



Women in
Business

SUMMER 2017 | ISSUE 17

MAGAZINE



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Excited and confident for the future

Dear Members and Readers,

We hope you enjoy reading the articles from our members, partners and contributors... And we hope that when you read about the Women in Business planned activities, programmes and events you will be as excited as us.

At Women in Business we remain positive about the future despite the business challenges created by the current uncertain political and economic situation. Positivity develops confidence and leads to success. Our aim is to 'Create a new Economy' in Northern Ireland through inclusive growth. We will do this by supporting all our members to achieve their ambitions, by giving voice to the importance of women in all sectors and levels of business. A common phrase we hear today is.. 'women lack confidence'. Personally, I don't think we lack anything; we are just different to men! But if we do lack confidence we are not alone. A confident Northern Ireland would have a restored Assembly prepared to compromise and work for the greater good; a programme for government; a budget; reduced corporation tax rates; and it has a progressive education system. A confident NI has a strong Assembly working on infrastructure, hospitals, education and an agreed Brexit deal. A strong and confident NI Assembly will have the full support of Women in Business and the business community.

Women in Business will lead by example, we recently surveyed our members, and the results have given us confidence in our delivery and direction. We are confident that over the next 12 months we will deliver

for our members.

Why ?

We already deliver over 150 activities to support, encourage and develop you to be the best that you can be:

- › 70 + Master classes and networking events
- › 2 Inspirational Conferences
- › A Gala Awards
- › A Chairs Lunch
- › Over 100 members mentored each year
- › Over 60 Mentors trained
- › A weekly WIB Choir session
- › Already 120 female entrepreneurs trained, supported and mentored on our Power of 4 programme
- › 4 leadership courses per year impacting nearly 100 women
- › A bi monthly communications programme
- › And our new Back to Business maternity returners programme developed with top coaches to ensure women return informed, energised and ready to influence and impact.

And that's not all...

We have a new key partner Fujitsu and we are excited about what we will achieve together to advance women



Roseann Kelly, CEO

in technology. This year will also see us launch a Gender Diversity Charter Mark for Northern Ireland, partner with the London based Everywomen Network on a Technology Conference and we will create a new 30 strong WIB Advisory Council. But as we are all aware none of this happens without a great team, Vicky Moore, Programmes Manager and Kerry Harding, Connect Programme Executive are joined by Business Development Manager Jenny Scullion, Aaron Patterson, Administrator and more just recently our Student Kate Umphrey.

This is a great team who are dedicated to helping you, so I encourage you to engage fully with WIB so we can all reach the top of our game, achieve our ambitions and be confident about our futures.

Roseann Kelly, CEO

Key Partner



Partners



Educational Partners



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- We Make Connections
- We Promote Opportunities
- We Inspire Success

Women in Business members are supported to achieve their ambitions benefitting from an excellent mix of networking, mentoring and training opportunities.

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YOU can reap the benefits of being a part of Women in Business.

Begin your journey, sign up online at www.womeninbusinessni.com/join

To talk to a member of our team call 0845 6076 041, Individual Membership £35 with Direct Debit
Full Corporate Membership £1200 + VAT

PINSENT MASONS APPOINTS ANDREA McILROY-ROSE AS HEAD OF BELFAST OFFICE

Andrea was the first female partner of leading Belfast firm L'Estrange & Brett when they merged with McGrigors in 2009 and then Pinsent Masons in 2012.

For the last four years Andrea has led the Belfast property team of 14 lawyers and in addition she has an elected board position on the firm's remuneration and partnership committee as well as being head of the firm's UK retail property team. The appointment follows a busy year at Pinsent Masons with recent projects including: the purchase of Lisnagelvin shopping centre for Cordatus; acting for international investment fund MedicX in the development of the Kings Hall complex as a primary care and supported living village; the development of new Northern Ireland

headquarters for Concentrix and Allstate; and the purchase of Viridian by I-Squared Capital. A mother of two teenagers, Andrea has a special interest in diversity and inclusion and chairs the firm's female networking group, Female Futures whose membership spans all of the 23 Pinsent Masons offices. In recognition of her work in this field Andrea was recently shortlisted in the Legal Adviser of the Year category of the inaugural Women in Finance Awards 2017 to be held in London at the end of June. Andrea McIlroy-Rose said: "I am delighted to have been asked to take up this position and to have the opportunity to lead the office through a challenging but very exciting period of change. I am extremely lucky to work with an outstanding team of almost 90 staff and we remain committed to and focused upon the local market

and the advantages and expertise that an international law firm can provide to both our clients and the community."



Andrea McIlroy-Rose, Pinsent Masons

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Stephen Hillis,
Head of Employer Services -
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"Being able to competently address a crowd is of paramount importance to my career. After working with Sarah and Camilla at the Speakeasy Club, I noticed both my confidence and my competence levels increase. Getting feedback from my peers really helped me identify where I could improve but equally important where my current strengths lay, which is something I had previously overlooked."

Niamh Taylor, of award-winning digital marketing agency, Digital 24



‘Inclusive growth key to creating a new economy’

By focusing on diversity we can continue to support Northern Ireland’s social and economic development.

Therefore, a key building block of business success is effectively harnessing the skills and knowledge of our talented young people. We want to attract and retain the best talent – regardless of differences such as gender or ethnicity. Through fostering an inclusive work environment, we’ve seen first-hand how creativity and innovation flourishes, creating value and growth not just in our business – but the wider sector and ultimately the economy.

With ongoing economic and political flux, there is an added impetus to turn our collective ambition to achieve inclusivity and growth into a reality. Together with Women in Business, Fujitsu is pleased to announce a new partnership programme to help tackle this issue, a partnership designed to maximise our potential through inclusive growth which will help create a ‘new economy’. For the last number of years, we have worked closely with Women and Business. From participating in events and delivering seminars to sponsoring its leadership conference and sitting on the Board of Directors, we have been pleased to play our part in putting skills, diversity and digital

“As well as embracing diversity in the workforce, companies should also ‘think diverse’ when designing business models.

innovation at the top of the agenda for business leaders. With over 2,500 members across sectors and with businesses of all sizes, Women in Business is uniquely placed to provide impactful support to today’s current and future leaders. We are delighted

the opportunities presented by diversity.

As well as embracing diversity in the workforce, companies should also ‘think diverse’ when designing business models. Digital technology – especially if we look



with this new partnership programme and the opportunity to support WIB members, from start-ups and SMEs to larger businesses in both the private and public sector, as they continue to maximise upon

at areas such as the Internet of Things (IoT), cloud computing and Artificial Intelligence (A.I) – is creating growth in Northern Ireland and can be used by all businesses to solve and overcome problems



Sinead Dillon, Principal Consultant at Fujitsu is pictured with Roseann Kelly, Chief Executive of Women in Business

“Business leaders cite creativity, imagination and professional knowledge of digital technology as some of the most important capabilities needed for digital transformation.”

and to empower their organisations. Through delivering this new partnership programme with Women in Business, we hope to not only share practical advice on skills development and diversity issues but also digital innovation. Fujitsu’s most recent Global Digital Transformation Survey Report which gathered the opinion of over 1,600 business leaders on digitalisation, reveals that 89% of companies are planning, testing and implementing various digital transformation programmes – with 34% already seeing positive results. These

programmes are being applied across business areas, from customer relations processes to maintenance functions in a variety of sectors such as finance, sales and manufacturing. Our survey also reveals that business leaders cite creativity, imagination and professional knowledge of digital technology as some of the most important capabilities needed for digital transformation. Another illustration of the importance of embracing inclusivity in the work environment. As well as continuing to promote diversity in the workforce, together with Women in Business, we will showcase the benefits of being ‘digitally diverse’. We are designing an exciting programme of events including ‘Tech Take Away’ seminars and workshops to run throughout this year which will demonstrate how to make the most of technology and digital innovation both

for personal and business development. Through blogs and a new technology column with Women in Business, we will also keep you updated with the latest information on technology trends – from cyber security issues to cloud services - and provide practical hints and tips on how to incorporate digital activity into your every-day life. Together, by focusing on diversity – both in terms of our workforces and business models - we can continue to support Northern Ireland’s social and economic development through inclusive growth.

“As well as continuing to promote diversity in the workforce, together with Women in Business, we will showcase the benefits of being ‘digitally diverse’

Hacking and who is liable

The scourge of hacking is weekly, if not daily. Michael King shares his knowledge on the incoming GDPR regulations.

If anyone thought only large corporations are the only targets, the WannaCry incident must have come as a nasty surprise. It proved that no one, be it governments or business, wherever they may be, is immune from hacking.

There is obvious reputational damage to businesses who have been victims of hacking. However, there can also be civil and regulatory consequences.

Whilst hacking is a criminal act, those who hold the confidential information or personal data of others may be liable if they do not take sufficient steps to ensure the information is secure. This can lead to actions for breach of confidence but much more prevalent are issues relating to personal data and breach of the Data Protection Act 1998 and the tort of misuse of private information in the civil courts. If found liable businesses may be liable for damages and significant costs.

In addition to the threat of disciplinary action by professional bodies, a business which has lost personal data may be subject to investigation and then enforcement action by the Information Commissioner's Office (ICO). Fines have already been issued by the ICO in relation to businesses which are the victim of hacking but have not taken reasonable steps to ensure that personal data is held securely.

The General Data Protection Regulation (GDPR) will be the biggest change to data protection since the 1998 Act. The Government has clarified that it will come into force in May 2018 regardless of Brexit.

GDPR enshrines data privacy by design and focusses on compliance. Controllers of data are expected to have in place and apply policies and procedures and be proactive rather than simply reacting when a data breach occurs. There are new provisions in relation to mandatory breach reporting and appointing a data protection officer. For the first time, data processors will have obligations. Fines will increase significantly with a potential fine of €20M or 4% of global turnover, whichever is greater.

GDPR and related guidance make it clear that data security is key to the new compliance regime. Businesses will be expected to have appropriate organisational and technical arrangements to make sure that personal data is held securely. What is appropriate depends on the size of the organisation, the amount and type of personal data held. Examples of organisational security include policies and procedures, awareness and training of all employees who process personal data, appointing a data protection officer and the physical security of premises. Examples of technical security are secure servers, encryption, patching, firewalls, passwords and anti-virus software.

An organisation may have IT low on its agenda. However, it may need to reassess



Michael King

its priorities given that hacking will be a certainty for most businesses. Taking steps to implement GDPR now may avoid some hacks. Where hacks cannot be avoided, demonstrating security and compliance may be used to mitigate fines or civil liability. Businesses need to consider what data they hold, what security is in place and what needs to be done now.

This article is for general guidance. It does not constitute legal advice.

Michael King is a director in Cleaver Fulton Rankin's Dispute Resolution Department and heads its Cyber Risk Unit. He is a commercial litigator with expertise in intellectual property and information governance. He became a qualified data protection practitioner in 2016.



Adapt to Disruption

Disruption is perhaps one of the most overused words in business – Amazon disrupted book selling, Uber disrupted taxis, and Airbnb is disrupting hospitality, says economist Richard Ramsey.

Disruption has also been a major feature of politics, going as far back as the financial crisis, and including the Eurozone crisis, political turmoil in places like Greece and France, and Trump.

Brexit is another major disruptor that is going to have significant implications for things like trade, labour, research, funding and borders. But the challenge at present is that we don't know exactly how this disruption is going to play out.

Some sectors of our economy for instance, have become absolutely dependent on EU nationals for their labour. How Brexit plays out in relation to movement of labour will be critical for them, and they will have to adapt to the disruption. Some sections of society also hold the view that inward migration has taken the jobs of many local people, and from this perspective Brexit could deliver benefits for them.

But whilst Brexit is a big issue, there are also major global factors at play when it comes to labour, trade, tax and borders, and technology is at the heart of them. In some respects, it is tech rather than globalisation or immigration that has been creating a dispossessed section of society, as e-commerce and automation have been taking many people's jobs.

Today, in the US, Trump has been shouting about protecting manufacturing jobs through a range of means such as curbing inward migration, increasing tariffs on imports, and increasing tax incentives. But the reality is that more and more manufacturing jobs are going to be lost to automation and artificial intelligence, and more significantly, retail jobs are being decimated by e-commerce. Indeed, they say that for every job created in e-commerce, three are lost in retail.

Since Trump was elected, the US retail sector has shed more than America's total employment in either coal mining or steel, and it is expected that there will be more job losses to come. This is at a time when the beacon of online retailing, US firm Amazon, continues its inexorable rise. But whilst Amazon is enormous in terms of turnover and market capitalisation, it and other tech giants, employ much fewer people than the stock market giants of yesteryear.

In the UK, there is the danger of becoming fixated with Brexit. Liam Fox has promised 'zero disruption' to trade from Brexit by securing transition agreements to continue old trading terms, post-Brexit. We wait to see if this proves overly-optimistic. But the bigger issue is that no-one can guarantee zero disruption from technology.

We have a group of large tech companies – for instance Facebook, Apple, Amazon, Netflix and Google have a market capitalisation larger than the entire French

or German stock markets – who live in an almost borderless world, where jobs, investment, and tax can be moved around the world almost at will. We also live in a world where protecting our borders and 'taking back control' is radically different from the past, with the ongoing threat of cyber-attacks for instance, and the fact that the technological world is almost borderless.

But whilst the rise of technology is a threat for many people, there are also very significant opportunities. Northern Ireland, for example, has been working to capitalise on the growing market that is cyber-security. As we move increasingly to online services across for instance, retailing, banking and government, the need for cyber-security services and expertise will only grow. We can argue about how much disruption there might be from Brexit, but disruption from technology is inevitable. The challenge for businesses, governments, educational establishments and individuals alike is to adapt.



Richard Ramsey

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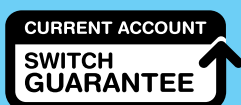
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Boosting business – Lisa McCaul, Business Growth Enabler

Female entrepreneurship has a unique and valuable role to play in growing the Northern Ireland economy.

Female entrepreneurship has a unique and valuable role to play in growing the Northern Ireland economy and providing substantial opportunities for further employment and export. Yet the figures tell us that women don't start businesses at the same rate as their male counterparts. I'm determined to help change that.

As Ulster Bank's Business Growth Enabler for the North Region of Northern Ireland, my role is to help businesses access relevant experts and resources, benefit from our partnership with Entrepreneurial Spark, and to avail of things like free financial health-checks, one-to-one mentoring, and business planning support, through our new Boost programme. And you don't have to be an Ulster Bank customer to benefit from the service; it's free and it's open to all.

While business owners or those starting out often have the appetite to grow, they might not know exactly where they need to go to get the right support. Through Boost, we aim to make this easier. We want to create a pathway to the correct networks and make it easier to find the resources people need at all stages of growth. We will also give businesses access to specialist services provided by partners including Worldpay.

We're doing this because we know that real business growth is based on trust – trust that you will deliver what you say you will, when you say you will. So with Ulster Bank acting as an honest broker for those growing their business, we're confident that they'll see us as a proactive, positive bank to do business with.

With Lynsey Cunningham as our Entrepreneur

Development Manager, activating our partnership with Entrepreneurial Spark – the business accelerator hub based in Belfast – and Cara Taylor as our Business Growth Enabler for the South Region of NI, there is a strong women-led presence inside Ulster Bank helping to drive and develop a culture of entrepreneurship. Hopefully, this helps to break down some of the barriers – both real and perceived – that might discourage a woman from engaging with their business ideas and growing it into a fully fledged enterprise.

A bank that is truly serious about entrepreneurship, and supporting people from all backgrounds to realise their potential, has to go beyond products. Through this new initiative, we are going to provide immediate, tangible and practical support that helps new businesses start-up and scale-up. So if you'd like more information about the impact that we can help you to make, you can register to come along to our launch event in the MAC on 27th June, as well as accessing more information, via www.ulsterbank.co.uk/boost



Lisa McCaul

Be Bold for Change



Inaugural Female Entrepreneurs Conference
Be Inspired, Be Motivated, Be Connected.



Roseann Kelly, CEO Women in Business, Tina McKenzie, MD Staffline Recruitment Group, Petra Wetzel, MD of WEST Brewery, Leah Totton, Dr Leah Cosmetic Skin Clinic, Jayne Taggart, CEO of Causeway Enterprise Agency

businesswoman Sarah Travers, who said it was vital to “establish the important relationship we need to support our female entrepreneurs” in order for them to “push the boundaries and achieve wonderful things”.

Tina McKenzie, managing director of the multi-million pound recruitment agency Staffline Group and European Ambassador for Female Enterprise Day, was the first keynote speaker for the event, and said the slogan for the conference - “Be Bold” - was a key motivating factor behind her success. “Being bold means, yes, you will get pulled back sometimes and get a kick in the teeth, but eventually you will find that being bold will project you forward,” she said.

Ms McKenzie also said she had high aspirations for Belfast’s place in the business world, stating that “We believe that Belfast can be the Europe’s capital of entrepreneurship.”

Women in Business and the Causeway Enterprise Agency were delighted to host the Inaugural Female Entrepreneur Conference at the beautiful Drenagh House Limavady on 9th March 2017 to coincide with Womens International Day.

The event featured successful female entrepreneurs from near and far who

provided inspiration and told their stories to a room of over 200 participants. Adlerman Maura Hickey, May of Causeway Coast and Glens welcomed the audience and told of their commitment to female entrepreneurship and the importance women played in business in Northern Ireland.

The conference - whose sponsors included the Irish News, PSNI and Enterprise NI - was presented by former BBC journalist-turned-

Also speaking was 2013 Apprentice winner Leah Totton. Originally an A&E doctor in a busy London hospital, at 24 she became one of the youngest-ever winners of the BBC show, which earned her a £250,000 prize and a business partner in Lord Alan Sugar who she says has been a useful advisor and whose insight has been invaluable for her. He has provided not only the financial advice but also business



support to get her business up and running whilst continually developing further. Dr Totton now runs two successful cosmetic skin clinics in England, with plans for a third to open this year. The young entrepreneur said she had a tremendous amount of respect for those who, unlike her, had to build their success from the ground up.

She also said that belief in her own skill-set was the key driver for her meteoric rise up the business ladder. "You can be the most creative innovator and you can have the idea, but really you need the ability and execution to deliver the concept," she said. "That for me is what makes an entrepreneur." Petra Wetzel founder and Managing Director of WEST Brewery in Glasgow was the last speaker discussing "My Way". The single mum from Glasgow brewed up a £10 million fortune after regaining the plummeting business from her then partner who struggled to make the business successful. Petra's sense of humour and her no nonsense attitude aided her in making sacrifices to salvage the business and make it a success. Growing up in Germany she told the audience of the importance of spending time together in Brew Halls. She wanted to create that experience in Glasgow -she tells the story of

how her father wanted a place to drink a real beer in Glasgow. Local women also not only provided services to the event but also shared their stories. They provided inspiration and demonstrated determination. The panel of local female entrepreneurs included Caroline McComb, McCombs Travel who provided the transport on the networking coaches; Catherine Cunningham, The Present Tree who provided beautiful centre pieces; Catherine O'Neill from Amelio Utilities; Karen Gardiner from Ground Espresso bars; Leona Kane from Brighter Gold and Karen Yates from Taylor Yates and Zing.

Women left the event with a spring in their step after meeting new contacts, catching up with old contacts and feeling inspired to be Bold. Female entrepreneurship is moving forward and Women in Business delivered a superb event to help women be bolder.



Causeway Coast & Glens Borough Council



Leadership Conference – “Tackling Success”



In June, Women in Business hosted their inaugural leadership conference, “Tackling Success”.



The conference had a sporting theme and had a spotlight on connecting sport, specifically rugby to business with an appropriate focus on female rugby and business.

The conference started with the talented Suzanne Wylie, CEO of Belfast City Council discussing her career to date, her road to success and how she faced adversity and still persevered. Suzanne had a story telling

way and showed slides from her youth. She talked about the importance of role models including her Grandmother, who always supported her and encouraged her, making her believe that she could do anything she wanted. She also discussed how some of her teachers may have underestimated what she could become – did she show them or what? Her talk was nostalgic but also showed the power of belief and perseverance. These are two characteristics that easily transfer to the world of sport. In

her work career, Suzanne often was the only women in meetings and when she was promoted – some did not look upon it highly. Suzanne always maintained her professionalism and positivity. She exuded class and spoke openly and honestly giving an account of herself as a woman, wife, mother and granddaughter fulfilling her career potential.

Libby Jackson, Global Head of Alternative Legal Services at Herbert Smith Freehills was next on the agenda and spoke fondly of setting up the Belfast office. It is still heralded as a best in its class and the organisation are now utilising the learnings to open new centres across the world. Libby highlighted how important the office is to the business and that the talent, skills and intelligence found in Northern Ireland has allowed it to be such a successful hub. Today the office is run by a local woman, Lisa McLaughlin and is an exemplar within Herbert Smith Freehills.

“Staying on top of Your Game” was the topic of the next presentation by Alasdair McKee, Offload Rugby. Alasdair spoke about preparing for success which requires the ability to define it, making it realistic and measurable and creating momentum. If we do not know what success looks like how will we know we have achieved it? He emphasized the importance of the right mindset for success and the need to focus. We have to believe in success in order to achieve it.

There was a panel discussion with three of Ireland’s international Women’s Rugby Team: Nikki Caughey, Louise Galvin and Sene Naoupu. The three spoke about how they had become involved in rugby and how their paths had all been different. They discussed not sacrificing for rugby but making choices to pursue their passion. It was amazing to listen to them talk about how far women’s rugby has come. They shared the experience of being undervalued as a female sport and the amount of progress they have made due to perseverance, hard work and tenacity – all which are required to be successful in



Alasdair McKee, Offload Rugby, Louise Galvin, Sene Naoupu, Nikki Caughey of Women’s Ireland Rugby Team.



Stephen Watson, Sene Naoupu, Lousie Galvin, Nikki Caughey, Alasdair McKee.

business. They are trail blazers in women's rugby and the success they have had to date puts them in a fantastic position for the upcoming Rugby World Cup, being held in Ireland August 2017. They highlighted the importance of supporting each other, communication and how playing with the men prepared them for opportunities within female sport. They charmed the audience with their eloquent views, wit & athleticism.

There was also a physical element with a few "volunteer" participants of the conference trying out a quick game of touch rugby with

the international stars. The use of blindfolds pushed the players to communicate and interact with each other in new ways. Again, the link between business and sport was reiterated. Communication in our busy world sometimes gets pushed to the side and we forget the power of engaging with our team. When we engage and have strong communication we become a stronger team, more connected and ready to face adversities.

The last speaker of the day was Stephen Ferris. Stephen shared with us his regret at having been forced into early retirement through injury. He could have succumbed to all the disappointment but instead he chose to focus on being grateful that he had been able to play professionally. He talked

about starting a new chapter in his life and about the skills and determination required to adapt and continue to succeed in the face of adversity. Resiliency is not only needed in sport but is a necessity in the business world.

As with all Women in Business events, participants had the opportunity to meet with old contacts and make new ones. This event allowed participants to explore the connections between sport and business, to take lessons from both and to be the best whether it is sport or business. Whilst we are all busy with our day to day activities it is important to take time out to learn, develop, grow and to invest in being the best we can be. Every single speaker gave participants the opportunity to take away inspiration for improving and tackling success.





Spotlight on Success

Lunchtime speaker series

Spotlight on Success is a bespoke new lunch time lecture series with leaders from the corporate and entrepreneurial world that have climbed to the top of the corporate ladder or founded, grown and lead their own business.

The talks are inspirational and informative with local leaders sharing their success stories and introducing an external leader who they hold in high regard or a speaker who has inspired them.

May

Our first Spotlight on Success lunch was absolutely fantastic with Dr Aislinn Rice, Director of Analytics Engines, inspiring us with her journey from gaining a PhD in Analytical Chemistry to becoming an Executive Director of multinational corporation, Andor Technology plc and then returning to her SME roots as a Director of Analytics Engines. She was explicit about staying true to yourself and finding a path that works for you, striving for that all important balance, and the ability to be comfortable in your own skin. She delivered a message of strength to the 100 strong audience at the Hilton.

A strong woman won't let anyone get the better of her... But a woman of strength gives the best of herself to everyone.



Aislinn introduced our second speaker for the day, Deirdre Terrins, Investment Manager at Crescent Capital. In essence her talk was about changing your mind set from its set of predicted expectations to being freer, to not anticipate. She had the delegates on their feet participating in interactive games which had the room laughing and thoroughly enjoying themselves whilst seeing the benefits of not anticipating outcomes and of truly focusing on what the other person was saying. Communication is such a huge part of business whether it be to our employees, our target market or to our peers, family and friends. Learning to focus better on what is being said and to actively listen and respond with the same level of energy and without cynicism is a lesson for us all to learn.

Pamela Ferguson from Rejourir said "It's been really worthwhile to get outside of the business and meet other people and see their way forward in business. Aislinn's talk was so motivating. I found the way she integrated the business with the personal side of it really meant something to me. Deirdre was really interactive and I really enjoyed it. It's been a worthwhile event and I am definitely looking forward to the next one."

Eva Grosman from the Centre of Democracy said it was a "Great lunch, great networking opportunity to connect with new people. A truly enjoyable event, I'm looking forward to the next one. Spotlight on Success all the way!"

June

Our second Spotlight on Success was another great success with Darina Armstrong, CEO of Progressive Building Society, the first to step onto the stage. She began by applauding the Women in Business Mentoring Programme and how she thought it was very important for women to have role models. Darina is the first female in Northern Ireland to run a large financial services business and one of only a very few across the world to do so.

“For me the only thing that matters is doing the best job I can and helping and encouraging those around me to be the best they can be. For me that is success. I don’t want the fact I’m female to define my role, rather that, like my male counterparts, I have the necessary skills to do a job which I’m passionate about.”

Leaving us feeling humbled by her achievements delivered in her quiet, unassuming way, she then introduced Dr Michael McKillop 4 times Paralympic gold medallist. Michael has overcome some extraordinary challenges in life with cerebral palsy, epilepsy and mental health issues. He has gone on to achieve so many amazing things and there was not a dry eye in the room as he described the London Olympics when his Mum presented him with his medal. His strength and tenacity and fierce drive and ambition growing from his parent’s faith in him and providing him with the opportunities he needed to succeed. It was another humbling experience and he left us feeling inspired and in awe.

Do something today that your future self will thank you for.



Spotlight on Success

Lunchtime speaker series



Darina Armstrong, CEO of Progressive Building Society, Michael McKillop, 4 times Paralympic Gold Medallist, Roseann Kelly, CEO of Women in Business



We've got the Power!



2016/17 Power of 4 members, Pippa McIlduff, Pippa McIlduff Interiors; Angela Wilson, Silver Apples Belfast, Nina Cristinacce, owner of The Drawing Rooms, Bangor; Jenny Scullion, Business Development Manager, Women in Business, Sharon McCrea, Claire McMullan, Health Gainz meeting at The Drawing Rooms, Bangor.

Power of 4 takes a unique approach to helping women into self-employment, by sharing knowledge, experiences and support as women learn together along the way

Power of 4 is Women in Business' hugely successful start-up programme. Now in its third year, it has helped almost 50 women realise their dream of self-employment. The programme offers intensive training, mentoring and, uniquely, a network where women can continue to support each other through their journey. Run by women, for women, it launched in 2015, with funding from the Royal Bank of Scotland's 'Inspiring Women in Enterprise' Fund. The first group consisted of 16 women from a range of backgrounds and ages,

with a diverse scope of business ideas. The programme offers 4 full days training, delivered by experienced trainers who are expert in their subject. Further support is given through networking sessions facilitated where women get the opportunity to meet role-model mentors who are themselves successful entrepreneurs. Each participant also receives one to one expert mentoring, delivered by an experienced business mentor. This gives each woman the opportunity to focus on the areas of support most important to them and address their specific barriers. Whether it's finance, marketing, action planning, product development or even personal matters, mentors can help participants find their way forward. Networking and ongoing peer support are the real USP of Power of 4. A private

Facebook forum allows participants to share ideas, discuss their business ideas, build friendship and contacts. The programme is run by our dedicated passionate coordinator, Roisin McDermott who maintains regular contact through email, phone and social media keeping participants focused, grounded and enthused. The mentors and trainers are central to the success of Power of 4. Their vast experience qualifies them for their role but their passion for supporting women to achieve their ambitions ensures the programme is streets ahead. Power of 4 also aims to be ultimately practical. Action plans are produced by each participant and appropriate support given where needed by their mentor. We also offer additional workshops where needed on topics such as digital media and stress management.

Ritu Bhatt, programme participant from 2016 said,

“I always wanted to do something positive to bridge the appalling 12-15% gender gap in tech industry. I had 15 years of extensive experience working with Multinationals as a tech team member but lacked the knowledge and confidence to build a tech start up. PowerOf 4 gave me the confidence, knowledge and network . It emboldened me to ultimately take the leap of faith. The support network and the knowledge about starting a business which I got from PO4 is irreplaceable and a critical factor in my success. I don't think I would have achieved so much growth without it. ”

As well as the support from mentors and the wider group, participation in the programme culminates in the opportunity to pitch for a generous bursary which women can invest in their business.

Winner of the 2016 bursary, Ali Matthews launched her virtual assistant service VirtuAli with the support of Power of 4. With the help of her award Alison will create a network of virtual assistants with specific expertise such as copywriting and digital marketing, providing a full range of services. Power of 4 supports such impressive women with a broad range of sophisticated business ideas. Given the right support and advice, they can make such a valuable contribution to the Northern Ireland economy and become hugely important business leaders.

Ritu Bhatt of iEngageIT, Belfast was one of the finalists in the 2017 Entrepreneur of the Year category of the British Indian Awards.



Ritu Bhatt

PANACEA DRINKS

Kelly Neill from Panacea Drinks has over 20 years' experience in sales and marketing.



Kelly McNiell

becoming the top sales person in her territory. Wanting a break from I.T. Kelly worked for a company called A Vogel where she discovered her love for all things natural and her passion was reignited to live as healthily as possible

Kelly applied to take part in the Power of 4 Programme in 2015, helping her build a business around her sound idea. Offering intensive training, peer and expert mentoring, Power of 4 set her on the road to success. May 2016 Kelly made the decision to leave her full-time job and invest in Panacea Drinks. From here, Kelly was awarded a place on the prestigious InvestNI Propel Programme coming runner up with 'Best Go-To Market Strategy', runner up with Women in Business 'Best Start-Up 2016' and has recently been accepted onto the Grocery Accelerator programme in London. Panacea Drinks are now distributed UK and Ireland wide and can be found in local health food shops, cafes and restaurants.

Graduating from Northumbria University with a BSc (Hons) in Information and Communication Management in 2001, Kelly worked in consultative sales, selling solutions from well-known tech companies such as Cisco, Microsoft, VMWare and CommVault **Women** in Business

Kelly had the idea for Panacea Drinks when embarking on her own journey for health and wellbeing, she discovered the wonders of water kefir. Realising there was a gap in the market for these delicious tasting and beneficial drinks, Panacea Drinks was created.

www.panaceadrinks.com
kelly@panaceadrinks.com

Power of 4 Pitch Awards

This year we were delighted to host our Women in Business Power of 4 Pitch Awards at the Merchant Hotel.



travelling to holiday destinations. This time can often be a stressful, tiring and uncomfortable process. Leisure time and holidays are valued, desired and cherished part of life. The anticipation of escapism and the quest for family memories are the reasons we work so hard.

“We aim to provide affordable, time saving, functional travel accessories with an injection of style and environmental awareness, to alleviate the stresses and strain of being ‘on the go’ and away from home”.

The business is due to launch an exciting new

product early next year that will provide customers with another dimension of relaxation and indulgence on the beach. Think smooth, soothed and sand free!

Angela Wilson, Silver Apples – Category Winner

My vision was to create a quirky clothing brand that represents a modern, fresh take on design, whilst being inspired by Irish culture. I am a massive fan of Irish literature and folklore, and believe that this translates beautifully onto fabric and children’s clothing. Living in Paris and working in Scandinavia I was lucky to frequent independent boutiques that sold original, modern and well-made clothing. In Ireland we don’t have unique children’s designers so I decided to create one!

I created Silver Apples with the design ethos of ‘reinvention of the classic with a

The awards marked the culmination of three year’s work as we embark upon our fourth cohort of Power of 4 entrepreneurs. The awards offered an opportunity not only to showcase the programme’s success as a business start-up programme, but also to showcase the participants’ businesses.

The winners who between them received £10,000 to invest in their business, pitched their business to a panel of three judges: Angela Moore, Macha Capital Partners; Imelda McMillan, O’Reilly Stewart Solicitors and Chair of Women in Business and Sorcha Wolsey, Operations Director of the Merchant Hotel. The panel analysed and reviewed the feasibility and success of the concepts across three Categories with stiff competition in each.

**The winners announced are:
Celine McDonald, Its Soo Me Ltd - Not Yet Trading**

Angela Wilson, Silver Apples - Trading Less Than One Year

Niamh Taylor, Digital Twenty Four Limited - Trading 12 Months or More

Claire McMullan; Health Gainz was awarded a special prize for innovation

Celine McDonald, It’s Soo Me Ltd – Category Winner

Celine McDonald is the co founder of Its Soo Me Ltd. The company’s primary aim is to provide consumers with a strip down, modern approach to life in transit.

We live in a busy world, constantly on the move. We spend on average 2 hours per day commuting, and a minimum of 5 hours

twist! Children love the designs because they have a twist, such as a 'secret pocket', making them cool and funky. Parents are thrilled because their children are dressed as children, rather than mini adults.

Currently I sell through social media and at St George's market. I have been working with my WIB mentor to create effective marketing campaigns, the next stage being to drive sales through my website. The Power of 4 Programme has been a huge help to me, turning my idea into a viable business.

**Niamh Taylor, Digital 24
- Category Winner**

When I set up Digital Twenty Four – a digital marketing agency - two years ago I knew little about the day to day running of a business.

There was plenty of information online but it was confusing and I didn't know how to begin. I started to follow "online gurus" – the American ones that charge lots of money for talking the talk.

They just stressed me out. Fortunately, I happened to come across an advert on Women In Business to join their start-up programme – Power Of 4. I was accepted onto it in May 2015 just as I was starting

my journey into business and that was a life-changer for me. I met some of the most amazing people on the programme – friends for life – who were going through the same journey as me and that was one of the most valuable parts. I was told that there was only one thing I needed to start a digital agency and that was clients (which give you the vital cashflow). But if the truth be told I honestly couldn't have got to where I am now without my network from Power of 4. Never underestimate the need to share your highs and lows with people going through the successes and challenges that you are.

**Claire McMullan, Health Gainz –
winner of the Innovation Award**

Health Gainz is a modern innovative business which is developing software to help people adhere to their exercise rehabilitation programmes by replacing the traditional exercise leaflets with an intelligent software solution. This allows the injured person to take charge of their own health and perform each exercise more effectively while enhancing safety. Our software allows you to use it within your lifestyle with the software being smart device compliant.

Our aim as a company is to make the exercise rehabilitation process easier, more effective and fun while removing the burden of any confusion. The desired results of the software include an increase in public health with a decrease in associated costs in healthcare.

The company has recently been awarded an Innovation Voucher from Invest Northern Ireland which has allowed us to start work with Queens University to progress the initial innovation activity from within the business solution.

Roseann Kelly, Chief Executive of Women in Business, commented, "We are delighted that over 70 women to date have benefited from the Po4 programme, and with a success rate of 70% of participants making their business idea a reality, it is more important than ever that we offer women-specific enterprise support programme.

"The level of entries to the Po4 Pitch Awards were outstanding and the judges were faced with a difficult task. I would like to take this opportunity to congratulate our winners and thank our judges for their participation, especially Angela Moore of Macha Capital Partners, who donated the awards fund.

ULSTER ORCHESTRA

Working for the Ulster Orchestra is my dream job! As a marketing professional with over twenty years' experience across the private, public and charitable sectors, but also enjoying a secondary career as a professional singer, the opportunity to combine my marketing and music knowledge is fantastic! No two days are the ever the same in my job and there's always something exciting on the horizon, whether it's promoting a performance or supporting our Learning and Community Engagement team in a school workshop or concert. At the minute, we've just launched the 2017/18 Season and so my team are busy with lots of advertising and promotional activity. There are some brilliant concerts and soloists this year and I've been liaising with restaurants and other partners to create some great VIP packages around some of our forthcoming shows including 'I love Abba' and our new 'Magic of Christmas'

show. Working full-time keeps me busy, as does my lively 14 month old daughter Isla! I also feel so fortunate to still be out singing as I enjoy it so much, especially when I'm with the lovely Leading Ladies trio and sharing the stage with my partner Matt in our 50s band The Soda Popz. I feel so blessed to be doing what I'm doing but trying to fit in time to also organise my wedding next May is proving challenging lol! **(Tickets now on sale for Ulster Orchestra concerts on www.ulsterorchestra.org.uk)**



Michelle Baird, Director of Marketing & Communications, Ulster Orchestra

Babocush success story

Kerry Nevins spent nearly 14 years designing, testing and bringing this fabulous product to market, she is now sold our worldwide with more opportunities on the horizon.

The Babocush baby cushion is an innovative solution that provides babies with the support they need when suffering from severe colic and reflux, when it seems as if nothing except being held by mum or dad will provide any relief. It does this by mimicking the winning 'over the shoulder' position of a baby lying on their mum or dad, and has simulated heartbeat sounds built in for added stress relief and relaxation. This design has been a life saver for parents, as it finally allows them a few minutes to set their new born down and catch their breath.

This design is revolutionary – but not an impulsive decision. Inspired by the challenges she faced with her second child Harry, creator Kerry Nevins spent nearly 14 years designing, testing and redefining this product, until she was 100% certain it was right before launching – and what a launch it was. A simple video upload to YouTube went viral overnight. Kerry woke up the next day to discover that the surge in traffic to her website from parents desperate to get their hands on a Babocush had been so great it caused her website to crash.

Our success highlights so far

- › *Global news coverage thanks to our simple video uploaded to YouTube which now has over 100 million views*
- › *Sold out worldwide due to a continuing demand from desperate parents*
- › *Between February 2016 and February 2017, we have had a 1875% increase in sales revenue*
- › *Impressive word of mouth recommendations from celebrities including Ashton Kutcher and Rebecca Vardy*
- › *Winning multiple awards including Aer Lingus Viscount Award 2017 for Innovation of the Year, and Women in Business Outstanding Innovation Award 2016*

This is just the beginning...

We have started with a bang, but we've no intention of fizzling out. We have some very exciting product development announcements on the way very soon – we promise you won't be disappointed.



Kerry Nevins with her husband and children.



Women in **Business Awards**

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today**

9th Nov 2017

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**Member Rate
£80 + VAT**

Book Today

Aaron@womeninbusinessni.com



Mentor Me – Setting up an Organisational Mentoring Programme

Mentoring is increasingly recognised as a hugely effective medium for developing employees and increasing their engagement and wellbeing.

We have seen a significant growth in the demand for the design and embedding of organisational mentoring programmes across diverse organisations and at all levels from technicians to senior leaders. Many are specifically supporting the development of women.

Types of Mentoring

Most mentoring partnerships operate at a senior to more junior colleague level to tap into the experience of the more senior Mentor. However different models of mentoring often sit alongside more traditional, hierarchical arrangements:

Peer mentoring: A Mentee works with a peer to aid communication and collaboration for a new team member for example.

Group mentoring: Mentees with similar learning needs are matched with one Mentor, who will work with them at the same time. They may also evolve into a peer mentoring group over time.

Network mentoring: A Mentee with more than one Mentor, usually when they have diverse learning needs that are best provided by more than one Mentor

Task-specific mentoring: A Mentee who requires one off help in a specific area from an experienced person.

Informal mentoring: Very common in organisations where a more experienced employee may take another more junior employee "under their wing" in a very informal way. To be most effective mentoring is a voluntary relationship rather than a management requirement. It is structured, resourced and supported by the organisation however autonomy for the relationship and outcomes sit with the Mentor and Mentee. It works best when it is a confidential, safe and non-judgmental relationship that enables

a supportive and challenging growth environment. Mentor Qualities While the Mentors role is often about teaching and sharing it's equally about confidence and capacity building so that Mentee can become more resourceful and self-reliant and continue their development beyond the mentoring relationship. While Mentors often come with technical expertise, knowledge and experience there are certain qualities that are helpful in mentoring and that Mentors develop as result of doing so.

1. Listening
2. Relationship & and trust building
3. Questions that get to the nub of the issue
4. Good observation and reflection skills.
5. Able to give affirming and learning feedback
6. Enthusing and motivating others
7. Empathy and ability to relate to different types.
8. Belief in others resourcefulness
9. Can challenge and work in an outcome focused way.

Advance Seven Step Plan to Launching Your Mentoring Programme

Advance Coach Ltd is an experienced coaching , mentoring and training



organisation currently supporting mentoring programmes at Women in Business, Bar Association, Law Society NI, Northern Ireland Housing Executive and the Probation Board NI.

Let us support you in designing yours through our seven step plan

1. Design your programme & governance framework
2. Support you in sourcing Mentors and Mentees
3. Train Mentors
4. Onboard Mentees
5. Support Matching
6. Provide Mentors toolkit
7. Support you in measuring impact

Contact Niamh Shiells, MD
niamh@advancecoach.co.uk
www.advancecoachcoach.co.uk

Connecting Women with their Dreams of a Fulfilling Career



Connect is an innovative programme specifically designed for women who are working or studying fewer than 16 hours per week. The programme is absolutely free and flexible allowing women to access as much support as they need.

Funded by the European Social Fund, Department for the Economy and Belfast City Council, Connect aims to support women to achieve their ambitions of returning to work or becoming self-employed. Through a unique combination of training, workshops and one to one mentoring, Connect helps participants to make that transition back into work.

Connect offers training on moving into self-employment. Delivered by our expert mentors, who happen to be self-employed themselves, participants learn the basics of getting their idea off the ground.

The mentors are hugely important to the success of the programme. All are self-employed women themselves. They understand the pressures of balancing work with family life, and are passionate about women achieving their ambitions and finding fulfillment in work.

Self-employment mentor, Roisin McDermott said,

'Connect is different because it's so flexible. Mentoring sessions give time to talk about whatever a woman needs. It may be marketing or finance or it could be the personal challenges or dilemmas they face in getting their business started. It'd not about producing business plans or paperwork, it's about a woman's own circumstances and helping her move forward.'

Participant on the programme, Maggie Brady has launched her fledgling design and upcycling business, Pearl Redesign. It's something she's felt passionate about for

many years and the Connect Programme has inspired her to turn it into not only a source of income and a business, but a fulfilling career:

'The Connect Program is where I began to feel alive again. The program provided mentoring, support and training, an opportunity to believe in myself again and share my enthusiasm and passion for design. I had no experience in business or finance and this group of amazing ladies gave me a place to start. I have met so many people, all at different stages of their journey and have made so many new friends. It was important for me to be around like-minded women that have goals.'

If you or anyone you know would like to benefit from the Connect Programme contact Kerry Harding on 0845 6076 041 or email kerry@womeninbusinessni.com





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Parenting NI

Lucy McCusker Business Development Co-ordinator at leading local family support charity Parenting NI is responsible for generating income via a number of different channels.

This includes managing corporate income and organising fundraising events. Part of this business development role involves promoting the charity's range of employee wellbeing seminars for parent employees to



HR Departments and wellbeing teams from a range of different sectors from construction to finance.

The seminars focus on 8 needs-led topics ranging from 'Raising your child's self esteem' to 'Work-life Balance'. The objective of the seminars is to offer support, increase knowledge and explore attitudes of working parents whilst looking at different parenting styles. Being a busy working mum of 3 makes it easy for Lucy to recognise that working parents often need support and flexibility from employers.... In today's busy working world parents constantly struggle with feelings of guilt - that they are not spending enough time with their children or are missing out on crucial developmental

stages of their children's lives. Parenting NI's seminars are beneficial to both employer and employee, raising morale and confidence in the workplace and allowing employee's to realise that there are others out there in the same boat whilst reassuring parents that they are doing a good job!! For more details on Parenting NI's Employee Wellbeing seminars or on how your company can get involved in corporate fundraising contact lucy@parentingni.org



Parenting NI

Anti-aging benefits

Discover how you can benefit from ASEA, the single greatest health, athletic and anti-aging breakthrough of our lifetime.

A SEA is a growing phenomenon, born from the vision, passion, and Fortune 500 experience of company founder Verdis Norton.

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owned and operated by ASEA, guaranteeing product quality time and time again. From its inception, ASEA has nurtured a culture of ethics and integrity. It's a global company built on philosophy that embraces principle over profit and investment in people – a quality that attracts competent, outstanding Associates. Whether providing a business opportunity, an avenue to optimal health, or a path to personal growth, the people of ASEA strive to succeed and to enhance the lives of everyone around them. For more information on the ASEA products or the accompanying business opportunity contact me on 028 30848951. Email: margaret.rice@btinternet.com



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Queen's hosts Mini MBA in management and leadership for second year

Queen's University Belfast has launched its Mini MBA for the second year running, which will give participants an insight into today's modern business world.

Designed and delivered by the William J Clinton Leadership Institute at Queen's University Belfast and sponsored by Allstate NI, the exclusive five day programme delivers a highly impactful grounding for the essentials of management and leadership in business and will give participants an understanding of what to expect and how to maximise impact, as well as opportunities to network with global leaders in the business community.

Anne Clydesdale, Director of the William J Clinton Leadership Institute at Queen's, said: "The William J Clinton Leadership Institute brings together leading academics and industry experts to deliver world-class executive education and leadership programmes. Due to the success and demand for the Mini MBA last year, we have added it to our range of programmes again this year.

"The Institute is committed to stimulating and growing the Northern Ireland economy by providing the next generation of leaders, in business and in public life. Northern Ireland has been needing a high-impact programme like this for a long-time and we are delighted we can now facilitate one. The programme

is delivered by experienced practitioners who will translate key business concepts and theories into practical application demonstrated through tried and tested learning experience."

John Healy, Managing Director at Allstate NI, commented:

"For the second year, Allstate is delighted to sponsor the Mini MBA delivered by the William J Clinton Leadership Institute at Queen's University Belfast. The programme is a fantastic opportunity for high-potential, talented individuals to gain the strategic thinking and leadership skills needed to excel in today's marketplace and prepare them for the future."

Gordon Duff from Allstate NI, who participated in the programme last year, said: "I attended this course last year and thoroughly enjoyed the experience. I am applying what I learnt in my current



Pictured at the William J Clinton Leadership Institute at Queen's University Belfast are John Healy, Managing Director at Allstate NI and Professor Nola Hewitt-Dundas, Head of School at Queen's Management School.

role so would highly recommend this to anyone in, or interested in business."

The William J Clinton Leadership Institute is running two Mini MBA programmes this academic year, with the first commencing on Monday 15 May and the second on Monday 17 July. The intensive programme is ideal for participants looking to fast-track their career and accentuate their skills in business. A number of places are still available for the July programme. To apply, please visit: <http://www.leadershipinstitute.co.uk/schools/LeadershipInstitute/OpenProgrammes/MiniMBAProgramme/>



Women in Business Annual Chair's Lunch
Thursday 14th September, Grand Ballroom, The Europa Hotel

Join over 300 of Northern Ireland's senior business women for our Annual Chair's lunch. Following on from the success of last year, book early to avoid disappointment. To book your table or for more information, contact Aaron@womeninbusinessni.com

12.00noon – 2.30pm, £40 + VAT for members, £60 + VAT for non-members

NIE Networks

Re-entering the workplace after maternity leave can be a daunting experience for many women.

At NIE Networks we believe it's important to help our employees so they feel supported coming back to work. With this in mind we welcome the Back to Business Programme, organised by Women in Business. The dynamic programme enables women on maternity leave to arrive back to their roles informed, energised and ready to influence and impact.

We spoke to Leona McLoughlin and Emma Duggan, two employees who took part in the programme during their maternity leave. Leona McLoughlin, Monitoring & Reporting Analyst at NIE Networks said: "As I was away from the workplace for nine months I felt almost disconnected and definitely lacking in confidence. The programme was helpful



Leona McLoughlin



Emma Duggan

as I was able to meet other working mums who felt the same and I realised I wasn't the only one experiencing the pressure of finding a work/family balance. I received a lot of useful practical information and was made aware of the different organisations that offer support for working parents. As part of the programme, I had 1-2-1 coaching sessions which I found extremely useful. I was able to express any concerns and issues openly and receive valuable support and advice. The programme gave me confidence to return to work plus it was lovely meeting new mums and their babies."

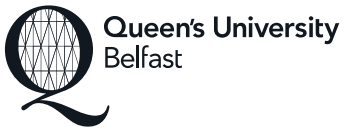
Emma Duggan, Web Manager at NIE Networks thought the Back to Business programme was a great way to take the first steps back to work after having a baby. She added: "The group sessions were an opportunity to hear from other mums and share my own personal experiences. The 1:1 coaching sessions helped me to set some clear goals and get focussed for

my return to work. It also gave me a boost of confidence knowing I'm part of a support network and that NIE Networks values me as an employee and a returning mum".

Paula Leathem, HR Business Partner at NIE Networks said: "At NIE Networks we recognise how crucial it is to support women re-entering the workplace after maternity leave. As a mother myself I know the mixed emotions you experience coming back to work, that is why we have various mechanisms in place, such as the option of "keeping in touch days" during your maternity leave to get you back into the world of work. It is vital that businesses provide support for women when they return to work after maternity leave."

The Women in Business, Back to Business Programme will be launching its new cohort in autumn. Any company or individual who would like to avail of the services, please get in touch with our Programme's Manager, Vicky Moore.

Vicky@womeninbusinessni.com



William J Clinton
Leadership Institute
at Riddel Hall



Grit & Grace

Become the leader you want to be



“What does it take to be the first female anything? It takes grit. And it takes grace”.

Meryl Streep 26 July 2016.

These words really resonated with me, as it was something that I, too, had noticed.

Throughout my 25-year career as an Occupational Psychologist and Executive Coach, I saw firsthand that to become a successful female leader, you really do need to have a “something different”.

And that “something different” can be reflected both in how Angela Duckworth explains “Grit” as, “fall 7 times, then pick yourself up 8”; and how Dr Miller Burke explains that the, “ability to mitigate discomfort and to project calmness and clarity even if you don’t feel it, is one of the keys to effective leadership.... It’s something I term ‘leading with grace’”.

In response to this awareness of the need
Women in Business

to have a “something different”, the Grit & Grace Programme was created as a collaborative offering between the William J Clinton Leadership Institute, WIB and their corporate sponsor, Ulster Bank.

As Programme Director for Grit & Grace, we have drawn on a range of psychological interventions, (including Transactional Analysis, Cognitive Behavioural Therapy, Neuro Linguistic Programming, Bioenergetics, Time Line Therapy and Advanced Group Work Practice,) to create material that is provocative and challenging, yet enabling and inspiring.

Two cohorts of amazingly talented, competent and resilient women have already attended the Grit & Grace Programme, with the autumn and spring cohorts filling up fast.

Why don’t you come join us...

<http://www.leadershipinstitute.co.uk/schools/LeadershipInstitute/OpenProgrammes/GritandGrace/>



Michelle Murtagh

'Rising Star'

Local woman shortlisted for National 'Rising Star' Award Showcasing UK's most Promising Female Professionals.



Amanda Mooney

Amanda Mooney, a Retail Leader with First Trust Bank, has been shortlisted for a prestigious We are the City 'Rising Star' Award which aims to shine a light on the UK's most promising female professionals.

Amanda is the only representative from Northern Ireland to be shortlisted in the awards which celebrates leading professionals from a wide range of sectors across the UK. She has been shortlisted within the banking category in recognition of her achievements and services to the financial sector here in Northern Ireland.

Amanda and the other shortlisted candidates were whittled down from

hundreds of nominations by a panel of independent judges who assessed their industry experience and knowledge, dedication to customers, business and sector, as well as their management skills.

From Belfast, Amanda joined First Trust Bank 20 years ago, starting her career as a cashier before progressing to the role of Retail Leader in the bank's flagship Donegall Square North branch in Belfast's city centre.

Speaking about the award, First Trust Bank Branch Manager, Noelle Mullan, who nominated Amanda, said;

"Having successfully managed a diverse range of client portfolios and large staff teams across the Bank's network, Amanda has

continually demonstrated her determination to offer the best service to customers and the best support to colleagues. We are thrilled that her contribution to First Trust Bank, customers and the sector as a whole has been recognised by the judges, and we wish her all the best at the Awards in July."

Those shortlisted will now face a public vote to decide an overall category winner with additional winners identified by the judging panel at a gala event in London on 12th July.

To vote in the We are the City 'Rising Star' Award banking category, please visit <https://risingstars.wearethecity.com/rising-stars-shortlist-2017/banking/>. Closing date is the 9th June 2017.

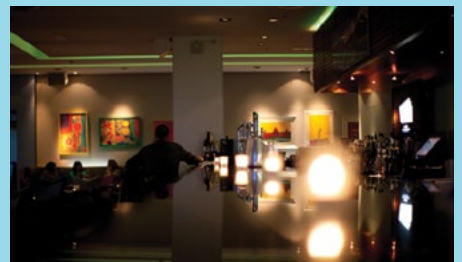
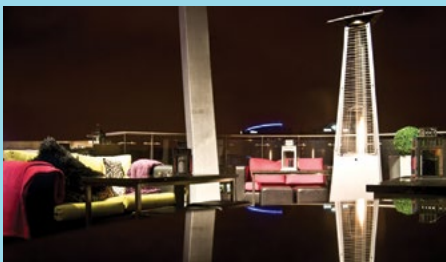


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Women in Business Awards 2016

The Women in Business Awards took place in November last year with Suzanne Wylie scooping the top award for Outstanding Business Woman of the Year.



Our 2016 Women in Business Awards were a massive success this year. With Suzanne Wylie being awarded Business Woman of the Year. The celebratory atmosphere of the event still leaves a sparkle and everyone looking forward to this year's event.

From the opening by our Women in Business choir to the supportive speech by the then Minister for Economy, Simon Hamilton; followed by a truly inspiring talk from Rosaleen Blair, founder of CEO of the global company Alexander Mann Solutions.

The keynote speaker Mary Heaney urged the 400 guests to "always have the right mentality" and "never be a moaner... Success does not come easy. It requires hard work [and] a lot of determination, stamina and thick skin to put up with criticism. Indeed, the only place where success comes

from before work is in the dictionary." Sentiments that most would concur with.

Winners of the 2016 Awards:

Sharon Martin, Terex GB

Advancing Diversity in the Workplace, sponsored by Equality Commission

Sinead McCann, Corick House and Spa

Best Customer Service Corporate, sponsored by Diamond Recruitment

Sarah Mackie, Larchfield Estate

Best Customer Service Small Business, sponsored by

Diamond Recruitment

Sinead Murphy, Shnuggle

Best Exporter, sponsored by QA Travel

Sinead Dillon, Fujitsu

Best Professional Services corporate, sponsored by The Progressive

Jayne Taggart, Causeway Enterprise Agency

Best in Professional Services small business, sponsored by The Progressive

Zoe McCullough, Suki Tea

Best Marketing Campaign, sponsored by Pierce Communications

Niamh Taylor, Digital Twenty Four

Best New Start-Up, sponsored by Go for It

Alicia Peyrano, Little Citizens Boutique

Best Small Business, sponsored by Danske

Sue McLaughlin, Bluebird Care Coleraine

Excellence in IT, sponsored by The Irish News

Kerry Nevins, Babocush

Outstanding Innovation, sponsored by Women in Business



Ursuka Lavery, Moy Park,
Outstanding Leadership & Management, sponsored by Belfast City Council

Yolanda Cooper, Vira Liberata
Young Business Woman of the Year, sponsored by Department of the Economy

Suzanne Wylie, Belfast City Council,
Outstanding Business Woman of the Year, sponsored by Alexander Mann Solutions

The Women in Business 2017 Awards Dinner is on Thursday 9th November in the Crowne Plaza, Belfast. Tickets are £80 + VAT for members or £100 + VAT for members. To book your tickets or tables of 10 please email Aaron@womeninbusinessni.com

The Categories remain the same as last year and there are still a few that haven't been allocated. If anyone is interested in sponsoring any of the remaining categories, please contact Jenny@womeninbusinessni.com



CEO of my own life

Alison Matthews of VirtuAli Admin Solutions tells us of her journey to self-employment.

You want to be CEO of your own life, asked a friend as we sat in the canteen at work one day in 2014 and I replied yes, I do. My journey to self-employment began as all life changing conversations do over a table with a group of 4 friends #power4! I used to have lunch with the same group every Friday. .

Now my Friday lunch dates are as unpredictable as my daily workload! This was May 2014 and I had decided that I wanted to leave the very secure PA job I had as well as a strong network of friends and contacts in Luxembourg to return to my native Northern Ireland. There was only one problem- none of the administrative type jobs I saw ticked all the boxes of what I

was looking for-challenging work, creativity and flexibility. After attending a 'PA to VA' (Personal Assistant to Virtual Assistant) workshop in London I was convinced that becoming a VA would give me variety I craved and after a bit of procrastination... I decided to launch my own virtual assistance business -VirtuAli Admin Solutions. I've no qualms in admitting I was clueless about setting up a business. I had been a paid employee all my working life and I had very few business contacts in NI. Luckily for me I saw an advertisement for Women in Business power4 programme which I enrolled in in November 2015. This gave me the skills to really start building my business and my confidence. At same time, I joined Toastmasters Lagan Valley to help me get over my fear of public speaking. With the support of people in

both these groups, I then entered and won the Ulster Bank Business Pitch April 2016. If you are a woman (or man!) in business, I can take your admin pain away!



Vicky Moore of Women in Business & Alison Matthews after she won the Ulster Bank Business Pitch Award last year.



Women in **Business**
Awards

7th Annual Women in Business Awards

Award Categories

Award for Best Customer Service*

Award for Best Exporter

Award for Advancing Diversity in the Workplace

Award for Best in Professional Services*

Award for Best Marketing Campaign*

Award for Best New Start Up

Award for Best Small Business

Award for Outstanding Innovation*

Award for Excellence in IT

Award for Outstanding Management & Leadership

Award for Young Business Women of the Year

*These categories will have two levels-one corporate employee and one small business

Closing date

12 noon
Mon 2nd Oct
2017

Enter online today

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The Gala Awards Dinner

will be held on the **9th November 2017**
in the **Crowne Plaza Hotel**

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