



SUMMER 2019 | ISSUE 21

Women in **Business** Magazine



**3 Year Partnership
announced with**



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Northern Ireland

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Chair's Message

Dear Members, 2019 has been another fantastic year for Women in Business and in the build up to our annual awards, now in their 9th consecutive year, I can't help but reflect on our successes.

We have hosted many exciting and celebratory events including our inaugural Gala Women in Business Fundraiser Ball; our second Women in Tech Conference and our third Female Entrepreneurial Conference in which we launched our 'Yes You Can' programme. As businesswomen, we must continue to recognise and celebrate our fantastic successes.

Considering the current political flux we find ourselves in, I can most certainly understand how it could be very easy to let our country's lack of leadership, vision and union dampen our confidence.

However, we should not allow our country's uncertainties to deter us. Collaboration of businesses, coming together to encourage and support one another, is significant now more than ever. Throughout 2019, Women in Business has been working on developing key partnerships with businesses who adhere

to a similar ethos and work ethic as ourselves and our members. We are delighted to welcome Allstate Northern Ireland as Key Partner of Women in Business and Ulster Farmers' Union onboard as a new corporate membership, I am certain we can encourage each other in promoting the equality of opportunity, and can continue to support and grow a diverse new economy based on maximising all potential, regardless of gender, through inclusive growth.

As I have said before, the reason I became a member of Women in Business was because I wanted to make a difference. The only way we can achieve this as women, is to continue to work together to create the desired and required environment for businesswomen to reach their full potential.

I look forward to celebrating the successes of businesswomen throughout the country at the Women in Business Awards and I am excited to welcome new partnerships and opportunities in the months ahead!

Nichola Robinson
Sourcing Director
Bombardier Aerospace
 Chair of Women in Business



Chair: Nichola Robinson
Chief Executive: Roseann Kelly

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Key Partner



Partners



Educational Partners



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Women in Business Recognise Top Northern Ireland Talent at Annual Awards



The achievements of Northern Ireland's top business women are celebrated at the Women in Business Awards, an initiative now in its ninth year. The Awards, sponsored by Virgin Media Business for the second consecutive year, are an annual celebration of the outstanding achievements of female business leaders. The gala evening takes place at Crown Plaza Hotel in Belfast on Thursday 7th November, where businesswomen from all sectors will come together to acknowledge, reward and celebrate local success.

Women in Business Chief Executive, Roseann Kelly, commented: **"The business world is full of talented and dedicated women who not only lead successful businesses but, in many cases, also juggle the needs of their families. Our business awards are designed to recognise the achievement of these women across a wide range of business categories. As a business community, our aim is to: celebrate, encourage and inspire women to achieve greater success, by highlighting the amazing talent of businesswomen locally and showcasing them as role models to future leaders. I would warmly encourage women to nominate themselves or a colleague, before the deadline of Monday 30th September 2019."**

More than 500 guests attend each year for the gala awards dinner, which brings together business people from a broad range of sectors and industries to recognise the best in home-grown talent and celebrate the success of female entrepreneurs, business leaders and senior managers at the only ceremony of its kind in Northern Ireland.

All finalists join the Women in Business Award Finalist Alumnae of nearly 300 women which offers the opportunity to network and engage with like-minded businesswomen enhancing both personal and professional development.



Pictured launching the Women in Business Awards 2019 are: John Broly, Marketing Manager of Irish News, Pamela Ballantine, Awards Host, Roseann Kelly, Chief Executive of Women in Business NI, Seamus McCorry, Regional Director of Virgin Media Business Northern Ireland.

The Awards recognise businesswomen from a diverse range of disciplines through 11 categories. The past eight years has seen winners from a wide range of sectors including tourism, media, technology and the public sector.

To celebrate the success of the award finalists, all finalists are invited to attend the Finalists' Retreat that will take place at Virgin Media Television, Dublin on Monday 21st October. The fully complimentary retreat includes fantastic workshops at the Virgin Media Television Studios and also provide great networking opportunities throughout the day.

For a full list of award categories, entry forms and to book a ticket to the event visit www.womeninbusinessni.com



Allstate NI and Women in Business: 'Collaborating for the future to make an impact that matters'



Allstate understands the importance of diversity and the need of empowering and advancing women.

Through our three-year partnership with Women in Business we plan to collaborate on various motivational initiatives, mentoring, meetings and workshops that will make an impact to the whole province.

Collaboration is 'being an active member of a group that works together to achieve a common goal'. The partnership between Allstate and Women in Business has a common goal; to create a new economy. One where inclusive growth reflects, includes and benefits all of society and at the same time developing skills that will prepare everyone for the work of the future.

As a long-established employer in the province with a large, diverse workforce in Belfast and the North West we truly believe that partnering with Women in Business, we can make this happen.

Inclusive diversity is a strategic component of the goal; one which has driven Allstate's success in today's marketplace. Allstate makes it a priority to offer equal opportunity to people who come from all walks of life.

As a founding member of the Gender Diversity Charter Mark NI, we have demonstrated the benefits of a diverse workforce. Implementing a Diversity & Inclusion strategy will add real value to any organisation that wishes to seek out and support all employees - irrespective of their background, sex, race or culture.

Diversity creates a harmonious working environment and capitalises on the very best attributes that all individuals bring. An inclusive working environment supports members of the LGBT+ community, advances women in the workplace, supports working Carers and encourages responsible



Pictured: John Healy, Vice President & Managing Director of Allstate and Roseann Kelly, Chief Executive of Women in Business NI.

business practice from an environmental perspective; the importance of Diversity & Inclusivity cannot be ignored.

Another key component is education and skills; equipping the next generation of employees to make a meaningful contribution to the economy. Qualifications are one part of the mix, as indicators of achievement and ability; however, nurturing the right attitudes, behaviours and skills as young people progress through the education system is just as important.

In a system where learner choice plays an increasingly important role, it is even more important for young people to access good information, advice and guidance on the likely skills needed by employers in the future.

That is why Allstate and Women in Business are committed to working together with government and education to agree a core set of transferable employability skills, giving people of all ages the tools needed to upskill and ultimately, creating a competitive workforce that will support the NI economy.

The partnership will leverage the collective power of business to elevate women in the workplace and prepare the next generation of employees. Allstate and Women in Business will continuously evolve how we work together and how we look at marketplace challenges, so we can continue to deliver measurable, sustainable results for Northern Ireland and make an impact that matters.

John Healy



Big Offer for Small Business

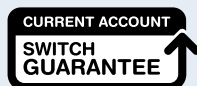
£500 CASHBACK

- First £250 paid after 10 transactions
- Second £250 paid after 12 months active banking

Offer available to Start Ups and Switchers who open and maintain:

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- Business eBanking
- Mastercard Business Debit Card

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To qualify for the cashback, you must be a new to bank Start Up trading less than 6 months or complete a full switch of your business banking from another financial provider using the Current Account Switch Service. To qualify for the first £250 you must complete 10 eligible transactions on your Danske Small Business Current Account or Danske Small Business Digital Current Account. To qualify for the second £250 you must have completed an average of 10 eligible transactions per month during the first year of opening your account. The Bank reserves the right to vary or withdraw these terms and conditions at any time. Terms & conditions are available from any of our branches or on our website at danskebank.co.uk COM4299

PARTNER



Cyber whitepaper shows impact of GDPR in Year 1

GDPR came into force over a year ago and inboxes were full to the brim with emails asking about "consent". Mandatory reporting obligations for certain personal data security breaches, signalled the start of fundamental change in privacy regulation but what has been the impact? Pinsent Masons' dedicated cyber team has launched a whitepaper GDPR - A Year In which looks at the trends across Europe in cyber security incidents. Laura Gillespie, who heads the Belfast team outlines some of the key findings.

Our latest whitepaper offers unique insight into the causes of cyber security incidents, drawing on Pinsent Masons' international footprint. No business is immune from cybersecurity threats and our paper draws on our experiences acting for SMEs locally through to FTSE 100 companies in multiple jurisdictions.

Threat Landscape

Cyber security is high on board agendas; with technology driving innovation, change and growth across all business sectors, vulnerability to cyber attack is a major risk. Whilst technological security measures are crucially important, clear and targeted staff policies, procedures and training are crucial as human error remains a regular cause of breaches. In our experience, phishing emails are the common entry point of unauthorised access to organisations' systems, making up 34% of data security incidents. The primary focus of such attacks is usually attempted payment diversion fraud but can also extend to ransom demands, cyber extortion or deliberate exfiltration of personal data.

Identifying and reporting an attack

The law now requires organisations to notify the regulator of a personal data breach within 72 hours of becoming aware, unless they can show that it does not present a risk to the rights and freedoms of the individuals concerned. Clearly, identifying an incident is key; our research shows that 50% of all incidents were detected within the 72 hour window. However, only 43% of those were picked up



by internal processes, with the remaining 57% being alerted either directly by the attacker or by a third party.

A crucial part of responding to an incident is assessing the risk to the people concerned, as this is the basis for determining whether a report needs to be made to the regulator and the individuals affected. Our research shows that 61% of data security incidents were notified to the Information Commissioner's Office (ICO) – the UK regulator - as personal data breaches. Looking across Europe, it is clear that the ICO has received significantly more notifications than its peers. In the 9 months following GDPR's implementation, on average, the ICO received 1,285 notifications per month, compared to Ireland (492), France (170) and Spain (81).

Enforcement

It was long heralded but we recently moved into new territory with the ICO issuing its first major fines post-GDPR with BA (£183m) and the Marriot Group (£99m) both sanctioned. The scale of these

penalties signalled a willingness to issue fines that had a 'dissuasive effect' towards others not taking data and cyber-security seriously. In other notable cases across Europe, the French Regulator has fined Google LLC €50million under GDPR provisions and the Polish Regulator has issued a fine of approx. €220,000 for a company's failure to provide adequate notice to individuals of how it was handling their information.

Cybersecurity will remain a challenge for all organisations, large and small. Attackers are increasingly sophisticated and developing new strategies constantly. Keeping one step ahead can be difficult but whatever changes, one thing is consistent, human weakness will continue to be the attacker's best ally.

Pinsent Masons' dedicated cyber team offer 24/7 support via 020 7741 6127 or email laura.gillespie@pinsentmasons.com if you have any queries. You can download a copy of the report here or find it via PinsentMasons.com.



Women in Business announce exciting new partnership with the Ulster Farmers' Union



Women in Business is excited to announce the beginning of another key partnership this year, with leading agricultural organisation Ulster Farmers' Union.

Ulster Farmers' Union is the largest democratic voluntary organisation representing farmers and growers in Northern Ireland. Women in Business is excited to work in collaboration with them, and their members, to support and promote business diversity and growth, regardless of gender.

This new partnership will provide female members of the Ulster Farmers' Union with the opportunity to benefit from and attend a wide range of exclusive events and workshops and avail from various other invaluable services that are continuously provided by Women in Business.

Roseann Kelly, Chief Executive of Women in Business NI is excited about the new partnership and says, "The Ulster Farmers'

Union have a very clear and positive mission statement: 'To serve its members by promoting and supporting a vibrant and sustainable rural economy where agriculture is secure and pivotal to its future.' This strong mission statement resonates with Women in Business as we too work relentlessly to build a sustainable, more diverse economy that will enable the members within our business community to reach their maximum potential.

"We are very excited to partner with UFU and look forward to working with them and to making a difference on the promotion of gender equality in workplaces and businesses throughout Northern Ireland."

Commenting on the new partnership UFU deputy president, Victor Chestnutt said, "In Northern Ireland we have a unique farm family structure. In the majority of these operations women play a pivotal and imperative role in not only the day to day operation of the farm business, but

in other important tasks which often go unnoticed. It is important that we take the time to recognise, celebrate and appreciate their contribution. Creating links with WIB will provide female members with the opportunity to grow their businesses and careers further. This exciting new partnership with WIB is just one of many activities and events that the UFU have planned during 2019."

Women in Business has nearly 3,000 members across all sectors from sole traders to Chief Executives, from senior managers to business owners. The organisation hosts 70+ events each year, three conferences, a Chairs Lunch and the annual Gala Awards are taking place this year on Thursday 7 November. **To apply and find out more www.womeninbusinessni.com**

UFU join an ever growing list of valued Women in Business Corporate Members including Power NI, Davy UK, First Trust Bank, RSA NI, Translink, Bank of Ireland and Herbert Smith Freehill LLP.



TITANIC HOTEL
BELFAST

Host with the Titanic Hotel Belfast

Titanic Hotel Belfast is the perfect location to host your next event. We have seven heritage rooms: from the breath-taking, cathedral like space of the Drawing Office holding up to 300 guests, to smaller more intimate meeting spaces designed to cater for all your business needs. We are centrally located in Titanic Quarter and only 5 minutes from George Best Belfast City Airport.

To find out more please contact events@titanichotelbelfast.com or please call 028 9508 2000.



Barbara Creed, Partner, A&L Goodbody Belfast

A&L Goodbody



As a partner in A&L Goodbody Belfast's Litigation and Dispute Resolution team, I represent a large number of high-profile clients in both local and international disputes.

Litigation can represent a major burden to businesses in terms of costs, time and business relationship breakdown – particularly if the matter ends up in court. However, at A&L Goodbody we take a highly commercial approach to resolving disputes. I have found that for many clients, alternative dispute resolution (ADR) represents an opportunity to resolve issues quickly and cost-effectively, without the need for burdensome litigation.

ADR is any mechanism by which a dispute may be resolved other than through litigation. It includes interparty meetings, mediation,

early neutral evaluation, arbitration and expert determination. Following the introduction of the Commercial Hub to efficiently manage commercial litigation in Northern Ireland in April of this year, ADR is now a fundamental part of this practice area locally.

Having formed part of the Commercial Hub working group, I have witnessed first-hand how it seeks to efficiently and cost-effectively resolve legal disputes through robust case management and the imposition of cost sanctions for failure to adhere to the practice direction.

The Hub's introduction represents real progress in the conduct of disputes and should result in faster results and greater certainty for the business community.

With review hearings of disputes taking place just three weeks after commencing proceedings, an early detailed knowledge of disputes is essential. I would recommend that if you find yourself in a dispute scenario you should consult with a lawyer immediately on the various options available to resolve your dispute.

In business, disputes are at times inevitable. With ADR you can often avoid the breakdown of relationships and weighty costs they often entail. However, to successfully navigate this difficult time and to identify the right solution for you, expert guidance and early intervention is essential.

For further information about ADR, please contact Barbara Creed by calling 028 9032 4466 or emailing bcreed@algoodbody.com.

REGIONAL EVENTS NETWORKING EVENTS

September

Sundown Networking
Date: Thursday 12th September
Venue: Glandore, Belfast
Time: 17.30 - 19.00

Fertility & Wellbeing Insight
Date: Wednesday 18th September
Venue: La Mon Hotel and Country Club
Time: 11.00 - 14.00
Speaker: Jenny Dobbs

Cuban Tapas Evening at Revolución de Cuba
Date: Monday 23rd September
Venue: Revolución de Cuba
Time: 17.30 - 19.30

October

WIB Cookery Class at James St. South Cookery School
Date: Tuesday 8th October
Venue: James St. South Cookery School
Time: 17.00 - 19.00

An Uplifting Lunch at The Merchant Hotel
Date: Tuesday 15th October
Venue: The Merchant Hotel, Belfast
Time: 11.00 - 13.00
Speaker: Belinda O'Neil

Antrim

Facilitated Networking
Date: Thursday 19th September
Venue: Antrim Enterprise Agency

Mobile Movie Making Workshop
Date: Tuesday 15th October
Venue: Antrim Enterprise Agency

Facilitated Networking
Date: Tuesday 17th December
Venue: Antrim Enterprise Agency

Craigavon

Mobile Movie Making Workshop
Date: Tuesday 17th September
Venue: CIDO

WIB Facilitated Networking Morning
Date: Thursday 10th October
Venue: CIDO

Facilitated Networking
Date: Tuesday 21st January
Venue: CIDO

November

Innovative Networking with Danske Bank
Date: Tuesday 5th November
Venue: Fintech Hub, Danske Bank
Time: 09.30 - 11.00

Calm Your Mind Yoga
Date: Wednesday 13th November
Venue: Belfast
Time: 15.30 - 17.00

Networking Evening at AC Hotel by Marriott
Date: Thursday 21st November
Venue: AC Hotel by Marriott, Belfast
Time: 17.30 - 19.30

December

Hot Desk Networking at Cubic Co-Work
Date: Tuesday 3rd December
Venue: Cubic Co-Work, Lisburn
Time: 09.30 - 11.00

Christmas Fayre at The Merchant Hotel
Date: Wednesday 11th December
Venue: The Merchant Hotel, Belfast
Time: 15.30 - 17.30

Causeway

Facilitated Networking
Date: Tuesday 24th September
Venue: Causeway Enterprise Agency

Facilitated Networking
Date: Tuesday 12th November
Venue: Causeway Enterprise Agency

Protecting Your brand Workshop
Date: Thursday 16th January
Venue: Causeway Enterprise Agency

Omagh

Mobile Movie Making Workshop
Date: Thursday 14th November
Venue: Omagh Enterprise Agency

Facilitated Networking
Date: Thursday 12th December
Venue: Omagh Enterprise Agency

Facilitated Networking
Date: Thursday 23rd January
Venue: Omagh Enterprise Agency

Christmas Lunch at Sonoma Restaurant, Hilton Hotel Belfast
Date: Tuesday 17th December
Venue: Hilton Hotel, Belfast
Time: 11.00 - 13.00

January

Ignite Your Networking
Date: Thursday 9th January
Venue: NIE Networks, Belfast
Time: 9.30 - 11.00

Networking and Drinks at Pinsent Masons
Date: Friday 24th January
Venue: Pinsent Masons
Time: 17.30 - 19.30

KEY DATES

Women in Business Awards 2019
Thursday 7th November

Spotlight on Success Conference
Thursday 5th December

Annual Chair's Lunch
Thursday 23rd January

Female Entrepreneurs Conference
Tuesday 3rd March

Women in Tech Conference
Wednesday 4th March



EVENTS

Wonderful Women In Business Events

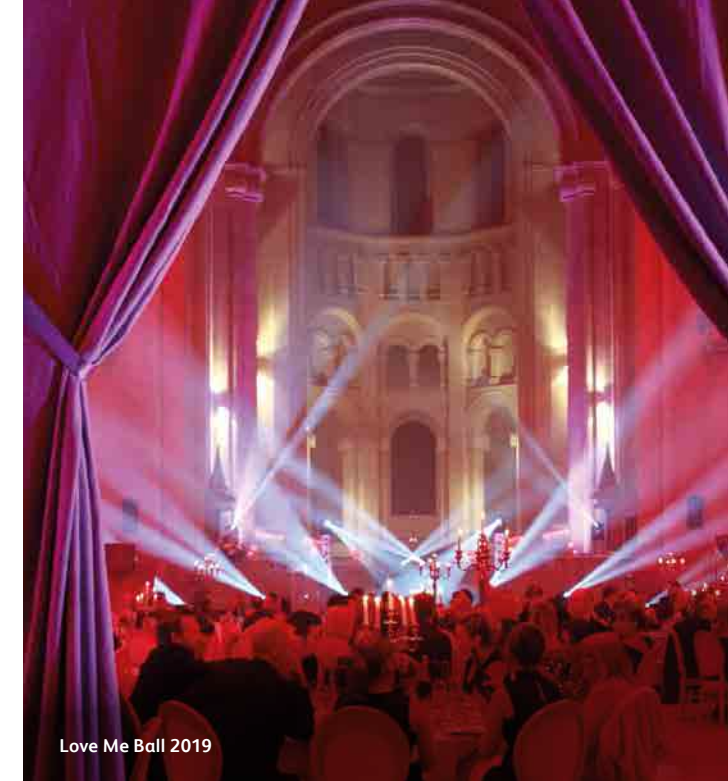
Our latest schedule of events from February to June was a huge success and Women in Business welcomed over 1,300 women to our networking, insights, masterclasses and conferences. This programme hosted over 20 events and covered various topics including Strategic Leadership, MailChimp, Influencing Decision Makers and Sales Techniques to name just a few. In early 2019 we held the Love Me Gala Ball, the Annual Female Entrepreneurs Conference, Women in Tech Conference as well as our Spotlight on Success June Conference. We evaluate all our events and over 89% were rated excellent or very good for speakers and content. Below are a range of images from the latest Women in Business events programme:



Perfect Your Pitching Skills at Ulster Bank Entrepreneur Accelerator



3rd Annual Female Entrepreneurs Conference



Love Me Ball 2019



New Members Networking at Glandore



MailChimp Masterclass with Simon Harper



Tracy Schmitt's standing ovation at the Female Entrepreneurs Conference



How To Win At Press & Publicity with Tina Calder



Discussion at our Women In Tech Conference 2019



Entrepreneurs Networking with Nancy Brown



Delegates at the 3rd Annual Female Entrepreneurs Conference



Be Bold – Strategic Leadership Masterclass with Anne Dargan



LinkedIn Essentials Masterclass with Niamh Taylor



Network in Style at HOBBS



Discussion at our Spotlight On Success Conference 2019



REACH MORE AUDIENCES, PEOPLE, AND STORIES

BUSINESS INSIGHT



Power NI - A sustained focus on business and community support



Stephen McCully, a board member of Women in Business and Managing Director of Power NI, discusses the energy provider's sustained focus on business and community support.

'Power NI has a strong legacy, going back over 80 years, of both providing energy solutions to businesses and individual customers and giving something back to our local communities right across Northern Ireland.'

'Our current business and community campaigns reflect our core company values of representing energy within a 'New Northern Ireland' and bringing communities together.'

SME champion

'After 15 years of competition we remain the largest supplier to the business sector. We're thrilled to support our vibrant local business community and show our support for Women in Business and the programmes they roll out. Inspiring success and innovation are key business values for us and it's important for Power NI to play our part.'

Energising local communities

Power NI's Brighter Communities initiative, which aims to help people change and improve their locality for the better, has proved hugely successful since it launched just over a year ago. Rolling out each month, the initiative invites people from large or small community, sporting, charity youth and all-age groups to apply for a £1000 funding grant.

Stephen McCully explains, 'Our staff programme 'Helping Hands' which to date has assisted 32 different projects, has been so successful and impactful that we wanted to replicate the referral concept for our customers and the wider public. Brighter Communities has gone from strength to strength and we're so pleased with its impact throughout Northern Ireland.'



Creative young people

Other elements of Power NI's community driven support has included backing for the ever-popular and wonderfully lively Culture Night held in September and youth theatre project Kids in Control at the Lyric Theatre, Belfast.

Community athletes' bursaries

Working closely with Lady Mary Peters and the Mary Peters Trust she formed, Power NI this year introduced a new community initiative to provide three

young sporting stars of the future each with a £2000 funding award to help each to further develop and improved their training and preparations for competitions and races. Power NI also supported a number of Mary Peters Trust fundraising activities culminating in a special Titanic Belfast gala dinner to mark luminary Lady Mary's 80th birthday.

Keep up to date with how we're energising local communities by visiting www.powerni.co.uk/community

The Rose Review

The Treasury commissioned Alison Rose, CEO of Commercial and Private Banking, Natwest to lead an independent review of female entrepreneurship throughout the UK.

The review has shed renewed light on the barriers faced by women starting and growing businesses and identified ways of unlocking this untapped talent.

Alison Rose reported some of the following key findings:

- The UK is the start-up capital of Europe with over **1,100 new businesses** setting up in the UK daily. In comparison with

15% of women in Canada, almost

11% of women in the US, and over

9% of women in Australia and the Netherlands, only

5.6% of UK women run their own companies

- Less than **1% of UK venture funding** goes to all-female teams and just **4% of deals**.
- Currently **1p in every £1** of venture capital funding goes to female led businesses
- Networks cannot be under estimated

The report identified three areas which present the biggest opportunities to help female entrepreneurs:

- Increasing the funding directed towards them
- Greater family care support
- Making entrepreneurship more accessible for women and increasing support locally, through relatable and accessible mentors and networks



In response, the government has announced an ambition to increase the number of female entrepreneurs by half by 2030, equivalent to nearly 600,000 additional female entrepreneurs.

Alison Rose was in Belfast in May to officially launch the review which coincided with the launch of Ulster Bank's new programme 'Back Her Business' which aims to boost female entrepreneurship in Northern Ireland and is the first female only crowdfunding platform in Northern Ireland. At the launch in Titanic Hotel Belfast were (left to right) Roseann Kelly – Women in Business, Alison Rose and Lynsey Cunningham, Regional Director,

Entrepreneurship at Ulster Bank who took part in a panel discussion around ways to tackle real and perceived barriers to female entrepreneurship.

The launch of Yes You Can programme and 'Back Her Business' mark a significant change in the support available for female entrepreneurs in Northern Ireland.

To read the Rose Review: www.gov.uk/government/publications/the-alison-rose-review-of-female-entrepreneurship



YES YOU CAN



The **YES YOU CAN** business start-up and growth programme, supporting women to say **'YES, I CAN'**.

YES YOU CAN is a new 3-year Female Enterprise Programme which is a collaboration between the 11 Local Councils, Invest NI and Women in Business. The Yes You Can Programme was launched at the Women in Business Annual Female Entrepreneurs Conference on the 8th March 2019 with a £20,000 pitching competition.

Women in Business are delivering the fully funded programme across Northern Ireland. Yes You Can is the first Northern Ireland wide programme to promote and develop female enterprise. 'Yes You Can' will run for the next three and female entrepreneurs from across Northern Ireland can benefit from a range of motivational and supportive events and programmes including:

The Pitching Competition
The Annual Pitching Competition will be held in March 2020 and 2021.

Local Female Networks
The networking events will be delivered Northern Ireland wide and are opened to all female entrepreneurs. Those attending will be motivated by keynote speakers and will benefit from facilitated networking with likeminded women.

Imagine It
A one day bootcamp for women at the pre-start stage who have an idea, see an opportunity or want to explore career options. Imagine It aims to motivate and support participants to take the next steps.

Explore It
An initiative which targets women who have not started trading. Explore it will support participants through 3 one day workshops and 3 months buddy support from an experienced female entrepreneur. The initiative will help participants to turn their idea into reality and will be delivered Northern Ireland wide.

Sell It
A 2 day residential to inspire women already trading, to encourage growth, ambition, diversification and scalability of their business. The two-day events will take place twice per year in 2 different locations.

The story so far...

- 50 guest speakers**
- Over **2000 miles** covered to deliver across Northern Ireland wide
- Pitching competition**
258 women from across Northern Ireland applied, **72** women pitched across Northern Ireland
- Networking**
408 women registered
- Bootcamps**
430 women registered
- Sell It Residential**
66 applications for August residential
- Explore It**
90 women will commence programme in Sept '19

To find out how you can get involved, please visit our website or get in touch:

Lesley O'Hanlon | Head of Business
Email: lesley@womeninbusinessni.com | Phone: 02895 216013

Nicky Scott | Programme Manager
Email: nicky@womeninbusinessni.com | Phone: 08456076041

Website: womeninbusinessni.com/Yes-You-Can

Back Her Business. Your business idea. Our backing

Our funding programme, **Back Her Business**, is helping more women get started.

Visit ulsterbankbackherbusiness.co.uk

What's Your Levers for Career Success?

We help you be the best and get the best from your people by focusing on results that will exceed expectations.



Doing your job well and putting in the extra hours is not always enough for career success. You need a strategy with a focus on the right levers. Developed over fifteen years of coaching, these are some of the most important steps you can take to accelerate your career.

- 1. Manage up**
Build open relationships with your "ups" and agree a shared understanding of the expectations and deliverables. Ask how you can support their success and share what you need for yours.
- 2. Be in service of the team**
Serve people well, create the climate where they can succeed and then you succeed too. Listen to harness difference and coach to build successors. Promotion is often blocked because succession is unclear.
- 3. Get on with people**
Petty clashes are one of the biggest career blockers. Make it your mission to get on with everyone else. Assume others' intention is positive even if your experience is not. Focus on what you can influence, let go of what you can't and leave your "Key Board Warrior" at home.
- 4. Get a sponsor**
An "up", who will speak well of you to others, an ambassador for your career, a champion of your potential. Someone you can champion too as this is a reciprocal relationship.

- 5. Find a Mentor**
Reach out to experts internally or externally who can offer knowledge, critical feedback, industry career advice and expand your technical network.
- 6. Hire a Coach**
Source an accredited coach with good knowledge of behavioural psychology and brain-based theory and who can help you delve deeper into your patterns and performance.
- 7. Get out of your own way**
Stop comparing your insides to others' outsides, learn to validate yourself and tell the negative committee that meets inside your head to shut up!
- 8. Be brave and honest in words and deeds**
Do the right thing even if no one's looking. Have the brave conversations, say what you mean without being mean.
- 9. Have a next level mindset**
Promotion is not about tenure it's about exceptional performance. Operate at the next level to get to the next level.

Ask yourself every day "am I excited about what I'm doing today?"

To excel at what you do, you need to really love what you do and if you don't then do something about it!
Niamh Shiells. MD Advance Coach Ltd
www.advancecoach.co.uk

Advance is an expert coaching and mentoring company offering leadership and team coaching, organisational mentoring programmes, coach training and coaching supervision as well as a suite of services relating to career progression and transition.

We help you be the best and get the best from your people by focusing on results that will exceed expectations.
Niamh Shiells

Are you a sole trader, partnership or small business owner?

Do you struggle with credit or debt issues or are you worried about the effects of Brexit?

Business Debt Service

We provide free, impartial and confidential business advice.

You can speak to an adviser on

FREEPHONE
0800 083 8018

Or by emailing bds@adviceni.ent



Financial advice for professional women will vary depending on your personal and business financial circumstances, and importantly your willingness to address your own unique financial planning needs.

As members of Women in Business, we are aware of the importance of planning as an integral part of our development. If you are running your own business or leading a team, you will have a business plan which will clearly outline your objectives and the actions required to achieve your goals. This plan becomes your roadmap and highly effective, successful businesswomen will review their business plan to ensure its continued effectiveness.

It only takes a few moments to consider what is important to realise that your business plan and personal financial plan warrant equal investment of your time.

Many people don't know what their goals are. They may not have written them down. They may not have prioritised them. They may not have even really thought about them. This is the starting point – a 'discovery' conversation with a spouse, with family, with a financial adviser, to ask the right questions and start building towards the answers.

There is no one-size-fits-all approach to financial planning, no single formula, and all goals, decisions and strategies must be based on the individual because "it's not just business, it's personal."

Whatever course of action you choose, you'll need to maintain balance and manage risk. Personal financial advice, from an adviser who knows and understands you, will help you to take a step back and look at the bigger picture, assess what's achievable and help you get on the right path.

Unexpected things happen every day, and you will need a plan that is flexible enough to be adapted and fine-tuned to reflect changing circumstances and that can provide you shelter from the storms of life.

As with all financial planning, however, the sooner you identify and implement goals, the better the reward. At Davy UK we pride ourselves on putting the client at the heart of everything we do. We work to understand what is important to you and create a financial life plan and investment strategy to help you achieve your goals.

Your adviser will be an experienced and qualified financial planning and investment professional, supported by a team of technical specialists with expertise spanning global investment markets, wealth structuring, pensions and bespoke portfolio management.

Why not get started today?

Elaine Junk is a Chartered Financial Planner at Davy UK. You can contact Elaine on 02890 310655 or email her at elaine.junk@davy.ie.

Warning: The information in this article does not purport to be financial advice and does not take into account the investment objectives, knowledge and experience or financial situation of any particular person. You should seek advice in the context of your own personal circumstances prior to making any financial or investment decision from your own adviser. There are risks associated with putting a financial life plan in place. There is no guarantee that by having a financial life plan in place, you will meet your objectives.

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Your Friend In Business



The Women in Business team are working hard to help all our members connect and engage and get the most out of your membership.

This year WIB are delighted to be launching two new initiatives. **Young Women's Network** membership and **Women in Business Ambassadors**.

Young Women's Network (YWN) membership is now available to young women under 25 years of age, providing a platform to bring together and empower young women, equipping them with the tools, networks and insight to get ahead. WIB will assist young members in making connections to the top employers in Northern Ireland along with mentoring opportunities to best prepare young women for roles in the business sector.

We can help young women start making useful connections - It's NEVER too early to network!

We are also excited to be launching **Women in Business Ambassadors**, women that have scaled the heights in their own field and now have a fabulous opportunity to give back, to help support those that come behind and who understand the work and need for Women in Business. WIB Ambassadors are Leaders and Role Models and will have the profile and recognition as such by becoming an Ambassador who will be chosen through an application process.

We are thrilled to provide a broad range of membership options to suit all levels.

Individual Membership is available for all Women in Business from senior executives,

company employees to business owners and entrepreneurial start ups

Corporate Membership has given organisations the ability to invest in staff, leading to increased productivity. Corporate membership provides the opportunity for organisations to avail of unlimited membership to provide support to all members of staff.

Whatever stage of your career, Women in Business has something for everyone. Let us help you grow and develop and achieve your goals.

womeninbusinessni.com/join-today



Your Network is Your Worth

In the world of fast paced social media platforms and all the other virtual devices that we have at our disposal the value of face-to-face interaction, making a personal connection with eye contact and solid conversation is still the most powerful social network. Don't get me wrong there is a time and a place for technology and after a networking event a LinkedIn follow up connection is a must but let Women in Business make that face to face connection and see your network grow.

Here are just a few of the reasons why networking is so crucial to business success:

1. Raising Self-Awareness:

Networking builds self-awareness by allowing you to develop a verbal presentation of your professional experiences. Being able to showcase your professional skills in conversation is crucial not only for forging connections, but for building your confidence as a professional.

2. Building Connections:

Networking helps refine interpersonal communication skills. Mastering the art of starting a conversation, asking questions and creating new connections is key not only for successful networking but for all business relationships.

3. Increase Visibility:

Networking raises your personal profile and can help keep you front and centre in the minds of the right people. Networking can generate key referrals which you can then follow up on to hopefully add to your client base.

4. Find Solutions:

In addition to the potential of increasing your business you can often find solutions to your own business problems or needs by networking. For example,



if you need the services of an accountant or lawyer you may find the ideal candidate via networking.

5. Sharing Knowledge and Experience:

Networking is ideal for expanding your knowledge by taking advantage of the viewpoints and prior experience of others. If for example, you are thinking of getting into another line of business you may be able to get some valuable advice from someone else who has done something similar. Taking advantage of the experiences of others before you invest time and money in a venture can be invaluable.

6. Personal Development:

Most business networks are optimistic and positive. Regularly associating with such people can be a great morale boost, particularly in the difficult early phases of a new business or career. If you are not naturally outgoing, regularly meeting new people can also boost your confidence and on a personal basis you may form new friendships with like-minded people.

7. Business Success:

Networking is the key to success for any business or career. Small, start-up or corporate companies need local support, and there's no better way to get it than putting your name out there.

8. Stay Current:

In an everchanging business environment attending seminars and networking with your peers and business associates on a regular basis will help you stay current and develop new skills.

These are a few reasons as to why the power of networking can be invaluable for your career. Through networking opportunities arise, potential clients and business partnerships appear, connections are made, and professional development occurs.

Join Women in Business today and let us help you make the most of your network.

**Membership Manager
Clare Gallagher**

Clare@womeninbusinessni.com



Young Women's Network



Last month I was delighted to graduate from the University of Leeds with a First Class Hons in Cultural and Media Studies. Because of university I have been out of a working environment for the last three years. As a graduate, the start of the career journey is no longer avoidable! Eager to enter a proper working environment, I was over the moon to be offered a week's work placement this summer in the offices for Women in Business NI and Diversity Mark NI.

I was immediately in awe of my week's work colleagues, Christine, Clare, Nicky, Grainne and Roseann who are positive and supportive in everything they do. It is reassuring that Women in Business as a network is in the hands of such determined women. They embody the very spirit of women in the work-place – passionate, professional and dedicated. As someone who has not done any work experience since secondary school, I was nervous that I would feel incompetent in a proper working environment, but I could not have felt more supported by the WIB team and my confidence went up pretty soon into my first day.

I have been aware of Women in

Business NI for as long as I can remember (my parents are both members) and over the years I remember them attending countless networking events and awards nights. As two hard-working people who I admire and look up to, I have watched both their careers advance and flourish over the years, and they would both agree that being involved with the Women in Business network has had a positive impact on their journeys.

During my placement I became more aware of the work that Women in Business actually does, and the vast amount of time and effort that goes into the organisation of events and the running of the network. Every day in the office is different, with an array of events that are prepared for, and I discovered just how large and impressive the pool of members of WIB actually was, be they corporate members or individual. There is a plethora of experienced, intelligent women with a wealth of career knowledge, and I was so impressed with the availability of resources at Women in Business; mentorships, programmes, focus groups, networking events, talks and more.

As a young woman at the start of my career journey I was inspired

and encouraged to become a part of this amazing network. I realised how important it was to be in a network that would project a voice for young women like me and help me progress. Women in Business is growing more every day, in particular the new developments under way for Young Women in Business. The support it provides helps build your confidence, and the opportunities it brings for young women like me such as networking and career support across all sectors is invaluable for someone embarking on their career journey.

So don't wait: sign up!

Graduate Clare Minne

**Sign up
for only £20**



Integrated Education Equals a change for the better

Research, through opinion polls and through detailed community conversations, has shown solid support from parents for integrated education. Many parents aren't aware of the important role they can have in encouraging their child's school to explore becoming an integrated school.

A website called www.integratemy school.com provides a platform for parents to register - confidentially - their support for their school taking the official path to integration. It also offers a way for school principals and leaders to assess the appetite among parents for developing an integrated ethos. The process is called "transformation".

This strength of parental support has been underlined recently by a series of ballots in schools demonstrating that the majority of parents would like to see their school become formally integrated. The first East Belfast school to take the step (Harding Memorial Primary School) and the first stand-alone nursery (Bangor Central Nursery School) were followed by Seaview Primary School in Glenarm, which could become the first Catholic Maintained primary to be allowed to become integrated.

Many existing integrated schools have seen increased enrolments – including several schools which went through the transformation process. This expansion is a response to parental demand. In the absence of a government policy to plan for integrated education, this steady growth is a testament to the hard work of the schools themselves and, significantly, to the power of parents who campaign for the education they want for their family.

If you would like to find out more information, please contact Jill Caskey by phoning 028 9069 4099 or emailing jill@ief.org.uk



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Welcome to the New Centre of Learning

Supporting you in your personal and professional development

At Women in Business we are passionate about encouraging you to climb the ladder of success, both personally and professionally. We understand that learning about yourself and developing transferable skills, motivates you to achieve and creates a sense of purpose.

We each have natural abilities, however much like the art of learning to play an instrument, it is through continuous learning and training that we can perform to our best.

Following research and extensive feedback from our valued members, 2019 and 2020 sees the introduction of a suite of empowering programmes within our Centre of Learning, with the inclusion of exciting and accessible 1-day

programmes at £195 + VAT, which satisfy an even larger platform of ambitious business people throughout Northern Ireland. Our bespoke programmes support, mentor and aid you in becoming the best version of yourself. From female entrepreneurs to corporate professionals, there is a programme to benefit everyone.

Recognising that change is constant we understand;

1. The importance of communication to convey a message and create long-standing relationships
2. The significance of resilience to change your mindset to view obstacles as opportunities

3. The necessity of setting and achieving goals to continually motivate us

4. The value of negotiation to adapt and achieve results throughout your career

Therefore, in response to these key areas and your feedback we look forward to revealing our new suite of programmes to support your continuous personal development and build your skillset with our Centre of Learning at the heart of your personal and professional journey.



Reasons to Choose our Centre of Learning...



Facilitated programmes delivered by renowned industry experts on innovative topics & trends.



An empowering space to support you both personally & professionally, throughout your career.



Networking opportunities with like-minded professionals & peers to create lifelong friendships whilst also growing your business and career.



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Looking for the magic formula to integrate Social Media within your marketing strategy? Stay tuned for our new Social Media programmes coming soon...

****Inspiration ignites the desire to achieve. Download our 'Centre of Learning' calendar of events via our website for more information on each programme, or email nicky@womeninbusinessni.com and prepare to be inspired!**



Centre of Learning Trainers

Think back to education. It is likely that 1 teacher will have remained in your mind to inspire you to where you are today. At Women in Business we understand the importance of exceptional facilitators to create a positive environment to

enable you to fulfil your potential. We therefore ensure we work with renowned experts within their field to leave a lasting impression. Let us introduce you to this season's incredible facilitators.



Una McSorley is the founder and Managing Director of Marcomm, who delivers our 'Back to Business Programme'. This invaluable re-boarding programme supports female employees returning from Maternity Leave through 3 half day group sessions & 3 1-2-1 90-minute coaching sessions.



Katie Richardson a renowned musician, composer, musical director and voice of band Hex Hue continues to help our WIB Choir shine in her role as choirmaster. Choir meets weekly on Tuesdays and provides a relaxed setting where singing and networking creates the perfect harmony, so come and be part of something special.



Joanne Kelly leads our 3-day leadership intervention 'Grit and Grace' for ambitious female leaders, delivered in partnership with the William J Clinton Leadership Institute at Queens University. This programme upskills you with the knowledge and behaviours necessary to transition into leadership roles in the workplace.



Mark Garrett Hayes is a powerful and thoughtful leader, who delivers the life-changing, 1-day programme 'Your Best Life Designed' for individuals who are serious about taking the necessary steps to achieve their goals. This programme supports you to take control by reviewing your personal strategy.



Niamh Shiells & Debbie Cousins who deliver our Mentoring Programme have a wealth of experience in a diverse range of sectors. Sponsored by Advance Coaching, our 'Mentoring Programme' supports mentees in building their network and boosting career development and mentors in developing their leadership skills and supporting female advancement.



Camilla Long a confident and supportive facilitator from Bespoke Communications delivers our new 1-day 'Negotiation Programme' to enable you to build stronger relationships, find solutions and prepare for better outcomes. This programme supports individuals passionate about advancing their career, negotiating a contract and resolving internal matters.



Andrew Toogood, founder of Proclaim Consulting is the inspirational facilitator of our 1-day 'Brilliant Communication Programme', which helps you develop excellent presentation and communication skills so you can speak and present with confidence. This is a great programme for individuals of all levels in their career.



Sarah Travers is an experienced journalist, and TV Presenter from Bespoke Communications, who will deliver our new 1-day 'Resilience Programme' which supports you to overcome imposter syndrome, build your self-awareness and find ways to develop your confidence.



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4 Simple Reasons Why You Should Be On LinkedIn, Even If You're The Boss

This piece of advice from business mogul Richard Branson couldn't be truer, especially in today's fast-changing business environment. As most people know, having a well-established network is important for anyone looking to enhance their career, however it is vital that these people are thought of as connections rather than contacts; this is the beauty of LinkedIn.

Known as the 'professional social networking site', LinkedIn is a fantastic platform for those looking to network and develop business connections. The site enables two-way communication between professionals, therefore providing you with the opportunity to reach out when you need to, as well as providing support to those who need it - making it a mutually beneficial process.



Here are 4 simple reasons why you should be on LinkedIn, even if you're the boss:

1. Enhance Your Network

First and foremost, LinkedIn provides an excellent opportunity that no other social networking site offers – a platform to connect with your contacts and business associates. The channel allows you to search, find and connect with those in similar industries and potential partners, helping you to grow your business and career. In some ways, LinkedIn can also be seen as your personal CRM. It allows you to keep track with everyone you have connected with.

2. Keep Up-To-Date

Regardless of what industry you are in, it is vital that you stay ahead of the game and keep up-to-date with new trends and changing technology. LinkedIn provides its users with the opportunity to engage with other leading experts and learn about any new insights or findings from the industry.

3. Build Your Personal Brand

While it is important for organisations to build their brand, it is also vital that individuals take time to build their professional brand online. With LinkedIn, you can utilise the platform to showcase your strengths and personality so as potential recruiters, employers and managers gain a strong understanding of who you are and what skills you bring.

4. Increases Brand Visibility

With employees adding connections, answering industry related questions and participating in group discussions across the platform, your company's brand will be much more visible. This will also enhance your employee's reputation as industry experts as well as creating an opportunity to help people solve their problems.

Whether you are beginning your career or an expert in your field, LinkedIn is one of the most powerful professional tools you can use. With it, you can build and maintain your network, keep up to date with industry news and build your professional reputation.

For more industry updates and marketing tips, make sure to follow Digital24. If you have any questions about LinkedIn or digital marketing, feel free to connect with me on LinkedIn.

“Success in business is all about making connections.”



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MEMBER'S PROFILE

Millar McCall Wylie Expands Offering with Strategic Senior Hire

Legal 500 Northern Ireland Law Firm of the Year 2019, Millar McCall Wylie, has strengthened its family and matrimonial offering with the strategic hire of a former barrister.

Clare Lenaghan, brings more than 25 years' experience as a barrister and has now qualified as a solicitor, joins the Belfast firm as Head of Family and Matrimonial to lead alongside longstanding litigation partner Caroline Prunty, an established team specialising in all aspects of family and matrimonial law.

Partner Caroline Prunty said; "We are delighted to welcome Clare to the team at Millar McCall Wylie. As a well-respected barrister, we have been very fortunate to have worked closely with her for many years.

"We are confident that bringing such expertise in-house to Millar McCall Wylie will be of great benefit and value to our clients in terms of generating cost efficiencies and providing a comprehensive service from start to finish."

Clare Lenaghan said; "It's an exciting time to join Millar McCall Wylie. They are a forward-looking, progressive law firm with ambitious expansion plans, and I look forward to helping build the firm's growing and enviable reputation in family law in Northern Ireland."

Ms Lenaghan has extensive knowledge in matters relating to divorce, ancillary relief, financial agreements, protection of assets and pensions. She also has expertise in high net worth cases.



Millar McCall Wylie has significant matrimonial experience, grounded on its renowned commercial reputation. The firm has acted on many confidential high-net-value matrimonial cases including those which might otherwise have attracted much publicity, preserving the confidentiality and privacy of the high-profile parties involved.

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MEMBER'S PROFILE

Laura Harbinson, Halo Healthy Kitchen

In today's fast-paced world it seems that the more we try to switch off, the more there is to do. Never ending plates to spin from juggling a career, a family or a home - that's before you try and squeeze in a gym session never mind the food shopping and trip to the supermarket!

With so many demands on our time, it can seem exhausting even to write the 'to-do' list - never mind put the plan into action.

We know that when we eat better - we feel better, but how do we find the time? The never ending merry-go-round of 'dieting' - when we think of diet we think of restriction, all the things we 'can't' or 'shouldn't' have rather than making better lifestyle choices that are manageable and sustainable and part of everyday life.

Now more than ever it would seem convenience foods are vital in an on the go world. But how have things moved on from the ready meal?

When we think of convenience eating we typically think high fat, processed meals which offer little nutritional value, but luckily things have evolved in this space. In terms of choice, there has never been more available.

To cater for this never switched off world, Halo Healthy Kitchen was born, we plug the gap between convenience eating and fresh home-cooked meals.

This is balanced eating without the bland, boring and restrictive food, and we deliver freshly made meals to your door twice per week.

We change our menu weekly and always make sure to include a range of tasty dishes, so there's always something suitable for everyone. We take the headache out of meal planning and are here to reinvent convenience eating one meal at a time.



MEMBER'S PROFILE

“I am passionate about helping women find style confidence and realise their true potential”

Samara Prentice, founder of EVOLVE by Samara Personal Styling Consultancy believes that what we wear impacts how we are perceived in both our personal and professional life. Having gained qualifications in styling and image consultancy in London and further afield, Samara aims to rebuild confidence and raise visibility in her clients regardless of dress size, lifestyle or budget through a range of professional services including colour and body shape analysis, personal shopping and personal branding.

“We have just 7 seconds to make a lasting first impression then the moment is past, forever. What I offer my clients is a styling journey rather than a quick fix. We all have a unique personal style which is

individual to us. I like my clients to have an understanding of their unique personal style before providing them with the tools so that they can show up as the best version of themselves, whatever the occasion”.

As EVOLVE started to grow, Samara earned herself a reputation for delivering inspiring and educational styling and image workshops which has resulted in her working with a number of corporate clients both in the North and South of Ireland.

“Women in Business has played an integral role in my success. I was fortunate to be part of the Power of 4 Programme which was incredible. Not only did it open many doors for me, it gave me the confidence



and skills I needed to develop my business idea fully, and most importantly it introduced me to likeminded women who continue to be encouraging and supportive today”.

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Connect, learn and grow your career and business

Women in FinTech

First Derivatives have developed a 2-year modularised training programme specially tailored for the Capital Markets – known as CMTF. It is a unique world-class programme combining tailored content with rapid immersion and simulated real world conditions.

The CMTF will enable young women to develop their professional and personal networks, providing them with an opportunity to learn and grow in a supportive environment and benefit from the knowledge of others. They gain experience working with a range of different financial products, within a variety of roles (Support, Project Management, Development, Business Analyst, Implementation).

Our programme exposes females to a range of client assignments and internal company projects so that their knowledge and

experience is as broad as possible. At FD, we believe that the development of these young women begins from day one of induction into the CMTF programme where cultivating a discipline around learning is an integral step in imbuing the work ethic and diligence clients have come to expect of its consultants.

The training offered at FD not only focuses on female career growth and commercial effectiveness, it provides the opportunity to continuously develop skills. Advancement depends on merit and we have yet to find the limits to the responsibility our best people are able to assume. Even after females start their on-site deployment, they will remain on the CMTF for a period of 24 months where they will have the opportunity to hone their leadership and management skills, as well as their financial and technical abilities. Throughout their career, too, we offer direction and tuition to help them continue their formal education.



We encourage young females to take the Professional Risk Manager's International Association (PRIMIA) exams after 2 years to further develop their skills and keep up to date with market trends.

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www.firstderivatives.com/careers

MEMBER'S PROFILE

FTSE250 institution Close Brothers has been delivering modern merchant banking services for over 140 years and extended its reach to Northern Ireland almost 10 years ago. Here, Area Sales Manager, Jenna Gass, explores how funding can affect businesses.

In my experience, SME owners are often expected to be experts in everything – from sales and marketing, to operations and HR. When every business function is a priority, it's easy to appreciate the pressure that senior figures in business are under.

For many, finance is a key challenge. The most recent research from the Close Brothers Business Barometer revealed that a quarter of SMEs in the UK and Ireland say that cash flow is their main concern and a further 10% said that it was sourcing extra working capital.

Securing funding and managing cash flow are vital aspects of running a successful company and many remain unaware of alternatives outside of traditional banking.

At Close Brothers Commercial Finance, we help businesses raise capital to realise their aspirations, whether that be for growth, to purchase assets, or even as security. We offer specialist commercial funding, with invoice and asset finance experts located throughout both Northern and Southern Ireland. Our product suite includes hire purchase, leasing and also refinance options.



As an Area Sales Manager based in Belfast, I take huge pride in representing an organisation that offers an 'on-the-ground' approach for its customers.

Close Brothers Commercial Finance is privileged to work with some of Ireland's leading small businesses and highlight that it is vital to raise awareness of alternative funding.

Jenna Gass can be contacted via phone 07880757977 or via email jenna.gass@closebrothers.com

Claire Anderson, Manufacturing Engineer Valpar Micro Matic

From a young age, I have been driven by the opportunity to solve problems and express creativity. My strengths and interests were in STEM subjects at school, so engineering seemed like an obvious choice for my career. I studied Mechanical Engineering at Queen's University Belfast, graduating with my Master's degree in 2017.

Since graduating, I have had the opportunity to work with some world leading companies. I have worked on large projects to find innovative solutions and even led my own teams.

There can sometimes be a misconception that engineering is a male-orientated

industry but my time so far as an engineer has proven to me that there are many opportunities suited to females. Engineering is a vast area of study and there is a lack of awareness about what this may cover and how these jobs can affect everyday life, for example, in medical or environmental applications. Even a child's playpark needs to be designed by an engineer!

Women bring new ideas to the workplace and provide a different way of thinking, resulting in better products. It is valuable to any team to have a diverse range of people, including females. As a female, I have integrated well into each team I have been involved with and have



experienced no inequality. It is also important to have women in engineering to act as role models and to inspire the younger generation.

I would encourage any female to get involved in this challenging yet rewarding career and begin turning ideas into reality!

PARTNER INTERVIEW



Paula Leatham is Senior HR Business Partner for NIE Networks, which owns and manages the electricity transmission and distribution network in Northern Ireland. Paula has recently been appointed to the board of Women in Business NI (WIBNI).

Tell us about your career path at NIE Networks.

I've had an exciting and dynamic 30 year career with the company but I feel there are still lots of opportunities for me to learn and develop more. I started out as a clerical trainee and have progressed to my current role as Senior HR Business Partner, with both operational and strategic responsibilities including organisational development.

How has NIE Networks supported you throughout your career?

The company has consistently supported my higher education and personal development needs, even providing executive coaching as I progressed into a senior leadership role. Thanks to this I have been able to achieve a long-held aspiration of securing a senior position.

What does appointment to the board of Women in Business mean to you?

I know first-hand how vital support is for women as they forge their careers and the advantage of having a network of encouraging, like minded peers. I actively seek out opportunities to assist other women at the early stage of their careers to provide them the support they need, to encourage them to push themselves outside their comfort zone and see everything as achievable with no barriers.

I have been a WIBNI mentor since the programme's inception, as well as supporting the WIB Back to Business Programme which helps women transition back to work following maternity leave.

I am honoured to now hold a board position with WIBNI and see this as an opportunity to work with other senior leaders to support women across NI to



build strong networks, secure high-quality training and development opportunities, and, most importantly, be a driving force behind diversity in the work place.

How important is it to you to work for a company which strives to achieve gender diversity?

I'm extremely proud to be a part of an organisation which recognises the importance of building and safeguarding diversity within our workforce both from an employee well-being and a strategic business point of view. We are committed to making our already great culture even better for our current and future employees so we have signed up for membership with @DiversityMarkNI and will be working towards achieving the 'Diversity Charter Mark' by the end of 2019.

Over the years how important has networking been for your career development?

For me successful networking is about

building on those initial connections and forging long term relationships. It has helped me to improve my skills and stay on top of trends in my profession and in the industry. Most importantly it has given me access to fresh perspectives, free advice and broader knowledge that I wouldn't have had without the use of strong networking channels.

What advice would you give to another woman at the outset of her career?

Aim high, continually strive for your goals and challenge yourself. Don't be afraid to take help where it's offered or to speak up when you need support. Everything is achievable, especially when you have the support of programmes such as those offered by WIBNI.





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LEARNING

Simplify your day

By Claire McCarry



Work smarter not harder! A goal we all want to achieve but many rarely accomplish, or at least not consistently. We have all had that feeling of being 'busy' and still felt like we achieved nothing at the end of that day.

I recently hosted the Women in Business team and its members in our Quigg Golden offices where I got the opportunity to share my thoughts on time management.

I started by saying I don't claim to be an expert on the subject, which raised the question as to why I was presenting myself to speak on the matter. The answer is simply because I believe my learnings will apply to you, I believe that we can all benefit from simplifying how we work and the same principles apply whether we are a business owner, employee or a stay at home mum who equally has to plan her day.

Each of us are taught the skills we need for our profession, how we become the most efficient at what we do thereafter is significantly attributed to managing your time. Time management takes practice, practice, practice and in my case some interesting reading.

Much of what I rely on is based on the principles introduced by well-known self-help guru and author Brian Tracy, whose book 'Eat that Frog' teaches us about developing a positive addition to becoming productive. Tracy's practice is simple and extends on the premise illustrated by Mark Twain who said;

“Eat a live frog first thing in the morning and nothing worse will happen to you the rest of the day”



Both tell us to take on a task even if we would rather avoid it. Often we put off the most important task, the one that will deliver the greatest impact even though it may be the smallest. To be your most productive you need to 'tackle the hardest and most important thing on your list every morning'.

So how do we identify that most important task? I suggest the best way to do that is to get 'the list' out of your head and onto paper. Having the visual tool results in simpler and quicker prioritisation. It's wise to note that when you make the list also impacts how useful it is. For example, if you only consider your goals for that day on that day you may fail at hurdle two; preparation. Preparation avoids setting out to complete an activity and realising you don't have the tools or equipment needed for that task, which leads to you being inefficient or missing a deadline etc.

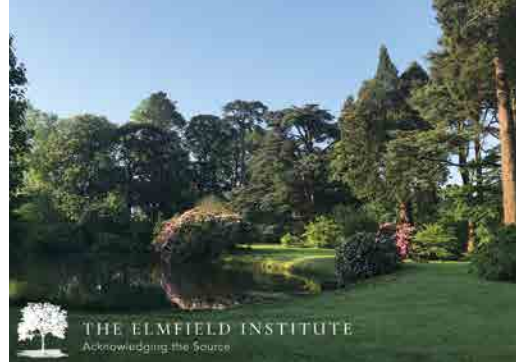
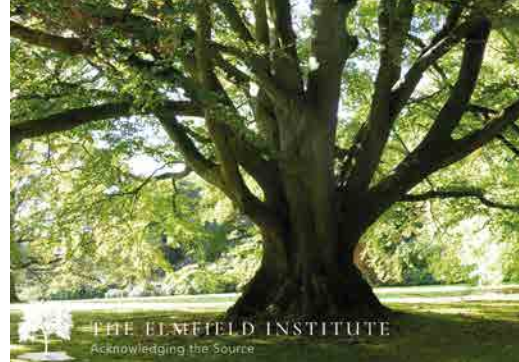
Having succeeded at setting out and preparing the task, to maintain good

time management you need to stick at it. Stopping and starting activities is a highly inefficient practice, and quite frankly most of us do it without even realising it.

Have you started an action only to find yourself reading an email and then replying to that email? This is what I mean by 'stopping and starting', you're in effect still working but you are not maintaining focus on the most important task. I suggest quiet time in the morning, avoid calls, emails, meetings as appropriate. Set aside those times and deadlines in those periods, this will help increase focus.

Once the techniques are mastered you will feel like you have achieved what you needed, you will feel less stressed and this feeling will only motivate you to do the same again.

But remember the ability to manage your time is a skill, and like any other it takes practice to perfect it. In order to be consistently effective, make managing your time a daily habit.



Bringing wellness into businesses and communities at Elmfield Institute

Women In Business member, Jane Shaw, is co-founder of the Elmfield Institute, an exciting new business based in Gilford, Co. Down, which seeks to bring wellness into businesses, communities and homes. Supporting their wellness vision, the Elmfield Institute provides transformational learning programmes and consulting, based on foundational principles of psychology, neurobiology, innovative business practices and empathic presence.

Jane is a psychologist and health practitioner who started her career

at KPMG in London where she spent 15 years working in business and finance, most latterly as Finance Director of a boutique PR agency specialising in high profile entertainment brands. Having run health conferences, training programmes and retreats internationally for the last 14 years she has now returned home to Gilford to focus on Elmfield. Elmfield Institute is also fortunate to have a diverse and international instructor team

Elmfield's hub is located on the historic grounds of the Elmfield Estate where many of their programmes are held. The series of courtyard buildings have recently been refurbished to high tech

beautifully designed conference facilities, set in 50 acres of private landscaped grounds and gardens.

The Elmfield team would like to thank Women In Business for their support by offering an exclusive offer to all WiB members. To book a course contact info@elmfieldinstitute.com using code **WIB2019** to receive 10% discount on any programme in 2019. Elmfieldinstitute.com



FD Women in Business

First Derivatives are proud to launch its **FD Women's Network** across its global operations. We aim to bring together our powerful FD ladies across the globe to continue to empower and flourish our female contingency.

Join the movement.

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Hilary Anne Christie

Having grown up, raised my family and built a business on the North Coast of Ireland, I have been inspired by our local progression and beauty. Having opened the doors to Bella Mia Boutique in 2010, my jewellery and fashion store has grown to open two stores in Ballymoney and Coleraine and a successful online store that ships worldwide. I put this success down to the quality of our products and high standards of customer care which is central to everything we do.

As a family business I always strive to keep a close-knit team of innovative and passionate people to keep us at the forefront of the industry. This has led to developing our in-house jewellery and accessory brands that provide the quality, styles and prices our customers couldn't find elsewhere. These have been an incredible learning curve that has taken me across the globe to bring the visions I've always had in my head into reality. We now have 7 home brands that we fully develop, market and retail within our own team, including the stunning Zohara Handbags.

My passion is affordable luxury and having a unique narrative. Zohara was created to bring our customers authentic Northern Irish designs inspired by the stunning coastline and landscapes we love. Clever design features and personal touches created a bag for every woman imaginable. I am so excited for everyone to see our newest collection and the future developments that we have in store across all of our brands.





Do you have the Mark of Progress?



Diversity Mark

Bank of Ireland, Liberty IT & Slice Belfast awarded the 'Mark of Progress'

Diversity Mark is Northern Ireland's only independent not-for-profit organisation supporting and enabling companies of all sizes in achieving a Charter Mark to recognise commitment to Diversity & Inclusion in the workplace, initially focusing on Gender Diversity

Developed in 2017 by Women in Business NI, Allstate, Queen's University, Gilbert Ash and the Northern Ireland Civil Service the organisation now have 50 progressive companies signed up for a Diversity Charter Mark from a variety of sectors.

Some of the membership benefits include peer networking at Keynote speaker events, round tables for sharing of best practice and valuable annual feedback from the Independent Assessment Panel. Gender Diversity is the key to unlocking inclusivity in the workplace and research shows that companies that address their culture and understand the power of diversity will have the competitive edge moving into the coming years.

Visit www.diversity-mark-ni.co.uk or get in touch with Christine White christine@diversity-mark-ni.co.uk to find out how your business could benefit from Diversity Mark membership.

Picture 1: Liberty IT - Pictured at the presentation of Liberty IT's Diversity Mark Award are Julie Nicholl, Principal Software Engineer, Liberty IT; Christine White, Head of Business, Diversity Mark NI; Dianne Gallagher, Talent Operations Manager, Liberty IT; and Gillian Armour, Senior Delivery Lead, Liberty IT.

Picture 2: Slice Belfast – Miriam Kerbache, director of Operations at Alice accepting the Diversity Charter Mark Award at the Slice headquarters in Belfast.

Picture 3: Bank of Ireland – Christine White & Roseann Kelly present the Diversity Charter Mark certificate to Ian Sheppard, Managing Director, Bank of Ireland and James McGee, Managing Director, Northridge Finance



Is it time for Quotas?

Women in Business is delighted to have hosted many events and Conferences over the years. Reportedly all have been really inspirational and brought together an array of amazing female leaders from both the local and national business world, who shared their personal and business challenges; their failings and of course their accolades.

Importantly, the delegates had the opportunity to learn and grow from the treasured advice and life experiences that our guest speakers so willingly divulged. The June 19 Spotlight on Success line-up of guest speakers was outstanding, it included, Rachel Booker, Executive People Director, Virgin Media; Rebecca Stephens MBE, British journalist, mountaineer and television presenter; Edel Doherty, MD of Beyond Business Travel; Prof Karise Hutchinson, Professor of Leadership at Ulster University; Deborah Lange, Certified Public Accountant and Louise Kelly, Partner, Grant Thornton.

As I listened to the fantastic female speakers, it occurred to me that these were just six out of the 50 plus other speakers we have had on our Spotlight on Success lunchtime and conference speaker series. And as delegates approached me saying how amazing the women were, I responded with "yes, they are amazing, and do you know what, there are lots of them and always has been!"

Yet, this is not reflected in the Top 100 Companies in Northern Ireland. I was appalled and hugely disappointed that a mere three women were represented in the Top 100 this year, despite women making up half the population. This figure is simply just not representative of the female talent and expertise we have available in Northern Ireland.

The three females included Darina Armstrong, CEO, Progressive Building Society, Sarah Venning, NI Water and Elaine Birchall, CEO, SHS Group. These



are amazing women doing amazing work no doubt, but there are many other women out there who are doing just as amazingly, but for some reason or other, they were seemingly overlooked and disregarded. The Top 100 yet again reaffirms the fear that gender equality will not be achieved in our lifetime. More shockingly, according to the World Economic Forum's global index we won't see gender equality achieved until the year 2186!

Companies setting gender diversity targets are not moving the dial fast enough. This is starkly obvious in the slowing rate of female directors' appointments to Boards. I am still asking myself who is deciding how success is measured. And more significantly, who decides what merit looks like. When quotas are mentioned with regard to women the very next word is merit, a clear assumption that there are not enough women with whatever "Merit" is required. This both confuses and greatly astonishes me.

The strongest resistance brought to bear against quotas is via the merit argument. This argument that quotas will lead to not

having the best person appointed for the job, assumes that there is a supply deficit of qualified and experienced women...clearly that is not the case. It also assumes a robust, well defined and collectively understood definition of what constitutes 'merit'.

The argument constantly that selection must be on "merit" rather than by affirmative action programmes or quota systems assumes a level playing field exists. Women are aware of the systematic barriers. Until those barriers are recognised by ALL in a selection process and removed, selection on merit is a myth! The World Economic Forum's Global Gender Gap Report found that economic parity between the sexes would not be reached until 2186 after a dramatic slowdown in progress.

Are you happy to wait 167 years? Is it time for Quotas?

Chief Executive
Roseann Kelly



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