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CHAMBER OF COMMERCE

Glasgow Business

DECEMBER 2018 THE MAGAZINE OF GLASGOW CHAMBER OF COMMERCE



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2019 will be a significant year for the city of Glasgow

Jim McHarg, President
president@glasgowchamberofcommerce.com

Glasgow Chamber of Commerce has always been a hard-working, future-looking organisation, willing to go the extra mile to help its members. Now, as we endeavour to prepare and shape the city's future in a post-Brexit environment from 2019, I envisage this workload will multiply significantly as more Glasgow businesses seek new types of international trading relationships. The Chamber has played a central role in export services for many years. It is part of our DNA and we have seen a steady growth in demand for international trade certification during this year.

We are still awaiting full details of the impact on exports and imports to the EU, and it is sensible to suggest there may be an increase in the requirement for relevant trade documentation. I know that once everything is clearer, our team will be playing a major role in adapting to the changes as quickly as possible and relieving any burden for many Glasgow businesses. Our thriving economy depends on the movement of goods and services made in Glasgow and destined for the rest of the world. We must not allow our ability to export to falter in any way.

Brexit aside, the forthcoming year will be a significant one for the city. Already we've set out a marker with our leadership position in the creation of a Circular Economy in Glasgow. The Circular Economy Hotspot was a successful three-day international event held in October which attracted 500 delegates who heard about Glasgow as a Circular City. Of course, Circular Glasgow is a Chamber initiative and our team did us proud in demonstrating that the city knows what it is doing, particularly in collaboration with Zero Waste Scotland and Glasgow City Council. This sends out a message to other investors and companies interested in coming to the city, that we see sustainability as a key principle of doing future business in the city. This was underpinned by First Minister Nicola Sturgeon, who declared that Scotland has an

opportunity to become a pioneering circular economy led by Glasgow.

Another important initiative for our members is the policy forums that are shaping how the Chamber positions itself on issues that are affecting Glasgow's economic performance. Of course, the Council's priority is to reduce inequality across the city region by creating a more inclusive economy and tackling healthcare and poverty in the city. Moreover, these policy forums also have their attention on the requirements of the local labour market, how we attract more international inward investment and what kind of innovation will create a thriving economy.

The public place forum has already decided that two areas to be examined in the year ahead will be transport systems, knowing that there is a connectivity commission report looking into this, and the Avenues Project in the city centre. We know there will be a refresh of the City Centre Strategy in the wake of Sauchiehall Street's upheaval after the major fires. The key word here is 'forum' - which seeks member views. These forums are now under way and if you have not been involved and have something you wish to say, I encourage you to contact me or any of the executive team through the Chamber to ensure that your voice, as a member, is being heard.

I'm heartened by the feedback from Chamber members and it was a great pleasure meeting many members who attended the successful Glasgow Business Awards.

Congratulations to all those who took part. However, we always have room to hear more from members who have perhaps been reticent to make their voices heard. As we approach the New Year let me invite you take make a resolution: Get more involved with Chamber activities. I wish you all a great festive season with your family and friends and a healthy and prosperous 2019.



CITY BUILDING CELEBRATE AWARD WINS



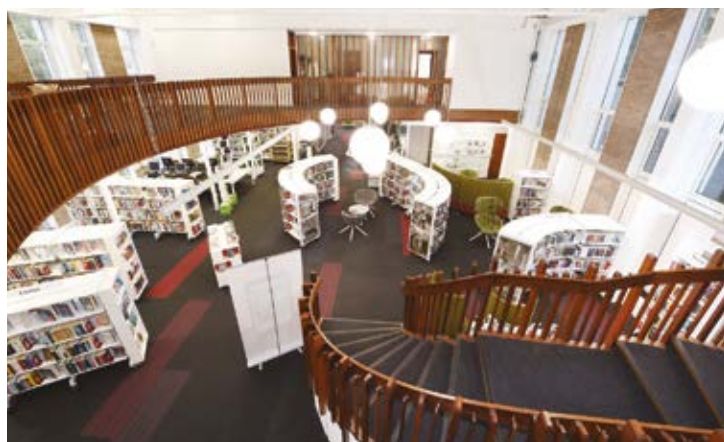
New Build Primary School, Glasgow

As well as winning the Queen's Award for Enterprise, City Building were double award winners at the Glasgow Business Awards.

The **Healthy and Active Workplace** award recognised our business culture in promoting an active and healthy workplace and the **Sustainable Development** award recognised our innovative sustainable business activities.

A recent **Fraser of Allander Report** recognised the annual scale of the economic and social impact the work of City Building contributes including:

- Supporting 3,877 jobs across the economy.
- Direct employer of one in every eight construction workers in Glasgow.
- 73.5% supply chain spend with Glasgow companies.
- Provision of 1200 craft apprenticeships since 2007.
- 97% of timeout apprentices offered full-time employment.
- Supports a turnover of £324 million across the City.
- Operates the largest supported business in Europe RSBi (Royal Strathclyde Blindcraft Industries).



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For more information on our products and services contact Lesley Quinn, Head of Business Support on 0141 287 2287, Email: lesley.quinn@cblglasgow.co.uk or visit: www.citybuildingglasgow.co.uk



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Local Export Partnerships for international trade support



Five pilot Local Export Partnerships (LEPs) have been launched by the Scottish Government and Scottish Chambers of Commerce to increase the number of firms exporting their products and services.

The aim of the LEPs is to offer support and expertise to companies, particularly SMEs, with little or no previous exporting experience to help them enter international markets.

The Glasgow and Lanarkshire Local Export Partnership includes Glasgow Chamber of Commerce, Lanarkshire Chamber of Commerce, Scottish Development International, Glasgow City Council, Business Gateway Glasgow, North and South Lanarkshire Councils and Lanarkshire Enterprise Services.

Over the past year, the LEP has been developing essential products to support businesses getting ready to start trading internationally. The most recent of these is Passport to Export.

Passport to Export

Passport to Export is a series of short, sharp, interactive workshops that will give you all the information you need to start trading internationally. Through four workshops the Passport to Export will help you explore the exciting prospect of growing your business on the global stage. If you have little or no previous exporting experience but would like to find out what is involved then these workshops are for you.

The workshops are FREE and will be delivered between 8.30am and 10.00am so that they don't impact too much on your working day. You will

have the opportunity for networking at the beginning and end of the workshop and will also hear from businesses who have already taken the first steps into exporting.

Workshop 1 – Introduction to Exporting and Market Readiness

- The decision to export
- Planning for export success
- Assessing your export capability
- Researching your markets
- Export market identification and selection
- Cultural and language considerations
- Export market development
- The pros and cons of the different routes to market and market segmentation

Workshop 2 – International Finance

- Export financing
- Methods of payment
- Getting paid
- Incoterms
- Currency
- Contracts and international terms and conditions

Workshop 3 – Legal Aspects of International Trade

- What in legal terms is different about exporting?
- Overseas legal requirements – regulatory environment
- Registration requirements
- Direct sales legal issues
- Online sales
- Brand protection
- Appointing an intermediary
- Barriers to market entry – EU/non-EU

Workshop 4 – International Logistics

- Methods of transportation
- Documentation and certification
- Customs duties
- Tariffs
- Insurance

We will be delivering Passport to Export at venues across Glasgow and Lanarkshire in early 2019 so please look out on our website and in our emails for further information.

ExportHub

Another exciting building block of our Local Export Partnership is our ExportHub App which keeps you up to date with all the support, advice, networking and training opportunities that are available through our partners and members on everything relating to international trade. You can also upload comments, suggestions and videos about your own experiences, challenges and successes.

Instructions for downloading the ExportHub App to your mobile device can be found on our website.

TO DISCUSS ANY OF THE ABOVE PLEASE CALL ELAINE RODGER ON 0141 204 8332 OR EMAIL ELAINE.RODGER@GLASGOWCHAMBEROFCOMMERCE.COM



Partners:



Funded by:



Steve Hill
Creative Director, BIG Partnership

Back to paper and pens for creative conceptualisation

What technology makes your working life easier?

Three things: laptop; phone and Monday.com. The laptop (Macbook Pro) allows me to work anywhere, which is handy when you spend time in one of five offices and on the train. My phone (OnePlus 5T) has a great camera for grabbing inspiration on the go. And Monday.com (collaboration tool) is great for online access to our work and having the ability to comment, add stimulus and sign-off on projects, wherever I am.

Is there any new technology that you are using to help productivity/communications?

We've actually gone the other way, with pencils, pens and paper forming the first stage of any creative response. All too often creatives will jump onto their Mac and create something that might look polished but doesn't answer the brief in the way it should, or could. Using paper allows a stream of quick sketches and doesn't lock you into one or

two ideas but acts as a springboard for further thoughts.

What websites/apps/magazines/newspapers do you turn to for inspiration?

My job is to get people engaged and enthused with what we are proposing to solve their business problem. To that end, you can get inspiration from anywhere – from Brexit and hot dogs through to '80s toys and tracking the flight of bumble bees. I do like *Monocle* (both the magazine and the website) and *Wired* is pretty good for what's coming next. I also like to browse through very niche titles (think *Trainspotters Gazette*, *Chicken Fancier* etc) to get an insight into different folks' worlds.

What book(s) should everyone in business be reading?

I'd recommend *Nudge* (Thaler & Sunstein) and *Black Box Thinking* (Matthew Syed). A great read for anyone, whether you think you're creative or not, is *One + One = Three*

from Dave Trott. Lots of great anecdotes of how creative thinking has solved big problems. In fact, anything by Dave Trott is well worth a read.

What do you do that helps you boost your productivity or save time?

Clichéd, but coffee and running. Getting out for a run (preferably trail) gives you time to think and can give a fresh perspective on that day's issues. In the office I have a V60 which makes a good coffee. The ritual of making the coffee again allows time to think, away from a desk.

What's the best piece of advice you've ever received?

Choose your battles. It's also a piece of advice I've regularly given to other creatives who are hungry to impress but are perhaps directing their passion into a project with a predetermined outcome. There are times when the stars align (the client understands the process) and great work gets out into the big wild world. Make the most of those opportunities.



Steve Hill,
Creative Director,
BIG Partnership



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Glasgow leads the way in its role as the world's 'Circular Economy Hotspot'

October saw Glasgow welcome 500 circular economy experts from over 20 countries as it hosted the third annual Circular Economy Hotspot. The city used the occasion to announce its intention to become Scotland's first circular city, with Glasgow City Council revealing its plans to publish the country's first circular economy route map.

Glasgow, through its Circular Glasgow work, a Glasgow Chamber of Commerce initiative, is well-known for its leadership on circularity and has spent the last three years mapping out where the best economic opportunities might lie as it looks to make this transition. With an initial focus on the city's businesses, Circular Glasgow is now looking to widen its support at city leadership and engagement level.

Strategically, Circular Glasgow will also continue its partnership with Zero Waste Scotland, sharing best practice with other Scottish circular economy regions: Edinburgh; Tayside and North East. According to Zero Waste Scotland's own work, coupled with an announcement from the First Minister at the international event, these four Scottish regions alone could collectively benefit from a £1 billion boom created by reducing waste and keeping materials in circulation.

The First Minister also used her speech to announce the latest businesses to receive support through the Circular Economy Investment Fund, with over £500,000 going to help two Glasgow businesses accelerate the transition to a circular economy. The Circular Economy Investment Fund is administered by Zero Waste Scotland and supported by the European Regional Development Fund.

Nicola Sturgeon said: "It's great to see projects like Total Homes and Revive Eco embracing our circular economy and getting maximum value from resources.



Nicola Sturgeon with Marysia Cmiel, Zara Ali and Krzysztof Tyczak from St Vincent's Primary School

This investment will help these businesses reuse and repurpose products which will benefit communities by creating jobs and reducing emissions.

"Scotland is already leading the way with its ambitious and challenging targets for recycling which are above and beyond the EU targets. However, we want the narrative to move beyond recycling to reuse, repair and remanufacturing of items. In this light, we are currently considering next steps for introducing a deposit return scheme which will help us achieve our ambitions."

The international event also gave Glasgow's youngest entrepreneurs the opportunity to showcase circular business ideas to the First Minister.

Ten-year olds Zara Ali, Krzysztof Tyczak and Marysia Cmiel from St Vincent's Primary School, presented a reusable pen made from contact lenses, gardening tools made from plastic bottles and a cushion made from scrap material, after a challenge tasked them to think of circular solutions.

The Circular Economy Challenge, hosted by Young Enterprise Scotland (YES) in partnership with Circular Glasgow and funded by the ScottishPower Foundation, encourages primary school children across the city to think about ways to create their own circular economy.

Alison McRae, Senior Director at Glasgow Chamber of Commerce, said: "We're well on the way to becoming Scotland's first circular city and as the momentum builds among the business community, it's vital to instil the same kind of thinking within our youngest generation.

"Glasgow Chamber of Commerce sees the circular economy as an opportunity to future-proof our city, and as we do this it makes sense to teach the city's future business leaders to develop sustainable solutions.

"We're thrilled to be supporting this Young Enterprise Scotland initiative and inspire our city's children to join an exciting movement that will impact our future."

Zero Waste Scotland leads on delivery of the £73 million Resource Efficient Circular Economy Accelerator Programme, which aims to improve the economic performance of SMEs while at the same time reducing the impact of economic activity on the natural environment, supporting Scottish Government and EU policies.



Glasgow must respond to the Fourth Industrial Revolution

Stuart Patrick, Chief Executive
chiefexecutive@glasgowchamberofcommerce.com

We face two major disruptions over the coming 12 months. We've heard a great deal about Brexit and the serious implications it may have for the UK economy. However, increasingly we are having to get our minds around the implications for Glasgow of technological disruption. On the one hand, we need to respond to the international trading challenges arising from leaving the European Union, while on the other we need to understand and deal with the radical changes caused by the Fourth Industrial Revolution.

The ubiquity of super-computing and the cloud, the increasing use of intelligent robots, the arrival of self-driving cars and other autonomous vehicles, and the unzipping of the genome and the advances in healthcare are all arriving on our Glasgow doorsteps. The speed and scale is unlike anything we have previously experienced.

While creative people are able to develop products and services more quickly and cheaply than before, traditional business models must be prepared for change too. The wider societal issue is what impact this radical change will have on Glasgow – and are we doing enough to embrace such change? There are genuine fears from some quarters that we create a digital world where there is less high-quality work, while optimists predict better kinds of work and more quality leisure time. Whatever the outcomes, Glasgow businesses will need to adapt to survive and keep their international channels open.

I pondered much of this on

my recent trip to our Chinese twin city Dalian, where we met with the local chamber of commerce. I discovered a city with seven million people that is highly advanced, with ship-building, automotive, heavy and machine tool engineering. It might not be a well-known Chinese city, but it can be one good platform for trade because of the 30-year twinning of our two cities.

For the Chamber, it is a great point of entry where we can build on willing relationships. At the heart of making this connection work is ensuring that Glasgow's narrative is well articulated and understood by those seeking to do trade with us. Our vibrant and brilliant city is robust and resilient enough to deal with the dramatic changes of the Fourth Industrial Revolution. We have demonstrated that we have a flexible workforce that is intellectually capable of understanding the challenges and stepping up to meet them. We have a world-class higher education sector working in collaboration with Team Glasgow to define and exploit the opportunities. The core strengths and knowledge of our science and medical institutions are a rallying point, while Barclays' decision to build its technology hub on the Clyde is proof of the quality of our current workforce.

We must continue to make the most of this in the year ahead. We need to keep repeating our story and talking ourselves up. Our workforce has to be primed and ready. That's why I've called for City Deal II, to home in on the new emerging industries in science and technology, build on the innovation districts our universities are promoting, develop the transport and digital systems we need for operating an intelligent city and invest heavily in the next generation of skills we will need. The Fourth Industrial Revolution will be more apparent to us in 2019. It needs to be front of our minds – and we need to ensure that our human resources are ready.



INSPIRING CITY AWARDS 2018

THE WINNERS

From artisans to entertainers, entrepreneurs to community campaigners, the people at the beating heart of Glasgow are honoured



Business leaders, organisations, charities and individuals who are helping Glasgow flourish were recognised at this year's Inspiring City Awards. More than 400 of the most inspirational people in Glasgow gathered at the Glasgow Marriott Hotel on Thursday 7 September for a gala awards ceremony. In their sixth year, the 2018 awards were hosted for the second time by Jennifer Reoch, former Miss Scotland and STV presenter.

The awards, organised by Glasgow Chamber of Commerce and *The Herald*, in association with award-winning city brand PEOPLE MAKE GLASGOW, had 14 partner supporters. The awards received an astounding number of entries, and the calibre for this year was truly outstanding, with the judges praising the number of people and businesses that have gone above and beyond to make such a difference to people's lives across a variety of sectors, including sport, business, art and culture, community and the environment.

Stuart Patrick, Chief Executive, Glasgow Chamber of Commerce, said: "The Inspiring City Awards continue to celebrate the city's thriving business

INSPIRING CITY AWARDS 2018

PEOPLE
MAKE
GLASGOW

GLASGOW CHAMBER OF COMMERCE *The Herald*

community and the steps taken to inspire younger generations, improve our environmental impact and create better opportunities for all. Congratulations to all of tonight's well-deserved winners, outstanding individuals, charities and organisations, each of whom have enhanced the city and supported growth in a number of key areas.

"In its sixth year, the awards have attracted an astonishing number of entries, and the calibre was truly impressive. It's been a great night honouring those who continue to

represent what is great about our city and we look forward to the inspiring stories and innovative connections the next year will bring."

Susan Aitken, Leader of Glasgow City Council, said: "This year's Inspiring City Awards showed, once again, that Glasgow is creative, innovative and a city that cares. There are some truly remarkable individuals, businesses, charities and organisations that are working tirelessly, every day, to improve the lives of our people and the reputation of our great city. I would like to congratulate all of the finalists and winners – their energy, drive and enthusiasm is what continues to fuel Glasgow's success."

The keynote was delivered by Geoff Ellis, CEO, DF Concerts, and during his speech he said: "We have exciting, internationally renowned clubs and venues like The Sub Club, my company's own King Tut's where acts such as Coldplay, Paolo Nutini, Muse, Calvin Harris, Radiohead, Oasis and The Killers all had pivotal gigs at the start of the careers.

"These venues play a crucial role in the external image of the city to tourists and business visitors as well as being at the heart of Glasgow's cultural offering."



WINNER: Tron Theatre, presented by Richard Blair, Business Development Manager, Sir Robert McAlpine

ART AND CULTURE AWARD

Supported by: Sir Robert McAlpine

Winner: **Tron Theatre**

Tron Theatre is one of Scotland's leading theatres which delivers world-class theatre productions throughout the year as well as providing vital opportunities for young and emerging theatre-makers in Glasgow and education workshops for people of all ages.

Finalists: **Aye Write! Glasgow's Book Festival and Wee Write! Glasgow's Book Festival for Children and Young People; King's Theatre & Theatre Royal and Vox Motus**



WINNER: Centre for Financial Regulation and Innovation (CeFRI), Department of Accounting and Finance, Strathclyde Business School, presented by Jack Ferguson, Vice-Chairman, Glasgow Taxis

EDUCATION AWARD

Supported by: Glasgow Taxis

Winner: **Centre for Financial Regulation and Innovation (CeFRI), Department of Accounting and Finance, Strathclyde Business School**

Centre for Financial Regulation and Innovation (CeFRI), Department of Accounting and Finance, Strathclyde Business School is a leading centre of



COMMENDATION: Impact Arts, presented by Jack Ferguson, Vice-Chairman, Glasgow Taxis



Jennifer Reoch, Host

academic excellence. It is co-ordinating Strathclyde University's financial technology (fintech) research and teaching. Last year it pioneered the first MSc in Fintech in the United Kingdom and is developing a PhD cluster in this strategically important sector.

Commendation: **Impact Arts**
Finalists: **Gail Morrison, City of Glasgow College; Glasgow Clyde College and Tennent's Training Academy & UTD Sports**

BEST CORPORATE SOCIAL RESPONSIBILITY AWARD

Supported by: Glasgow School for Business and Society, Glasgow Caledonian University

Winner: **Allied Vehicles**



WINNER: Allied Vehicles, presented by Professor John Lennon, Dean, Glasgow School for Business and Society, Glasgow Caledonian University

Allied Vehicles, established in 1993, has grown consistently becoming the UK's leading supplier of adapted and special purpose vehicles. Current annual turnover

INSPIRING CITY AWARDS 2018

is £130 million with more than 650 people employed. Most of the workforce is based in Glasgow.

Finalists: **Glasgow Taxis; Merck, BioReliance Services and St. Enoch Centre**



WINNER: Flora Kerr, Deaf Connections, presented by John Matthews OBE, Non-Executive Director, NHS Greater Glasgow and Clyde

CARER(S) OF THE YEAR AWARD

Supported by: **NHS Greater Glasgow and Clyde**

Winner: **Flora Kerr, Deaf Connections**

Flora Kerr, Deaf Connections, has worked tirelessly for the rights, dignity and freedom of choice of Glasgow's deaf community. Without seeking praise or recognition, Flora has discreetly campaigned for equality and respect, social inclusion and fairness through communities in Glasgow.

Finalists: **Contact the Elderly; The NHS Centre for Integrative Care and The Prince and Princess of Wales Hospice**



WINNER: Friends of Glasgow's Local Nature Reserves, presented by Neil Amner, Director, Anderson Strathern

ENVIRONMENTAL AWARD

Supported by: **Anderson Strathern**

Winner: **Friends of Glasgow's Local Nature Reserves**

Friends of Glasgow's Local Nature Reserves is a voluntary community group whose members and volunteers are all passionate about protecting and enhancing Glasgow's local nature reserves and wildlife.

Finalists: **Clyde Shopping Centre; Knightwood Secondary School; Renewable Parts and Turning Point Scotland**



WINNER: Jonathan Willcox, GeoSport, presented by Tony Carlin, Consultant Editor, The Herald

SPORT AWARD

Winner: **Jonathan Willcox, Tennis Coach and Founder and Director of GeoSport**

Jonathan Willcox, Tennis Coach and Founder and Director of GeoSport, has been coaching tennis in Glasgow for the last nine years, working with tennis players of all ages and abilities. He has also developed a health and fitness app which aims to revolutionise the way people train in sports and fitness. GeoSport allows individuals to better engage with their coaches, personal trainers and physios; helping them to track their goals, monitor progress and increase motivation through a data-driven app.

Finalists: **Free Wheel North; Glasgow Eagles Sports Club and Raza Sadiq, Volunteer Chairperson, Active Life Club**



WINNER: Glasgow Tigers Speedway, presented by David Doran, Partner, Hacking & Paterson Management Services

LEGACY AWARD

Supported by: **Hacking & Paterson Management Services**

Winner: **Glasgow Tigers Speedway**

Glasgow Tigers Speedway is a spectator sport in which two motorbike teams face off, two riders from each team, in four hi-speed laps where the riders have no brakes.

Finalists: **Glasgow Eagles Sports Club; Glasgow Recovery Aftercare Communities and The Prince and Princess of Wales Hospice**



WINNER: Tarrant's Training Academy & Utd Sports, presented by Leona Seaton, Programme Director, Developing the Young Workforce Glasgow

INDUSTRY & YOUNG PEOPLE INNOVATION AWARD

Supported by: **Developing The Young Workforce Glasgow**

Winner: **Tarrant's Training Academy & Utd Sports**

Tarrant's Training Academy & Utd Sports is a dedicated hospitality industry based training academy offering a fresh approach to learning new skills with exciting cookery classes, legislative hospitality trade courses and inspirational teaching in a unique environment.

Finalists: **Enterprise Academy at Parkhill; Impact Arts; Merck, BioReliance Services and The Drink Cabinet**

INNOVATION IN BUSINESS AWARD

Supported by: **The King's Theatre and Theatre Royal**

Winner: **Sticky Heelz**

Sticky Heelz is an innovative foot care accessory brand that improves the fit

THE WINNERS

Susan Aitken, Leader,
Glasgow City Council



WINNER: Glasgow Taxis, presented by
Craig Martin, Chair, Glasgow Welcomes

Finalists: Gail Morrison, City of Glasgow College; Ibis Glasgow City Centre Hotel and University of Strathclyde Technology and Innovation Centre



WINNER: Dagmawi Belay, Carcela,
presented by Ross Wilson, Owner,
Ross Wilson Public Relations

OUTSTANDING CONTRIBUTION BY A YOUNG BUSINESS LEADER AWARD

Supported by: Ross Wilson Public Relations

Winner: Dagmawi Belay, CEO, Carcela

Dagmawi Belay was the Founder of Carcela, which reimagined car buying and selling. By carefully outsmarting the current dealership model, Dagmawi recognised a gap in the market - where individuals could purchase their vehicle and have it delivered through their mobile.

Commendation: Chitresh Sharma, CEO and Co-Founder, Swipii Labs Ltd
Finalists: Fred Pullar, Operations Director, Renewable Parts Ltd and Lauren Stewart, Managing Director & Co-Founder, The Drink Cabinet



WINNER: Asma Mohammed, Active Life Club,
presented by Phillip Goodman,
Centre Director, Glasgow Fort

YOUNG PERSON AWARD

Supported by: Glasgow Fort

Winner: Asma Mohammed, Active Life Club

Asma Mohammed, Active Life Club, has overcome her difficulties to inspire others. Her biggest achievement was travelling to Pakistan to volunteer, teaching underprivileged children. She has secured an MA in childcare to fulfil her career ambition and is making a huge impact through her volunteering.

Finalists: Abdul Haseeb, Active Life Club; Dagmawi Belay, Carcela; Ross John Penman, I-Kick Martians Arts and Savannah Ross, Yomo



WINNER: Andrew Duncan,
SwarmOnline, presented by Bryan
Donaghey, CEO, Whyte & Mackay



WINNER: Sticky Heelz, presented by
James Haworth, Theatre Director,
The King's Theatre & Theatre Royal

and comfort of shoes. The brand was invented as its founder, Laura Birrell, was frustrated that nothing on the market addressed the issue of loose fitting shoes.

Commendation: LINIAN Supply Co Ltd

Finalists: Glasgow Taxis and Renewable Parts

GLASGOW WELCOMES SERVICE CHAMPION AWARD

Supported by: Glasgow Welcomes

Winner: Glasgow Taxis

Glasgow Taxis is Scotland's largest supplier of licensed taxis, with the largest fleet in the UK outside London. It serves Glasgow with an efficient, reliable and safe taxi service, 24 hours a day, every day of the year.



Tony Carlin, Consultant
Editor, The Herald

THE WINNERS

Stuart Patrick, Chief Executive,
Glasgow Chamber of Commerce



OUTSTANDING CONTRIBUTION BY A BUSINESS LEADER AWARD

Supported by: Whyte & Mackay

Winner: Andrew Duncan, Founder and Managing Director, SwarmOnline

Andrew Duncan is Founder and Managing Director of SwarmOnline, a leading software development company with headquarters in Glasgow. Andrew has strategically nurtured and developed SwarmOnline since he started the company to a point where it is now part of a group of companies that he set up under the 'November 21' banner.

Finalists: Mark Haslam, Founder and Managing Director, Loud Mouth Media; Colin Lamb, Founder and Managing Director, Connect Three Solutions Ltd and Anne Mulhern, Owner, The Willow Tea Rooms



WINNER: Clare Cannon, presented by Councillor Susan Aitken, Leader Glasgow City Council

THE PEOPLE MAKE GLASGOW AWARD

Supported by: PEOPLE MAKE GLASGOW

Winner: Clare Cannon

Clare Cannon works full time at the

Glasgow School of Art where she has worked in the School of Design for nearly 30 years. In the past eight years, she has worked tirelessly fundraising for the Prince and Princess of Wales Hospice and to date has raised approximately £53,000.

Finalists: Glasgow Council on Alcohol; Linda Bell, LoveMilton; Refuweege and Susan Wilson, Tesco Community Champion



WINNER: Dr Adele Patrick, Glasgow Women's Library, presented by Mark Johnston, Managing Director, Glasgow Airport

LIFETIME ACHIEVEMENT AWARD

Supported by: Glasgow Airport

Winner: Dr Adele Patrick, Glasgow Women's Library

Dr Adele Patrick, Glasgow Women's Library, received the Lifetime Achievement Award which recognised her role at Glasgow Women's Library in steering the organisation's ambitious vision and strategic direction, particularly in the programming of public events and creative learning opportunities.



Geoff Ellis, CEO, DF Concerts & Events

Sponsors



A year in review

The Developing the Young Workforce (DYW) Employer of the Month throughout 2018 showed the diversity of businesses in Glasgow which are supporting young people into the workplace. A look back on highlights shows:

January: iCafe, the award-winning coffee house and internet chain, presented young people from disadvantaged backgrounds with the opportunity to gain work experience and joined forces with Street League, The Prince's Trust and the Hospitality Hub, to mentor potential applicants for full-time roles.

February: ACCA, the Association of Chartered Certified Accountants, worked with the Glasgow Gaelic School on several employment skills activities, ranging from CV preparation, interview skills and career planning to individual mock interviews for S4-6 pupils.

March: BAE Systems, at its Naval Ships division at Scotstoun and Govan, introduced a Project Management Higher to complement three apprenticeship offerings in Craft, Engineering Technician and Combat Systems Engineering. Ambassadors also supported apprentices in the transition from school to working life.

April: Glasgow Airport, which employs over 550 directly and supports 4,500 indirectly, worked with Glasgow schools, including Notre Dame High School, to build a schools and business partnership. The learning objective was to help senior pupils from S4 to S6 focus on transferable career skills.

May: McTaggart Construction, building sustainable homes across central Scotland since 1946, was one of the first construction employers in Scotland to be awarded Investors in Young People (IYP) accreditation. The firm developed a programme for schools and supported 20 work placements, allowing young people to gain an insight into the construction sector.

June: McDonald's has 100 restaurants across Scotland, 80 per cent of which

Glasgow students get a chance to see behind the scenes at a McDonald's



are owned and operated by 14 local franchisees who employ over 8,000 people. In Rutherglen, Kate Walker and her team housed school site-tours at their restaurant and Andy Gibson's team visited schools as part of DYW Glasgow's Maximise May event to deliver career insight, job applications and interview sessions.

July: Bosch, the German multinational engineering and electronics company, has a training centre at the Bosch S.T.B (formerly LAGTA). During DYW Glasgow's Maximise May initiative, Bosch inspired the future workforce by holding in-school insight sessions and hosting site visits. One young person impressed so much he was potentially offered an apprenticeship.

August: Aldi is now one of UK's leading supermarket chains and has been proactive with DYW in Glasgow's secondary schools. The company was one of the most prolific contributors to Maximise May – delivering insight tours to over 100 pupils.

September: CMS, a global law firm with offices in Aberdeen, Edinburgh and Glasgow are strong supporters of DYW. The Glasgow team supported the MCR Pathways mentoring programme with volunteers giving one hour a week during term time.

October: The Buttery is one of the best restaurants in Scotland and Ryan James, its Managing Director and Chairman of the Glasgow Restaurateurs Association, worked with DYW to support school

work placements. His chefs delivered workshops including knife skills and chef demonstrations in schools, as well as offering workplace tours.

November: Speirs Gumley is a property management and lettings company in Glasgow. Owner Lorraine MacDonald is a huge supporter of DYW Glasgow and sits on the DYW board. Speirs Gumley supports Foundation Apprenticeships which is a two-year programme for young people in S5. The firm uses Glasgow Guarantee to advertise jobs. It has also supported Skills Development Scotland's Certificate of Work Readiness programme.

December: PwC, one of the Big Four accounting and advisory firms, committed to providing young people with work experience and skills, working with Whitehill Secondary School. Mentors also helped with issues of mental health and wellbeing, while PwC launched work placement schemes offering insights into digital business.

FOR MORE INFORMATION ON ENGAGING WITH EDUCATION OR RECRUITING YOUNG PEOPLE INTO YOUR BUSINESS, CONTACT THE DYW TEAM AT DYW@GLASGOWCHAMBEROFCOMMERCE.COM

DYW

GLASGOW
Developing the
Young Workforce

Loganair is European Airline of the Year

Just over a year since it began 'flying solo', Loganair has been named the Airline of the Year by the European Regional Airline Association.

The Scottish airline has been recognised by the judges for its impressive achievements over the previous 12 months since it ended its franchise agreement with Flybe.

Loganair was honoured as an "exceptional regional airline which has rebuilt its commercial infrastructure after the end of its franchise" while implementing a complete rebrand undertaken by a "young and inspirational CEO".

It was commended for its "handling with success of the instant competition from its previous franchise partner" across six crucial routes in the Scottish islands, communities it serves in tough and challenging conditions.

The judging panel comprised senior industry experts including past CEOs of European airlines, independent aviation journalists and industry academics from a variety of European countries.

The award was collected by the airline's Managing Director, Jonathan Hinkles, heading up the 700 employees who contributed to Loganair's success.



Jonathan Hinkles, Managing Director, Loganair with cabin crew member Sharon Williams

First Glasgow launches a fleet of 75 new eco-friendly buses



First Glasgow went all out to launch its fleet of 75 new buses for the city of Glasgow recently with the promise of more to follow.

The city's largest bus operator unveiled the first of its new state-of-the-art vehicles in a unique yellow and purple livery and, in conjunction with fellow Chamber Partners MadeBrave® and BD Print, turned the first one off the production line it into the world's largest model bus display for all to see in George Square.

The 20-foot high structure certainly captured the imagination of the passing public at the iconic Glasgow

location with a day of entertainment and laughs hosted by Capital Scotland and breakfast host Des Clarke with live music from Busker Tommy McGuire and Radiophonic Tuckshop frontman Joe Kane.

The new Double Decker MMC 400 buses offer an improved customer experience with USB charging points, comfortable e-leather seating and free WiFi, but they also offer peace of mind because they are fitted with the latest Euro VI diesel particle filter and start/stop engine technology to offer a more eco-friendly journey.



Glasgow Clyde College's Community Learning and Development team with their Commendation

Award success for Glasgow Clyde College

Glasgow Clyde College is celebrating after receiving two commendations at this year's College Development Network (CDN) Awards.

The commendations were awarded to the

College's Community Learning and Development team in the Inclusive College category and lecturer Kirsten Amis in the Innovation category for her work in developing the first HND Counselling course.

EDA Professional Services is a Glasgow based accountancy firm. We can prepare your accounts, self-assessment tax returns and assist you with any tax planning advice required. We can also assist US Citizens and Green Card holders who are based in the UK.

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SERVICES

PPWH opens the doors to its new state-of-the-art facilities

The Prince and Princess of Wales Hospice (PPWH) has opened the doors to its new state-of-the-art facilities after raising more than £21 million over a six-year fundraising campaign, the Brick by Brick Appeal.

The Hospice, now based on a 7.5-acre site in Bellahouston Park, has been built around the Scandinavian Sengetun care model with adaptable private, family and social spaces designed to boost wellbeing and calm for patients and their families.

It is the first UK hospice to be built in this style and will offer unrivalled palliative care and support to 1200 patients and families every year.

The new building,



PPWH's new facilities will allow the hospice to provide the very highest standards of palliative care

located in a beautiful setting in one of Glasgow's most-loved parks, will allow the hospice to provide the very highest standards of palliative care.

It was also announced that the new building will be named after Glasgow businessman Sir Arnold Clark, whose trust contributed a six-figure donation to the Brick by Brick Appeal.

Charles Rennie Mackintosh-inspired Light Pavilion unveiled at Glasgow Central Station

A huge pavilion inspired by Glasgow's renowned cultural icon, Charles Rennie Mackintosh, has been unveiled in the city's Central Station.

Standing 15ft high and more than six-feet wide, the Light Pavilion, situated on the main concourse under the station's clock, has been created by Glasgow-based Scott Jarvie.

Commissioned by Glasgow Life, it is the latest activity as part of Mackintosh 150 – a year-long programme throughout 2018 celebrating the 150th anniversary of Mackintosh's birth and his remarkable architectural, artistic and design legacy.

Mackintosh was a master of light, pattern and form, which was the

starting point for Scott's stunning and unique artwork.

Consisting of two seating areas that support an elliptical grid featuring intricate stained glass detailing, the structure combines traditional fine woodworking craftsmanship with cutting-edge modern manufacturing techniques.

Housed under Central Station's magnificent glass roof, the Light Pavilion draws on Mackintosh's magnificent stained glass panels and ingenious use of geometric pattern to bring the space alive with light, which changes with the movement and location of the sun around the station throughout the day.



Shams Rahimi scooped two coveted awards at the Construction Industry Training Board (CITB) Awards

GRAHAM apprentice makes it a double at CITB Awards

Shams Rahimi, a Glasgow-based GRAHAM apprentice, has expressed his pride after scooping two coveted awards at the Construction Industry Training Board (CITB) Awards. Shams won the Scotland Apprentice of the Year Award and the Scotland South Apprentice of the Year Award at a glittering ceremony in London.

Captivated by a documentary on the construction industry, Shams demonstrated his determination by walking from his accommodation to a GRAHAM site in Glasgow city centre before waiting patiently to see the

Construction Director and request an interview.

Having never been employed before, he relied on a CV made up of personal information rather than a job history and immediately impressed GRAHAM's management with his enthusiasm to learn. He was awarded a part-time role, coinciding with his first year at college, before being offered a Technical Apprenticeship.

He is now studying Civil Engineering at Heriot Watt University through a Graduate Apprenticeship Scheme, and is working on GRAHAM's Scotway House project.



The Light Pavilion in Central Station created by Glasgow-based designer Scott Jarvie

THE GLASGOW BUSINESS AWARDS 2018

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The Glasgow Business Awards 2018 winners



The Glasgow Business Awards 2018

Glasgow's top businesses, organisations and individuals were honoured at the Glasgow Business Awards 2018 at the Hilton Glasgow.

The winners were announced at a gala dinner and awards ceremony hosted by Fred MacAulay. The Lord Provost of Glasgow, the Rt Hon Eva Bolander, said: "I'm sure you'll agree, we've a great deal to celebrate, for this truly remarkable city is the economic powerhouse of Scotland. A city generating £19.3 billion GVA per annum – by far the largest of any Scottish city. Outperforming all other core cities – Glasgow is the fastest growing major city economy in the UK. Home to diverse business and industry interests as well as a highly prized, talented and skilled population.

"And friends, this city of bold ambition, innovation and invention is on course to be crowned the UK's most productive city economy by 2023. Thanks to our citizens – 'The People Who Make Glasgow'. The people powering

The Rt Hon The Lord Provost, Eva Bolander, Glasgow City Council



the businesses we'll be applauding this evening.

"It's my pleasure and privilege to have this opportunity to thank you all for your continued commitment to the continued growth of Glasgow's economy. It's also a chance to celebrate an important milestone in The Glasgow Business Awards – its 21st anniversary. So, in the words of Glasgow's founding father, St Mungo, our city and citizens can flourish. To those shortlisted – the very best of luck."

Stuart Patrick, Chief Executive of Glasgow Chamber of Commerce, also told the audience about the state of Glasgow in an uplifting speech, which commended the work done by all businesses based in the city. Later he added: "It has been a triumphant night for Glasgow's businesses. It's always a pleasure to celebrate the fantastic achievements which have taken place over the last year in the city's business community, and to see so many outstanding companies represented."

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THE GLASGOW BUSINESS AWARDS 2018 RESULTS



Jackie Malloy, Senior Fundraiser, and Frances Kerr, HR Adviser, The Prince and Princess of Wales Hospice, presented by Alan Ramsay, Managing Director, Connect

■ The Glasgow Business Award for Excellence in Communications

Sponsored by Connect
Winner: The Prince & Princess of Wales Hospice

"We're delighted to get the recognition for what we have been able to do for the hospice. Communication is essential to get the message out to people about what we are doing. We've played our part in helping to raise £21 million. We're a very small and tight-knit team, and we've had to be very focused with our resources. But we'd like to thank everyone who has helped us," said Jackie Malloy, Senior Fundraiser.

Commendation: Glasgow Airport

Finalists: Barrhead Travel Group; Brand Calibre; Excel Vending Limited; SCQF Partnership.



Commendation received by Mark Johnston, Managing Director, Glasgow Airport, presented by Alan Ramsay, Managing Director, Connect

■ The Glasgow Business Award for Innovation in Business

Sponsored by Circular Glasgow
Winner: Renewable Parts Ltd



Ewan Anderson, Technical Director, and James Barry, CEO, Renewable Parts Ltd, presented by Paul Little, Deputy President, Glasgow Chamber of Commerce

"Innovation is key to our philosophy and lies at the heart of all we do, so we are absolutely made up to have won the Innovation in Business Award. What a night for all of us," said Ewan Anderson, Founder and Technical Director.

Finalists: EGG Lighting; icecream architecture; Odro, Re-Tek UK Ltd; Synergie Environ Ltd.

■ The Glasgow Business Award for Healthy and Active Workplace

Sponsored by Sustrans Scotland
Winner: City Building LLP



Marianne Clarke, Apprentice Training Officer, and Craig Manson, Environmental Officer, City Building LLP, presented by Lynn Stocks, Head of Project Delivery, Behaviour Change, Sustrans Scotland

"This win is testament to the core values that underpin City Building, as well as the talent and hard work of our many employees. Securing employment opportunities for people from diverse backgrounds, having a positive impact on communities and encouraging our staff to take an active role in protecting

THE GLASGOW BUSINESS AWARDS

their mental and physical wellbeing are central objectives which support our commercial strategies," said Dr Graham Paterson, Executive Director.

Commendation: NHS Greater Glasgow and Clyde - Active Staff

Finalists: After Digital; Allied International Credit (UK) Ltd; HMRC Glasgow Contact Centre; WJ & W Lang Ltd.

■ The Glasgow Business Award for Entrepreneur of the Year

Sponsored by Wright, Johnston & Mackenzie LLP

Winner: Andrew Duncan, SwarmOnline



Andrew Duncan, Managing Director and Founder, SwarmOnline, presented by Colin Millar, Partner, Wright, Johnston & Mackenzie LLP

"I'm absolutely thrilled to win this prestigious and much coveted award. It's incredibly motivational to be recognised this way as we all know running a business can be fraught with challenges. As I navigate my way through these, I hope to inspire others to do similar and enjoy the rewards being an entrepreneur can bring," said Andrew Duncan.

Finalists: Michael Corrigan, Trtl; Alan Harty, Richmond Oaks; Andrew Laing, Yellowcom Ltd; Ian Livingstone, Clyde Marine Recruitment Ltd; Donna McArthur, Boveda.

■ The Glasgow Business Award for Green Champion

Sponsored by ScottishPower

Winner: Clyde Shopping Centre

"We work very hard every day to make sure the Clyde Shopping Centre in Clydebanks is a great place to shop and that we are reducing our carbon footprint. Winning this award makes it all so worthwhile," said Andrew Forrester, Centre Manager. "We have a small team and we're constantly doing what we can to become a greener, more efficient business. To get



David Stewart, Environmental Manager; Andrew Forrester, Centre Manager, and John McPhee, Security Manager, Clyde Shopping Centre, presented by Michelle Nicol, Senior Manager - SME Marketing, ScottishPower

acknowledgment at an event like this is very special indeed and it will motivate everyone to keep going and continue to improve," said David Stewart, Environmental Manager.

Finalists: Argyle St Arches; Excel Vending Limited; Renewable Parts Ltd; Tiki Bar and Kitsch Inn; University of Glasgow.

■ The Glasgow Business Award for Family Business of the Year

Sponsored by Get Living

Winner: S Collins & Son



John MacKie, Manager, and Fraser Collins, Partner, S Collins & Son, presented by Rick de Blaby, Executive Deputy Chairman, Get Living

Stewart Collins, who runs the Muirhead-based business set up by his grandfather in 1955, said: "We've won over 70 industry awards, including Scottish Butcher of the Year, but to win The Glasgow Business Award for Family Business of the Year is something special. It gives us and our 25 staff the recognition for

all the hard work we do every day. I'll be back in the shop again at 5.00 am tomorrow sharing this award with our guys who make it all possible."

Finalists: A.C. Whyte & Co. Ltd; Allied Vehicles Group; Chardon Trading Ltd; Click Networks Limited; Wholesale Domestic Bathrooms.

■ The Glasgow Business Award for International Trade

Supported by Glasgow Chamber of Commerce

Winner: Speyside Distillers Co Ltd



John Harvey McDonough, CEO, and Patricia Dillon, Managing Director, Speyside Distillers Co Ltd, presented by Richard Muir, Deputy Chief Executive, Glasgow Chamber of Commerce

"We are delighted and honoured to receive this award. While we're a whisky company with our roots in Speyside, our sales and marketing teams work in

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Stuart Patrick, Chief Executive,
Glasgow Chamber of Commerce



Glasgow. This is the lifeblood of selling overseas. I'm so pleased for all of our people," said John Harvey McDonough, CEO.

Finalists: Hydro-C Ltd; KC Shipping & KYFI UK Limited; Premiership Experience.

■ **The Glasgow Business Award for Sustainable Development**
Sponsored by Scottish Water
Winner: City Building LLP



Craig Manson, Environmental Officer, and Katja Berendt, Environmental Officer, City Building LLP, presented by Alan Thomson, Head of Corporate Relations, Scottish Water

"It is a superb achievement and we are really delighted. It's been a fabulous evening and a credit to everyone at City Building. We are all very, very pleased about this," said Craig Manson, Environmental Officer.

Finalists: Argyle St Arches; Excel Vending Limited; Renewable Parts Ltd; University of Glasgow.

■ **The Glasgow Business Award for Young Business Person of the Year**
Sponsored by City of Glasgow College
Winner: Kieran Coyle, Premiership Experience

"I can't thank everyone enough for this amazing award. It is something I will cherish. It has been a fabulous few years growing the business and increasing our footprint across the world, especially into China. This is not just for me but for my family and their fantastic support, and for the people who have made Premiership Experience something truly special. I'd also like to thank Glasgow Chamber of Commerce for their support which has



Kieran Coyle, Founder and Owner, Premiership Experience, presented by Roy Gardner, Vice Principal, Corporate Development & Innovation, City of Glasgow College

certainly helped me," said Kieran Coyle.

Commendation: Jennifer Phin, A.C. Whyte & Co. Ltd

Finalists: Nick Cohen, pcr and bizanywhere; Sarah Drummond, Snook; Brian Toward, Wholesale Domestic Bathrooms; Anthony Vezza, Primestaff.



Jennifer Phin, Managing Director, A.C. Whyte & Co. Ltd, presented with a Commendation by Roy Gardner, Vice Principal, Corporate Development & Innovation, City of Glasgow College

■ **The Glasgow Business Award for Fair Work (1-50 employees)**
Sponsored by Glasgow City Council
Winner: Hogganfield Loch Care Home



Duncan Tannahill, former President and Chief Executive, Glasgow Chamber of Commerce, who collected the Award on behalf of Hogganfield Loch Care Home, presented by Cllr Angus Millar, Depute City Convener for Economic Growth, Glasgow City Council

The care home leadership were unable to attend the evening. But Aileen Whitelock, Manager of the care home, said: "We were delighted to hear that we had been winners in this category. We wanted to attend what sounded like a superb evening, but we also wanted to ensure that our residents were well cared for. Our staff is really what makes this a special place."

Finalists: After Digital; B-DACS; SCQF Partnership; Trtl; Yellowcom Ltd.

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■ The Glasgow Business Award for Fair Work (51 employees or over) Sponsored by Glasgow City Council Winner: Incremental Group



Linda McAulay, People Director, Incremental Group, presented by Cllr Rhianon Spear, Glasgow City Council

"We are so pleased to have won this award. We are honoured to have been recognised for our culture and fair working practices. Over the last two years we have grown rapidly and while doing so have worked hard to make sure our values remain at the heart of everything we do. This award gives recognition to the strong equitable culture we have," said Jennifer Adams, Corporate Development Director.

Finalists: Ashgill Care Home; Cornerstone; Hugh Stirling Limited; Lifelink; Oakminster Healthcare Ltd.

■ The Glasgow Business Award for Best Performing Small-Medium Business

Sponsored by Beam Digital and Design
Winner: Premiership Experience



Kieran Coyle, Founder and Owner, Premiership Experience, presented by Rob Booth, Director - Digital, Beam Digital and Design

"We've had a fantastic year of growth and that is continuing. To come along to The Glasgow Business Awards and scoop this honour is pretty sensational for us. I'm really delighted with this. Thanks to everyone who made this possible," said Kieran Coyle, Founder and Owner.

Finalists: Gie it Laldy; Glasgow Credit Union; Law at Work; Murphy Wealth; Primestaff.



Jennifer Phin, Managing Director, and Steven McNellis, Construction Director, A.C. Whyte & Co. Ltd, presented by Darren Wales, Regional Operations Manager, Scotland, Ladbrokes Coral

■ The Glasgow Business Award for Best Performing Large Business Sponsored by Ladbrokes Coral Winner: A.C. Whyte & Co. Ltd

"We are absolutely delighted. We have been working hard to build our company and this is recognition for all the work from everyone in the team. This has been a tremendous evening for us and one we will not forget in a hurry," said Jennifer Phin, Managing Director.

Finalists: Allied Vehicles Group; Chardon Leisure Ltd; Diageo, Shieldhall; Glasgow Airport Ltd; Kained Holdings; Kibble Group.

■ Evening Times Award for Glasgow's Favourite Business Winner: Dear Green Coffee Roasters

Lisa Lawson, who started the company in 2011, said: "We're over the moon to be selected as Glasgow's Favourite Business. A big thank you to all our customers and followers on social media who love great coffee. The culture of coffee has changed massively across the world as well as across the UK, Scotland and here in Glasgow. People are a lot more discerning and interested when it comes to coffee."

Finalists: DF Concerts; Glasgow Distillery; Piece; Princes Square; The Garage.



Kath Henderson, Operations Director, and Lisa Lawson, Owner and Founder, Dear Green Coffee Roasters, presented by Donald Martin, Editor, Evening Times

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Jim McHarg, President,
Glasgow Chamber of Commerce

■ **Royal Bank of Scotland Award for Most Outstanding Business**
Winner: Renewable Parts



Ewan Anderson, Technical Director; Fred Pullar, Operations Director, and James Barry, CEO, Renewable Parts Ltd, presented by Allan Campbell, Business Growth Enabler, Royal Bank of Scotland

"It is absolutely brilliant. This has capped an amazing evening," said James Barry, CEO. "We've just received an unexpected yet pleasant surprise, and our team has been left speechless when it was announced we were the winners of the Royal Bank of Scotland Award for Most Outstanding Business. It's an incredible honour for us, and we couldn't be prouder." James celebrated with Ewan Anderson, who established Renewable Parts in 2011 in Lochgilphead, Argyll. Renewable Parts has expanded rapidly and relocated its warehouse facilities to Westways Business Park, Renfrew.

■ **Glasgow Chamber of Commerce Award for Lifetime Achievement**
Bill Munro, Chairman, Barrhead Travel



Bill Munro, Chairman, Barrhead Travel, recipient of the Glasgow Chamber of Commerce Award for Lifetime Achievement

Bill Munro could not attend on the evening but sent his best wishes by video link. He said he was proud to have built his travel business in Glasgow. He said people in Glasgow work hard and love their holidays and he had a commitment to make sure that people got excellent value for the money they spent on their time off. He said he had loved every minute.

CHARITY PRIZE DRAW

Our thanks go to the following companies who provided prizes for the prize draw:

- Distillery tour for four with private tasting and bottle of whisky for each guest, donated by The Clydeside Distillery
- Afternoon tea for two, donated by The Citizen and two night stay in Native Glasgow at the Anchor Line, donated by Native Glasgow at the Anchor Line
- Champagne and candle hamper, donated by Gold Hart
- Dinner for two with overnight stay at Hilton Glasgow, donated by Hilton Glasgow
- Two return tickets from Glasgow to Derry, donated by Loganair
- Dinner for two with overnight stay at One Devonshire Gardens, donated by One Devonshire Gardens
- Lily - The Portable Purse, donated by Sarah Haran
- Four tickets to Scottish Ballet's Cinderella at the Theatre Royal Glasgow on Saturday 12 January, donated by Scottish Ballet
- One bottle of SPEY Tenné Single Malt Whisky and one bottle of Byron's Gin, donated by Speyside Distillery



THE GLASGOW BUSINESS AWARDS

SUPPORTING BUSINESS

Royal Bank of Scotland was delighted to once again be a key partner and headline sponsor of The Glasgow Business Awards 2018.

As a supporter of customers, communities and businesses across this city for more than 200 years, it was particularly special that we supported the event in its 21st year.

For more than a generation, The Glasgow Business Awards have offered an opportunity to celebrate the wealth of skill and depth of talent which exists here in this city and shown that centuries on from being crowned the Workshop of the World, Glasgow remains a true capital of enterprise, skill, diversity and talent.

Glasgow has changed significantly since it bore its Workshop title but its qualities have not. It remains resourceful, insightful and driven, with a hunger to be fit for the future.

Royal Bank of Scotland is significantly different to the bank it was two centuries ago but our commitment to helping drive enterprise and work with customers remains intact. We recognise that business owners today are looking for more than a provider of financial services. They want a bank that understands their business as well as they do, that's simple to deal with and who helps them make the right connections, so they can concentrate on what's important to them – growing their business and making sure they have the support to make them ready for what lies ahead.

In May we opened Entrepreneur Accelerator at our Glasgow home in Kirkstane House, a programme where organisations of all levels can be supported as they develop, and in a space where they sit and work alongside banking staff – at the heart of our bank. In fact, some of the shortlisted businesses here tonight are already part of it, are already benefitting from this investment and our commitment to supporting the health of Scotland's economy, and future growth in Glasgow.

As part of our Boost Your Business programme, we have a team of specialists, called Business Growth Enablers, who run free local events,



Alastair McLean, Director, Commercial Banking,
Royal Bank of Scotland

covering a range of relevant small businesses issues. These events can help make sure businesses are equipped and future proofed in areas like making tax digital or the increase in cashless payments. They're also a perfect opportunity to meet other local entrepreneurs and create a network of contacts.

These are projects borne from listening to customers and organisations such as Glasgow Chamber of Commerce, reflecting their wants and needs as Scotland moves into a period of unprecedented change and in a world where digital development is moving at an unprecedented but optimistic rate.

Providing alternative ways for our customers to access services is the right response to this rapid change.

Scotland is our home and we are 100% committed to its prosperity. Scotland needs a business community that is vibrant, innovative, and can cope and indeed lead positive change. We need a stream of new entrepreneurs with new ideas and I want the Royal Bank to continue to be a major part of helping businesses to thrive into the future, driving our economy forward.

The support that Glasgow Chamber of Commerce provides to the local business community supports the economy of the future. And that success can be for everyone to share.

Whatever the next chapter in Scotland's story looks like, we remain committed to helping the country's business community at the heart of what is to come.

And we'll continue to be inspired by the many outstanding, entrepreneurial and creative stories we've heard about through The Glasgow Business Awards. Congratulations to all the finalists and winners – proud ambassadors for business in Glasgow.



MEMBER NEWS

CEO Stephen Leckie with Fiona and their daughters



150 Years of Crieff Hydro

Crieff Hydro opened its doors to guests in 1868, making it Scotland's oldest registered trading company at the grand old age of 150.

Beginning as a hydropathic establishment, it started life as a place of clean eating, strict dining times and

chilly hydrotherapy treatments. One hundred and fifty years on, guests are more likely to be zooming around on Scotland's largest fleet of Segways, sipping on gin and indulging their taste buds in one of six places to eat.

One thing that remains the same is the lineage behind the hotel. Current

CEO Stephen Leckie is the great-great-great-grandnephew of founder Dr Thomas Henry Meikle.

The hotel hosts events for up to 400 people in the form of weddings, conferences, team building days, awards ceremonies and has a full month of Christmas party nights.



CGI image of the interior of Scotway House

First glimpse of Scotway House

New Glasgow-based property management company BOHO is set to open its first property in the city along the Clydeside next September.

BOHO has been set up by property-developer Structured House Group to manage its portfolio of properties including student, hotel and residential developments.

Its flagship development is Scotway House, a purpose-built student accommodation next to the Riverside Museum

along Glasgow's historic harbour and the former site of Meadowside Shipyard office.

BOHO will manage and run the building that will house around 400 students when it opens its doors in September 2019.

A first glimpse inside the modern, tech-savvy and character-filled property was released with CGI images of what students can expect as it launched its booking service for the academic year 2019.

Barrhead Travel pushes training to support growth

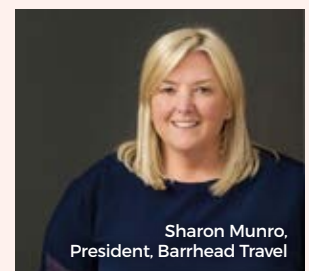
Barrhead Travel has embarked on a staff training initiative in partnership with Glasgow Clyde College to support its growth strategy.

The management sees recruitment and retention as core to ambitious expansion plans, with learning and development the key driver.

With more than 1000 members of staff, Barrhead Travel wants to reward existing long-serving managers with a qualification that will enhance their skills.

Managers will get 40 hours of paid time out of the business to focus on their studies.

Nine senior staff from support divisions, such as



Sharon Munro, President, Barrhead Travel

business development and marketing, will complete a First Line Management qualification with the Chartered Management Institute.

Additionally, 16 staff members will be put through the Level Three Coaching and Mentoring qualification with the Chartered Management Institute.

These two-year courses will be supported by Glasgow Clyde College as Barrhead Travel's external training provider and partner.

RSPB and The Famous Grouse celebrate 10 years

RSPB Scotland and The Famous Grouse recently celebrated the 10th anniversary of a partnership forged by the launch of Black Grouse Whisky in 2008.

Recently renamed The Famous Grouse Smoky Black, the whisky took its inspiration from the enigmatic black grouse, a species found across Northern England, Wales and Scotland.

Combining The Famous Grouse with a rare peated version of Glenturret Single Malt, from Scotland's oldest working distillery, the whisky is a smooth, peaty and aromatic blend. Originally, 50p from every bottle sold was donated to black grouse conservation and the relationship has raised more than £650,000 to date. These donations have helped conserve this species, enabling the RSPB to deliver work across seven reserves.

Since 2008, the Famous Grouse partnership has enabled the charity to deliver work across 85,000 acres of land including planting 185,000 trees, marking deer fences to avoid collisions and the mowing of 75 acres of heather.



© Shaun Nield

Malcolm Buchanan, Chair of Royal Bank of Scotland's Scottish Board and Celia Sinclair, Chair of Willow Tea Room Trust



Royal Bank of Scotland unveils design of new £20

Royal Bank of Scotland has unveiled the design of its first £20 polymer note at one of Scotland's most iconic buildings.

The note, which features the image of Scottish entrepreneur Kate Cranston, was revealed at her legendary tearoom in Glasgow, Mackintosh at the Willow.

Designed in partnership with leading Scottish arts organisations and designers including Graven Images, Nile, Stucco, Timorous Beasties, O'Street and the Glasgow School of Art, the note, which will enter circulation in 2020, will be the first £20 Scottish banknote to feature a woman other than the Queen, on its front.

The £20 is the third in a series of 'Fabric of Nature' themed notes made from a De La Rue's Safeguard® polymer material and will also contain a variety of new security features, making it difficult to counterfeit but easy to authenticate.

The choice of Kate Cranston to feature on the £20 note was taken by the Royal Bank of Scotland's Scottish Board.

In keeping with the Fabric of Nature theme, the new £20 features illustrations of red squirrels on its reverse and also features the blaeberry fruit. It also includes extracts from 16th century Scottish poet Mark Alexander Boyd's work, *Cupid and Venus*.

Data growth drives expansion and new roles

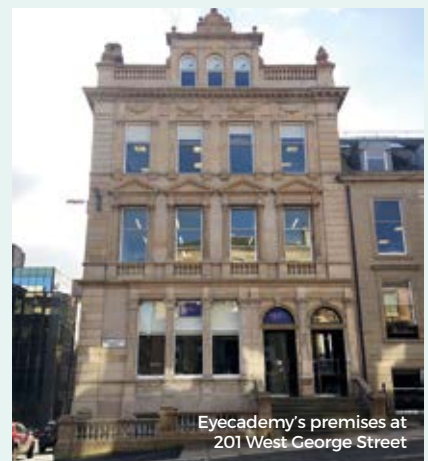
Eyecademy, the Glasgow-based data, analytics and visualisation company has ended 2018 on a high note, after a record year of performance and transformation for the company.

Over the last decade, the market for data and analysis services has grown exponentially, with 90 per cent of the world's data being created over the last two years. Seeing a gap in the market to provide real specialists who understand both the full data journey and how to create solutions for business users, Eyecademy expanded from knowledge transfer

and training to providing consultancy across the UK.

Moving to the larger premises of newly-renovated 201 West George Street in February in preparation for its expansion, Eyecademy has already seen an extension in its client base.

Eyecademy's plans for further growth are now in place following the hire of two new executives and an additional ten employees. The new executives come as part of a further three-year planned expansion that will see the business double in size to more than 60 full time staff by 2020.



Eyecademy's premises at 201 West George Street

MEMBER NEWS



Pictured: Fraser Gillies, Managing Partner, WJM (2nd from right), with CCW Partners Stephen Cotton, Alison Marshall, Michael Dewar and John Clarke

Wright, Johnston & Mackenzie LLP and CCW Business Lawyers merge

Wright, Johnston & Mackenzie LLP (WJM) has further expanded in Scotland and consolidated and strengthened its East Coast practice by merging with CCW Business Lawyers.

This latest merger marks the next stage in its strategic growth plan and comes as the firm enters its 165th year in 2019.

The firm's growth phase began in 2015 following the acquisition of a number of senior appointments from McClure Naismith in Glasgow. In 2016 WJM merged with MacArthur & Co in Inverness, and in 2017 a further merger with BMK Wilson in Glasgow and Dunblane and the acquisition of the clients of Robertson & Co in Kingussie followed.



Artist's impression of the new facilities

Scottish Event Campus (SEC) submits planning application to create global facility for world class events

Hot on the heels of the hugely successful development of The SSE Hydro, The Scottish Event Campus (SEC) has applied for planning permission in principle (PPiP) for a major expansion of its facilities with a vision to create a unique global event campus capable of taking the world's top conferences, exhibitions and events.

The £150-£200m project includes a dedicated entrance to the west of the campus and additional multi-purpose meeting and circulation spaces with panoramic views of the city and River Clyde. It is estimated that in a mature year the new facilities would generate £123m of economic benefit to the

Glasgow area, £106m to Scotland and £71m to the UK. This would be in addition to the £400m of impact for Glasgow, £227m for Scotland and £136m for the UK generated annually from the existing facilities. It is estimated that economic payback for the tax payer will be between 5-7 years.

The application is the next step following a previous feasibility study which was carried out to establish viable options for upgrading and expanding the campus, principally to facilitate further growth in the conference and exhibition sectors. It was also supported by a robust business plan and economic impact study as the rationale for the new facilities.



Hamilton Park Racecourse was crowned Showcase Champion at the RCA Showcase Awards

Hamilton Park is UK's top racecourse

Hamilton Park Racecourse was crowned Showcase Champion at a recent prestigious racing awards ceremony.

The accolade came at the ninth RCA Showcase Awards, where venues from across the UK are recognised for showing "excellence and innovation" in customer experience.

It is the first time the Lanarkshire

venue has won the top award and came after it was nominated in more categories than any other UK course.

As well as claiming the top prize, Hamilton Park also claimed the #TopSpot Award for its innovative elevator which is designed to replicate starting stalls as well as being a finalist in three other categories.

Notice of Meeting

Notice is hereby given that the 2019 Annual General Meeting of members of Glasgow Chamber of Commerce and Manufactures will be held in Glasgow Chamber of Commerce, 30 George Square, Glasgow on Monday 28 January 2019 at 5.15pm.

The agenda for the AGM is as follows:

1. Minutes of Annual Meeting held on 29 January 2018
2. Report and Financial Statements for the year ending 31 October 2018
3. Council Membership

Nomination forms for election as Directors are available from: The Business Services Manager, Glasgow Chamber of Commerce, 30 George Square, Glasgow G2 1EQ, and should be returned no later than Friday 21 December 2018.

Glasgow Distillery Company agrees new international distribution deal with Dugas

The Glasgow Distillery Company is toasting a new international distribution deal with French drinks specialists, Dugas.

The deal will see Glasgow Distillery's inaugural whisky - 1770 Glasgow Single Malt Scotch Whisky - distributed throughout France, giving consumers in the country an exclusive opportunity to purchase a bottle of the whisky in-store, which was launched to the general public online earlier this year.

The deal was cemented at the Club Expert trade show in Paris, which is hosted annually by Dugas and welcomes over 1,000 guests in the drinks trade, where François-Xavier Dugas, CEO of Dugas, and Liam Hughes, CEO of The Glasgow Distillery Company, put pen to paper on the agreement.

Founded in 2012, and the city's first independent single malt whisky distillery since 1902, Glasgow Distillery draws on the pioneering spirit of Scotland's first licensed distillers. In the six years since it was established,



François-Xavier Dugas, CEO, Dugas and Liam Hughes, CEO, The Glasgow Distillery Company signing the agreement at Club Expert

the distillery has already won awards at the prestigious Gin Masters and San Francisco World Spirits Competition, having invested in the finest equipment, ingredients, and team of innovative young distillers.



Caroline Hunter, National Manager, SQA; Suzanne Sherry, Group Apprentice Recruitment Manager, Arnold Clark and Billy Hammond, Operations Director, GTG Training

Arnold Clark among winners at Scottish Apprenticeship Awards

Arnold Clark was among those companies awarded for their investment in supporting their workforces at the Scottish Apprenticeship Awards 2018.

The Awards are organised by Skills Development Scotland (SDS) as a celebration of the best apprentices and apprentice employers. Arnold Clark Automotive employs more than 700 apprentices. Automotive assessor, James Swan, also picked up the Instructor of the Year title.

Italian Citizenship and how to Achieve it

Italian citizenship is an increasingly desirable option with the uncertainty of Brexit still hovering over our heads. If you want the freedom of movement across Europe and have an Italian connection it may very well be possible.

There are three primary ways of obtaining Italian citizenship, which is currently regulated by Law No. 91/1992. For all those who have Italian heritage it may be possible to obtain Italian citizenship through jure sanguinis (blood right) i.e. having Italian heritage through family.

Marriage to an Italian citizen automatically confers the right of Italian citizenship on the foreign spouse, unless the individual is regarded as a security threat or has committed a serious crime.

Naturalisation is the third most common route; a non-EU citizen having legally resided in Italy for ten years may apply for Italian citizenship and an EU citizen after four years. A foreigner with native-born Italian parents or grandparents whose relatives have lost their citizenship and therefore are unable to pass citizenship on, is entitled to apply after three years of legal residency in Italy.

Giambrone has, in certain circumstances, been able to obtain Italian citizenship for individuals who fall slightly outside the criteria and will always consider applications on a case by case basis.

For information on how to become an Italian citizen please email clientservices@giambrolaw.com or telephone (0)141 280 7975.



Glasgow Talks...

Young Gamechangers and Media



The Glasgow Talks series might have been dubbed 'Pillow Talks' when one guest entrepreneur spoke about how his travellers' head-rest has literally taken off.

Michael Corrigan, Chief Executive Officer of Trtl, and Patrick Renner and Suzanne Mitschke, Co-Founders of MindMate, gave excellent, inspirational presentations at the Young Gamechangers event, which focused on the Year of Young People.

Trtl was established in 2010 when Co-Founders Michael Corrigan and David Kellock attended an inspirational talk by Kwik-Fit founder Sir Tom Farmer while at university. He spoke with a passion for life and the adventures he'd had. They knew then that they wanted to create something special and Trtl was born.

Their first product, the scientifically designed Trtl Pillow, is the next generation of travel pillow sold in over 70 countries, selling circa 600,000 a year and is noted as the best-selling travel pillow on Amazon. In 2017, Trtl won E-Commerce Exporter of the Year and in 2018, won the Small Exporter of the Year award at the

Scottish Export Awards.

On 3 October 2018, Trtl launched the first height adjustable, premium, ergonomic and breathable travel pillow, the Trtl Pillow Plus on Kickstarter, which achieved full funding target in less than six hours and is currently 414% funded.

The MindMate App's genesis began with three young adults caring for those with cognitive decline. Patrick and Susanne were volunteering in care centres while Roger was helping his grandfather, who was living with Alzheimer's. Watching people they cared for succumb to memory loss left them with the belief that there must be something we can do to help the ones we love. Why weren't there any tools to help care for those with Alzheimer's and dementia?

United in their dedication to creating more resources, the three decided to develop a mobile app for other caregivers. With the help of Dr Terry Quinn from the University of Glasgow's Institute of Cardiovascular and Medical Sciences, the team began to translate contemporary research in dementia care into an



Michael Corrigan, Chief Executive Officer, Trtl with Suzanne Mitschke and Patrick Renner, Co-Founders of MindMate

actionable, digital platform

Based on this research, the MindMate App was born. Combining brain games, healthy nutrition, regular exercise and social interaction, the MindMate App can guide its users towards a multifaceted, holistic lifestyle change that may help curtail some of the effects of cognitive decline.

Meanwhile, in September, the Glasgow Talks event was at Scottish Television's headquarters in Pacific Quay when Simon Pitts, Chief Executive of STV plc and Richard Bogie, Managing Director of News Scotland, were in a double-header discussion on the media.

Simon Pitts, who took up the

position in January this year, encouraged more Glasgow businesses to think about using television advertising to build their brands. STV has set up a fund to help SMEs in the central belt of Scotland take their first tentative steps into television advertising, which Simon says is still the quickest way to build brand recognition, even in the era of social media.

Glasgow Talks – supported by Clydesdale Bank and Adam Smith Business School at the University of Glasgow – is Glasgow Chamber of Commerce's monthly series of business seminars featuring influential guest speakers drawn from the business and political elite.



Richard Bogie, Managing Director, News Scotland, Stuart Patrick, Chief Executive, Glasgow Chamber of Commerce and Simon Pitts, Chief Executive, STV plc

THE COMMUNITY SPIRIT

The winter months are traditionally a time of giving, with several of the better-known charities using the season to promote themselves widely – Save the Children celebrates Christmas Jumper Day in December, the RSPCA and WWF tug at the heartstrings of animal lovers, and Age UK and the Salvation Army highlight their work with the vulnerable.

However, there are many less well-known charities that need support. For a small charity like Children in Distress, legacies can mean the difference between life and death for infants, children and young adults living in the hospices and sheltered independent living delivered by the organisation.

This little Scottish charity specialises in palliative, respite and end-of-life care for children with profound genetic disorders, birth defects or conditions arising from accident, heredity or infection. The charity also innovates in the treatment of infant and juvenile HIV/AIDS resulting from transfusion,

inoculation or direct mother-child transfer.

The charity's Alisdair Barron said: "Our community education, child development and welfare programmes in Eastern Europe reach out to change the lives of tens of thousands of those living with disabilities, social discrimination and in poverty.

"A donation, legacy bequest, or a grant from a company means guaranteed life-enhancing care for infants born with complex multiple health challenges who need constant care to survive. Many children depend on the charity's highly trained hospice and therapy care teams. That makes Children in Distress and perhaps your support, the last and only hope for so many children."

There are many positive aspects for companies getting involved directly with charitable giving. There is of course a corporate and social responsibility, but firms can also enhance their standing in the local community, as well as in the public eye.

With its significant investment in local communities in Scotland, Royal Bank of Scotland identified the Kiltwalk as a powerful fundraising platform for Scottish charities of all sizes to raise funds and direct all sponsorship towards those in Scotland who need a helping hand. Arnold Clark and Johnston Carmichael are also among sponsors of the Kiltwalk, which raised nearly £5 million for over 1,000 Scottish charities in 2018. The four events are again taking place in Glasgow, Aberdeen, Dundee and Edinburgh throughout 2019.

Marketing and Sponsorship Manager Gillian Alexander said: "We are Britain's fastest growing charity event, raising £890k in 2016, £2.7 million last year and now £4.9 million this year. Every £1 you raise becomes £1.40 for your charity courtesy of Sir Tom Hunter's Hunter Foundation. Every penny goes to the charities, thanks to underwriting of THF and the generous sponsorship of our wonderful long-term partners.

"Companies can get involved in the Kiltwalk to raise funds for their current nominated charity or give staff a chance to raise funds for any charity close to their hearts. The Kiltwalk offers a cost-effective staff engagement solution, promoting health and fitness and linking with wellbeing in the workplace, and is an effective way to give back to the communities in which businesses operate.

"Companies can offer staff the opportunity to either take part or volunteer at events. As there are events across Scotland, the Kiltwalk can bring staff together across the company."

Every year, law firm Anderson Strathern encourages its people to take up opportunities to help others, whether in aid of its Charity of the Year or as part of its ongoing relationships with clients, charitable organisations and schools. The company's Charity of the Year is currently SAMH.

Since 1923, SAMH has operated



Anderson Strathern's
Charity of the Year
was SAMH

Donning tartan
for the Edinburgh
Kiltwalk in support of
SAMH



services in communities across Scotland providing mental health social care support, addictions and employment services, among others.

Anderson Strathern's CSR group organises events to support their chosen charity throughout the year and in September the firm took part in the Kiltwalk to raise money for SAMH.

Partner Chris McDowall said: "Supporting SAMH not only offers us a fantastic opportunity to fundraise for a great charity committed to improving the mental health of Scotland, but it also provides the firm with a chance to highlight the importance of breaking down barriers in the workplace and getting staff talking about their mental health, as well as helping staff who currently need mental health support."

The company's employees are given a day and a half's paid leave to take part in CSR activities. This can amount to more than 3,000 hours of community contribution a year. It also supports people working together to raise funds through events. With pro bono work with Social Bite dating back to 2014, the Anderson Strathern team helped raise money for homelessness in Scotland by taking part in Sleep in the Park. They are packing their sleeping bags again this year along with an expected 12,000 people.

The main activity of the Glasgow Care Foundation is giving practical help to needy families and individuals in Glasgow by supplying white goods, carpets, furniture and the like to beneficiaries who are referred by housing associations, Social Work and other care agencies including Action for Children, Quarriers and SAMH. Glasgow Care Foundation Vice-Chair Alastair Campbell said: "We ask businesses to support us with cash donations online through our website. We also run a campaign at Christmas to give children's presents and gift vouchers to the families we support. Businesses are therefore asked at this time of year to send us Christmas gifts for children and teenagers or supermarket gift vouchers for family Christmas meals."

Where there's a Will there's a way



Michael is one of fifty or so children, who live their short lives to the full, in the hospices and children's centres run by Children in Distress. Their lives are fulfilled by the special care made possible by donations, bequests and legacies made by generous Britons just like you! No gift is too small when it can change the life of a child who is terminally or incurably ill.

To make a donation or have information on legacy giving, call Tina on 0141 559 5690
tina.connelly@childrenindistress.org.uk or access our JustGiving account on www.childrenindistress.org
Forward a donation to: Children In Distress, Ladywell Business Centre, 94 Duke Street, Glasgow, G4 0UW
Registered Charity Number: 1001327 Scottish Registered Charity Number: SC039383

8th Row

97 Avonspark Street
Balornock
Glasgow G21 4NR
T: 07397 898964
E: darren@8throw.com
W: www.8throw.com
Digital marketing services.
No of employees: 1-10
Contact: Darren Healy

Alpha Scotland Ltd

133 Finnieston Street
Suite A, 6th Floor
Glasgow G3 8HB
T: 0141 225 5170
E: paulblack@alphaofficefurniture.com
W: www.alphascotland.com
Contract and commercial office furniture products.
No of employees: 11-50
Contact: Paul Black

Balmore Group (Scotland)

107 Dalsetter Avenue
Glasgow G15 8TE
T: 0141 944 6100
E: victorjr@balmore-ltd.co.uk
W: www.thebalmoregroup.co.uk
One stop difficult access specialist.
No of employees: 1-10
Contact: Victor MacKay

B-Dacs Ltd

31 Lonmay Drive
Panorama Business Village
Glasgow G33 4EP
T: 0141 773 3355
E: diane@bdacs.com
W: www.bdacs.com
Air conditioning specialists.
No of employees: 11-50
Contact: Diane Drummond

BetterMe

Black Rock House
Morningside Business Centre
2-8 Millar Crescent
Edinburgh EH10 5HW
T: 0131 447 9212
E: andrew@betterme.life
W: www.betterme.life
Business resilience, emotional intelligence, leadership and teamwork skills.
No of employees: 1-10
Contact: Andrew Farquharson

Big Box Training

44 Russell Place
Bathgate EH48 2GL
T: 0141 530 1477
E: craig@bigboxtraining.co.uk
W: www.bigboxtraining.co.uk
End-to-end training services supplier.
No of employees: 1-10
Contact: Craig Cornwall

Bishopsgate Financial Consulting Limited

26 Finsbury Square
London EC2A 1DS
T: 0207 448 3000
E: iain.macdonald@bishopsgate-financial.com
W: www.bishopsgate-financial.com
Change management services.
No of employees: 1-10
Contact: Iain Macdonald

Blyth Accountants

628 Crow Road
Glasgow G13 1NN
T: 0141 465 3648
E: mary@blythaccountants.co.uk
W: www.blythaccountants.co.uk
Accountancy and tax services.
No of employees: 1-10
Contact: Mary Blyth

bpICS Ltd

The Grange
Burnhead
Auldgirth
Dumfries DG2 0RX
T: 07525 129257
E: andrew@bpics.co.uk
W: www.bpics.co.uk
Lean Sigma practitioner, continuous process improvement project manager and trainer.
No of employees: 1-10
Contact: Andrew Donnelly

Catch Media Limited

55 Ruthven Lane
Glasgow G12 9BG
T: 0141 266 0210
E: patrick@catch-media.co.uk
W: www.catch-media.co.uk
Marketing with AdWords, Facebook, YouTube and improving SEO.

No of employees: 1-10
Contact: Patrick Dean

Children's Hospices Across Scotland

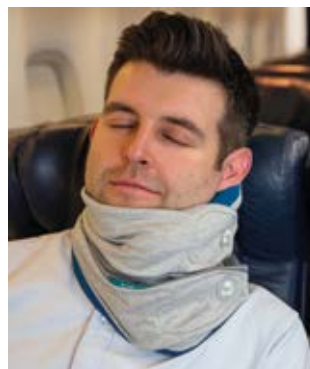
2nd Floor
Buchanan Tower
Buchanan Park
Glasgow G33 6HZ
T: 0141 779 6180
E: meganstobo@chas.org.uk
W: www.chas.org.uk
Care for children with life limiting conditions and subsequent terminal care.
No of employees: 1-10
Contact: Megan Stobo

CMS (Cameron McKenna Nabarro Olswang LLP)

1 West Regent Street
Glasgow G2 1AP
T: 0141 222 2200
E: allan.wernham@cms-cmno.com
W: www.cms.law/en/GBR
Law firm.
No of employees: 251+
Contact: Allan Wernham

Contractor Cost Solutions Ltd

19/6 Union Street
Hamilton ML3 6PA
T: 07825 751829
E: john@contractorcostsolutions.co.uk
W: www.contractorcostsolutions.co.uk
Quantity surveying consultancy services for the construction industry.
No of employees: 1-10
Contact: John Goldie

**Coolside Ltd T/A Trtl**

3 Cadogan Street
Glasgow G2 6QE
T: 0141 585 0200
E: evelyn@trtl.co.uk
W: www.trtltravel.com
Creation, sales and

marketing of innovative travel products including the Trtl Travel Pillow.
No of employees: 11-50
Contact: Evelyn Walker

Creditfix Ltd

2nd Floor
4 West Regent Street
Glasgow G2 1RW
T: 0141 565 1300
E: lucy.dalziel@creditfix.co.uk
W: www.creditfix.co.uk
Debt management solutions.
No of employees: 251+
Contact: Lucy Dalziel

Dalfruin Consulting Ltd

11 Carolside Avenue
Clarkston
Glasgow G76 7AA
T: 07729 109591
E: duncanc@dalfruinconsulting.co.uk
Financial and commercial consultancy services.
No of employees: 1-10
Contact: Duncan Chesnutt

Deaf Connections

100 Norfolk Street
Glasgow G5 9EJ
T: 0141 420 1759
E: gill@deafconnections.co.uk
W: www.deafconnections.co.uk
Voluntary organisation providing charitable and professional services for deaf and hard of hearing people.
No of employees: 1-10
Contact: Gill Sinclair

Denholm Associates

Suite 2B,
1A Cadogan Street
Glasgow G2 6QE
T: 0141 212 2727
E: fiona@denholmassociates.com
W: www.denholmassociates.com
Search, recruitment and employer branding agency.
No of employees: 1-10
Contact: Fiona Todd

ExposePro Ltd

7 Royal Crescent
Glasgow G3 7SL
T: 07904 412766

NEW MEMBERS

E: karenpower@
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marketing.com
Full service sports
promotional agency.
No of employees: 1-10
Contact: Karen Power

Eyecademy

201 West George Street
Glasgow G2 2LW
T: 0844 335 0345
E: marketing@
eyecademy.com
W: www.eyecademy.com
Data services provider.
No of employees: 251+
Contact: Grace Cheah

**Falls of Clyde -
International**

2/1, 190 Shawbridge Street
Pollokshaws
Glasgow G43 1PG
T: 07957 121918
E: savefallsoclyde@
gmail.com
Heritage organisation
rebuilding a historic vessel.
No of employees: 1-10
Contact: David O'Neill

Fore Digital Ltd

2/2 Kensington House
227 Sauchiehall Street
Glasgow G2 3EX
T: 0330 122 2138
E: accounts@
foredigital.co.uk
W: www.foredigital.co.uk
Creative agency.
No of employees: 11-50
Contact: Lesley Osborne

Gilliland & Company

216 West George Street
Glasgow G2 2PQ
T: 0141 226 8484
E: marie.mccahon@
gillilandca.com
W: www.gillilandca.com
Chartered accountancy
practice.
No of employees: 11-50
Contact: Marie McCahon

Goldhart

1091 Great Western Road
Glasgow G12 0AA
T: 07879 400406
E: lorraine@gold-hart.com
W: www.gold-hart.com
Luxury scented candles.
No of employees: 1-10
Contact: Lorraine McKenna

**HFD Property Group
Limited**

Phoenix House
Phoenix Crescent
Strathclyde Business Park
Bellshill ML4 3NJ
T: 01698 503600
E: slewis@hfdgroup.com
W: www.hfdgroup.com
Commercial property
company.
No of employees: 251+
Contact: Stephen Lewis

JayMac Consultancy

62 Falloch Road
Milngavie
Glasgow G62 7RR
T: 0141 533 5687
E: jan.mckendry@gmail.
com
Support and advice to help
businesses improve results.
No of employees: 1-10
Contact: Jan McKendry

**Kenneth Macleod Travel
Ltd**

211 Hope Street
Glasgow G2 2UW
T: 0141 333 8090
E: julian@kmtravel.co.uk
W: www.kmtravel.co.uk
Leisure and business
travel agents.
No of employees: 11-50
Contact: Julian Stark

**Levy & McRae Solicitors
LLP**

Pacific House
70 Wellington Street
Glasgow G2 6UA
T: 0141 307 2311
E: dmckie@lemac.co.uk
W: www.lemac.co.uk
Specialist litigation law
firm.
No of employees: 51-250
Contact: David McKie

LinkedIn Success Systems

Suite 345
111 West George Street
Glasgow G2 1QX
T: 0141 222 2527
E: miles@linkedinuccess
systems.co.uk
W: www.linkedinuccess
systems.co.uk
LinkedIn training.
No of employees: 1-10
Contact: Miles Duncan

**Marketing Mavens
Glasgow Collective**

15 East Campbell Street
Glasgow G1 5DT
T: 0141 363 0014
E: mark@marketing
mavens.co.uk
W: www.marketing
mavens.co.uk
Full service digital
marketing agency.
No of employees: 1-10
Contact: Mark Connolly

Native Places

The Penthouse
11th Floor
Newcombe House
45 Notting Hill Gate
London W11 3LQ
T: 0207 221 2028
E: clare.morrissey@
nativeplaces.com
W: www.nativeplaces.com
Serviced apartments.
No of employees: 251+
Contact: Clare Morrissey

Omnitel

Communications Ltd
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Springhill Parkway
Glasgow Business Park
Glasgow G69 6GA
T: 07852 528449
E: tommy.nevin@
btlocalbusiness.co.uk
W: www.business.bt.com/
bt-local-business/glasgow
Communications company.
No of employees: 51-250
Contact: Thomas Nevin

Osborne and Company

18th Floor
33 Cavendish Square
London W1G 0PW
T: 0203 141 9980
E: conor@grdiglobal.com
W: www.
osborneandcompany.com
Property development
company.
No of employees: 251+
Contact: Conor Osborne

**Peel Outlets
Management Ltd**

Peel Dome
Intu Trafford Centre
Trafford City
Manchester M17 8PL
T: 0161 629 8200
E: jpullen@peel.co.uk
W: www.peel.co.uk
Property development
company.
No of employees: 251+

Contact: Jason Pullen

Premier Housewares Ltd

Premier Business Park
55 Jordanvale Avenue
Whiteinch
Glasgow G14 0QP
T: 0141 579 2000
E: naeem.rashid@
premierhousewares.co.uk
W: www.premier
housewares.co.uk
Importer and distributor
of quality housewares and
lifestyle products.
No of employees: 1-10
Contact: Naeem Rashid

Ronald McDonald House

Glasgow
1299 Govan Road
Glasgow G51 4TE
T: 0141 201 1900
E: kirsten.graham@
ronaldmcdonald
house.co.uk
W: www.ronaldmcdonald
house.co.uk
Free 'home away from
home' accommodation for
families whilst their child
receives hospital treatment.
No of employees: 1-10
Contact: Kirsten Graham

Savills

163 West George Street
Glasgow G2 2JJ
T: 0141 222 5882
E: emcdaid@savills.com
W: www.savills.co.uk
Global real estate services
provider.
No of employees: 51-250
Contact: Emma McDaid

Scot West Shellfish Ltd

Stance E5
130 Blochairn Road
Glasgow G21 2DU
T: 07887 499807
E: ewan@scotwest
shellfish.co.uk
W: www.scotwest
shellfish.co.uk
Exporters of a range of
shellfish to Asia, Europe
and UK markets.
No of employees: 11-50
Contact: Ewan Inglis

Scotch Whisky Auctions

Unit C,
139 Lancefield Street
Glasgow G3 8HZ
T: 0141 243 2585

E: angela@scotchwhisky
auctions.com
W: www.scotchwhisky
auctions.com
Online whisky auction site.
No of employees: 11-50
Contact: Angela Job

Securitas

Bothwell House
Linnet Way
Bellshill ML4 3RA
T: 07739 201860
E: gregg.adam@securitas.
uk.com
W: www.securitas.uk.com
Manned security and
security solutions.
No of employees: 51-250
Contact: Gregg Adam

Social Bite Fund

1 St Colme Street
Edinburgh EH3 6AA
T: 0131 220 8206
E: neil.findlay@
social-bite.co.uk
W: www.social-bite.co.uk
Building a collaborative
movement to end
homelessness.
No of employees: 1-10
Contact: Neil Findlay

St Andrew's Sporting Club

Wilson Business Park
1 Queen Elizabeth Avenue
Hillington,
Glasgow G52 4NQ
T: 0141 810 5700
E: ian@standrews
sporting club.com
W: www.standrews
sporting club.com
Boxing club.
No of employees: 1-10
Contact: Ian MacLeod

Structured House Group

138 Hydepark Street
Glasgow G3 8BW
T: 0141 248 7985
E: roisin-alana@
structuredhouse.com
W: www.structured
house.com
Property development
company.
No of employees: 11-50
Contact: Roisin-Alana Di
Giacomo

The Caledonian Cola Company

272 Bath Street
Glasgow G2 4JR

T: 0141 354 8877
E: chris@albacola.com
W: www.albacola.com
Alba Cola, Scotland's
first artisanal cola.
No of employees: 1-10
Contact: Christopher Ewing

The Fresh Fruit & Veg Shop

59 Main Street
Uddingston
Glasgow G71 7EP
T: 07584 468471
E: info@freshfruitand
vegshop.com
W: www.freshfruitand
vegshop.com
Quality fresh fruit to offices
across Scotland.
No of employees: 1-10
Contact: Steven McGuire

The Gleneagles Hotel

Auchterarder
Perthshire PH3 1NF
T: 01764 662231
E: jane.mcgee@
gleneagles.com
W: www.gleneagles.com
Five-star luxury hotel,
three golf courses, spa
and restaurant.
No of employees: 251+
Contact: Jane McGee

The Great Run Company

Newcastle House
Albany Court
Monarch Road
Newcastle upon Tyne
NE4 7YB
T: 0191 226 3231
E: nicola.hedley@
thegreatruncompany.com
W: www.greatrun.org
Owner and organiser of
the Bank of Scotland
Great Scottish Run.
No of employees: 11-50
Contact: Nicola Hedley

The Grill on the Corner

21-25 Bothwell Street
Glasgow G2 6NL
T: 0141 248 6262
E: suziegilchrist@
blackhouse.uk.com
W: www.blackhouse.
uk.com
Restaurant.
No of employees: 11-50
Contact: Suzanne Gilchrist

The Italian Chamber of Commerce and Industry for the UK



30 Melville Street
Edinburgh EH3 7HA
T: 0141 331 6078
E: dbargna@italcham
ind.org.uk
W: www.italchamind.eu
Chamber of Commerce.
No of employees: 1-10
Contact: Davide Bargna

Torishima Service Solutions Europe Ltd

Duart House
Finch Way
Strathclyde Business Park,
Bellshill
ML4 3PR
T: 01236 442390
E: donna.farrell@
torishima.co.uk
W: www.torishima.eu
Engineering services
and plant asset
management solutions.
No of employees: 11-50
Contact: Donna Farrell

Transform Project Management Ltd

27 Woodvale Avenue
Giffnock
Glasgow G46 6RC
T: 07810 630637
E: jon@transformpm.co.uk
Project and change
management consultancy.
No of employees: 1-10
Contact: Jon McGrane

Transmit Start Ups

International
Business Centre
Mulgrave Terrace
Gateshead NE8 1AN
T: 07837 954802
E: michelle@
transmitstartups.co.uk

W: www.transmit
startups.co.uk
Start-up loans to
businesses and individuals
across the UK.
No of employees: 1-10
Contact: Michelle Doherty

Uber

First Floor
Aldgate Tower
2 Lemn Street
London E1 8FA
T: 07828 612459
E: damien.scott@uber.com
W: www.uber.com
Cashless on demand car
request service.
No of employees: 251+
Contact: Damien Scott

Virgin Money Glasgow Lounge

145-147 Queen Street
Glasgow G1 3BJ
T: 0141 221 1952
E: iain.mcgregor@
virginmoney.com
W: www.virginmoney.com
Personal and business
savings banking services
and lounge.
No of employees: 1-10
Contact: Iain McGregor

Voxbit Ltd

1 Lanyon Quay
Belfast
BT1 3LG
T: 0800 024 8974
E: marcchristensen@
voxbit.net
W: www.byphone.co.uk
Voice communications
solutions.
No of employees: 1-10
Contact: Marc Christensen

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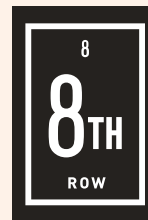
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We've got extensive experience of the entire search marketing process. Once we begin working with a business, we start from the beginning, conducting a full site audit and outline a specific plan to help you achieve



what's important to you: enquiries, revenue and ultimately ROI. That way, we can be sure that what we do has a real impact on your business.

We regularly work with our clients

on organic SEO, including penalty removals and content generation; technical SEO, including website migrations and technical audits; PPC management, including display and shopping ads and conversion optimisation, which is all about getting more of the traffic converting.

Typically, clients can start to see a positive return on investment within three to six months. This compounds further over the course of a year and beyond. We could be doing this for your business. We're just one friendly phone call or email away.

CONTACT DETAILS:

Email darren@8throw.com or call 07397 898 964

APPOINTMENTS

PEOPLE ON THE MOVE IN THE BUSINESS COMMUNITY

Blackadders strengthens Board with two new appointments

Blackadders has reinforced its Management Board with the election of two new Partners.

Emma Gray and Petra Grunenberg join immediately and give Blackadders equal male and female representation on its Management Board.

Emma joined the firm as a Partner in 2013 and heads up the Commercial Property team. She is dual qualified in Scottish and English law. Petra leads the Rural Land & Business team. She joined in 2002 and was named a Partner



in 2006. Both Emma and Petra are recommended lawyers by the prestigious law guide, Legal 500.

CONTACT DETAILS:

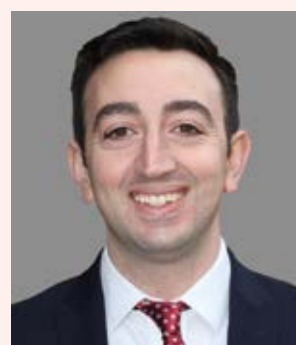
Emma Gray
emma.gray@blackadders.co.uk
Petra Grunenberg
petra.grunenberg@blackadders.co.uk

CBRE STRENGTHENS SCOTTISH RATING TEAM

Leading property consultant CBRE has appointed Tony Rosenthal as director in the Scottish Rating team in Glasgow.

Tony, who originally qualified as a surveyor with CBRE in 2008, has rejoined the company from Cushman & Wakefield, where he was a partner leading the National Rating team within Scotland. He brings ten years' experience in Scottish business rates, largely centred on specialist markets, including airports and renewables.

Tony's main focus will be to widen the Rating team's involvement in specialist markets and expand the already successful



mitigations offering in Scotland, including developing the water rates mitigation service line.

CONTACT DETAILS

tony.rosenthal@cbre.com
www.cbre.co.uk

THE PITCH

Eyecademy is building the future with data

Eyecademy is a Glasgow-based data, analytics and development firm, which specialises in empowering organisations to gain maximum value from their data. With data being the new gold, Eyecademy enables clients to make evidence-based decisions quickly and invest wisely, by applying strategy, transformation and analysis.

Across Scotland and the UK, we offer the consulting expertise of full-time technical specialists, with a team of over 35 employees in Glasgow city centre. Covering the full end-to-end data journey, through to dashboards, visualisations and software development, our multi-



skilled teams design and deliver data strategies utilising numerous technologies. With an expanding enterprise client base within banking, government, transportation, manufacturing and food & drink, Eyecademy transforms insights with vast experience and strong vendor partnerships, including IBM.

Colin West, Eyecademy's Managing Director, said: "We are experiencing rapid growth and have generated a great culture within Eyecademy,

investing in people and Glasgow by opening our new city offices and recruiting the best local talent. We are passionate and focused on delivering compelling results for our clients in this incredible marketplace. It's an exciting time for Eyecademy, as we continue to push the importance of data and analytics and the results we can achieve for your organisation."

CONTACT DETAILS:

For more information on our services, please email info@eyecademy.com or call 0844 335 0345

BT local is open for business in Glasgow

A new Glasgow telecommunications company, formed as part of the BT local business franchise network, opened its doors to customers in April after securing significant funding from HSBC UK.

The opening of Omnitel Communications, BT's only direct business partner for Glasgow and the west of Scotland, has created more than 20 new jobs for the local economy, including b2b account managers, business development managers and administrative support roles.

We offer BT's full suite of unified communications products including Data, Cloud and Mobile devices direct to the SME sector.

We are run by Tommy Nevin and Scott Gibson, who have worked together for over 20 years in various capacities, and have teamed up to



open Omnitel Communications. We used the loan from HSBC UK to secure office space at the Glasgow Business Park in the East End, support the new hires and buy all the necessary equipment to begin trading.

HSBC UK's genuine interest in our business made banking with them an easy decision – we wouldn't have been able to open our doors without them. The loan has helped set us up for growth from the start and we're already helping customers get better connected.

Susan Rowand, Head of Business Banking for HSBC UK in Scotland, said: "Tommy and Scott have great industry experience and know what it takes to be successful in their sector. We're looking forward to watching Omnitel establish itself and serve the west of Scotland's business community."

CONTACT DETAILS:

For more information, please contact Tommy Nevin on 07852 528449 or 0141 378 1176



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At Shawbrook we thrive on working with clients and partners to bring out the very best in businesses with ambition and vision: businesses like The Borders Distillery (owned by The Three Stills Company Ltd), the first Scotch Whisky distillery to exist and operate in the Scottish Borders in over 180 years, who are now set to produce up to 1.8m litres of spirit per annum.

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ScotlandRBC@shawbrook.co.uk
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