&N, the project continued with Phipps once again an independent company.

Many of the old Phipps brewers gave their time and expertise to the recreation of first the IPA and then the full range of heritage ales. In 2014 the last surviving part of the Phipps brewing empire became available; The Albion Brewery, where first Ratcliffe then Phipps Stouts were brewed from 1884 until 1919. Phipps Northampton Brewery Co moved back to the restored brewery as the Phipps family rejoined the business.

A brewery tap bar was added in 2015 and gin production was started up to compliment the noted ales and stout.

Today the company is once more a living part of the area’s commercial and cultural life; Phipps has come full circle.

A fascinating tour and heart-warming tale - many thanks to Mr Tudno-Jones, brewery manager, for guiding us.

More on Phipps at www.phipps-nbc.co.uk

North Notts Business Awards 2019 open for nominations

The North Notts region’s prestigious Business Awards for 2019 are now underway and all local firms in Bassetlaw are encouraged to throw their hat into the ring.

With categories to suit every shape and size of business, these annual Business Awards continue to positively raise the profile of the region’s business achievements and success.

The awards for 2019 see lots of new awards introduced aimed to engage the region’s larger firms, including the manufacturing sector, and this year premium VIP tickets to the glitzy Awards Ceremony are now available too.

Sponsored by Alexander Calder Financial Ltd, the North Notts Business Awards are free for firms to enter and all firms based in Bassetlaw are encouraged to get involved. The judged categories for 2019 are:

- The Alexander Calder Financial Ltd Company of the Year
- Business Person of the Year
- Lifetime Achievement Award – sponsored by Bassetlaw District Council
- Micro Business of the Year
- Employer of the Year – sponsored by North Notts BID Ltd
- Excellence in Manufacturing Award
- Family Business Award
- Best New Business - sponsored by The Preparation Group
- Best Customer Service Award – sponsored by Dukeries IT Ltd
- Improvement Through Tech Award
- Employee of the Year
- Corporate Social Responsibility Award

The judges will also give one recipient their Lifetime Achievement Award, sponsored by Bassetlaw District Council. This very special award will be presented to an outstanding business person in the private sector whose dedication and exceptional achievements has had a profound commercial influence and impact in the North Notts region.

Download entry forms at www.northnottsbusinessawards.weebly.com.

The closing date for entries is Friday, 11th January 2019 and the finalists will be announced at a popular breakfast networking meeting on Wednesday, 30th January 2019 at Retford’s Spencer’s on the Square.

The Awards Ceremony will take place on Friday, 15th March 2019 at the North Notts Arena which can seat up to 500 guests.
Demand for business flights key to new routes

Heidi Barlow
East Midlands Airport (EMA) faces a period of significant opportunity. The Government is speaking encouragingly about making better use of existing capacity at regional airports, and the airport site has been identified at both a national and local level as a significant growth and employment zone, the airport will be critical to propelling the prosperity of the both the regional and national economy.

Our role as an airport is to provide connectivity – to convince airlines that there is sufficient demand to allow them to grow their operations by offering routes in and out of the East Midlands.

Making the case for why this is the best region in the UK is easy, but we stand a much better chance of getting airlines over the line if we can clearly demonstrate the demand for international travel from businesses.

We’re talking to several airlines about new routes and increased capacity, but fundamental to our growth, and our number one priority for route development, is to secure a new network carrier allowing passengers to fly from EMA to the other side of the world via a major European hub airport, on one ticket.

EMA is one of the largest UK airports not to offer an ongoing service through a European hub airport, which leaves some of the eight million people who live within an hour’s drive of EMA without a dedicated network carrier. From the conversations we’ve had with businesses, we know that there is demand in the East Midlands for flights further afield that connect the region to the biggest global markets.

If we had a pound for every business person that said to us, “if only you flew to x, I’d use EMA”, then I’d personally be able to underwrite a daily hop to Frankfurt! Our job is to convince airlines that there is the demand here for these routes.

If we achieve this, the call to arms for the business community will be ‘use it or lose it’.

So the questions we have for IoD members are:
• Does your business have international offices?
• Where are your international clients based?
• Where are you looking to develop new global business links?

Over the next few weeks and months, we will work hard to find the answers to these questions, and to understand the demands of your business for international travel. This will involve one-to-one conversations and working with partner organisations and business forums to reach out to the business community to tap into the expert knowledge that they have.

We very much look forward to working with you and your organisations as we together build a vision for sustainable regional growth, driven by greater international connectivity. After all, we are your regional global gateway.

Get in touch
In the meantime, we’d love to hear from you. Feel free to pick up the phone or email us: to discuss your corporate travel needs please contact me, Heidi Barlow, Head of Marketing (East Midlands Airport) on 07711 574382 or you can email me at Heidi.barlow@eastmidlandairport.com

EMA’s future goal is to attract a major national carrier such as Qatar to fly passengers as well as cargo from the airport
working with you...

...enabling innovation

There has never been a better time to work with Nottingham Trent University. We currently have European funding to support small and medium sized businesses in Derbyshire and Nottinghamshire.

We can offer:
- specialist technical hubs in food and drink, materials engineering, computing and data, and design innovation;
- Business Innovation Academy workshops delivered by Nottingham Business School;
- academic and student-led projects and consultancy;
- intensive specialist support for innovative businesses;
- support for start-up businesses.

To discover how we can work with you, visit our website or get in touch.

Tel: +44 (0)115 848 8899
Email: workingwithyou@ntu.ac.uk

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www.ntu.ac.uk/enablinginnovation