

WOMEN

BUSINESS NI magazine

Making **business** connections
Summer 2012 • Issue 05

High profile female journalist inspires



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Chair's Message

I have mentioned many times about how privileged I feel to meet so many prodigious business people the most recent was an American Susan Davis and I wanted to share with you her inspirational story. Who is Susan Davis you may ask well be prepared like me to be blown away.

Susan A. Davis is a pioneering woman business owner considered an icon in the public relations industry. She has built a global business over 30 years. A lifelong advocate for social entrepreneurship, democracy building and leadership development for women, she is the Chair of the Board of Vital Voices Global Partnership, the preeminent NGO that trains and empowers emerging women leaders in 125 countries. She was the first International President of the International Women's Forum, the global leadership organization now representing more than 3000 women of achievement.

Susan has chaired the landmark U.S. Ireland Business Summit which created the groundbreaking U.S.- Ireland R&D Partnership; and has been recognized for her leadership in Ireland and Northern Ireland by Irish America Magazine ("Top 100 Irish Americans and 75 Most Influential Irish American Women") and The Flax Trust "For Service to Northern Ireland". She is Board Chair of The Irish Breakfast

Club; member of Glanbia's U.S. Board, and University College Dublin Graduate School of Business Board; Co-Chair of the Washington Ireland Program Trustees Council and a board member of Medical Missions for Children; St. Judes Hospital's Professional Board and the US-Panama Business Council;

I could go on and on and on about her achievements but I must tell you about the person I met a humble, warm, down to earth woman and unbelievably generous with her time as she asked about me, our vice chair Kate Marshall and the good work Women in Business were doing. Her advice was priceless and her promised follow up correspondence was fulfilled, a woman true to her word. I believe Kate and I met one of the truly inspirational women you normally read about. As we prepare to launch our 2nd Women in Business awards I hope you will all consider nomination or nominate the inspirational women who make a difference here in Northern Ireland.

Edel Doherty
Chair, WIBNI



Newly Appointed Vice Chair

Congratulations go to the newly appointed Vice Chair of Women in Business NI Kate Marshall.

Kate heads up the Leadership and Management team in MaST Ireland. She is a highly experienced facilitator and executive coach working at senior levels in a variety of blue chip organisations.

Before joining MaST Ireland, Kate worked with business leaders across Ireland as a coach and mentor and this year has travelled to Dublin, Brussels, London, Boston and New York to impart her skills and knowledge.

Kate has served as a board member of Women in Business NI for over a year and we welcome her to the new post of Vice Chair.

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WOMEN BUSINESS NI
Making business connections

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Cover: Kate Adie was keynote speaker at the Action Medical Research & WIBNI Ladies Lunch. Pictured are the WIBNI Chair, Vice Chair and Kate Adie.
Photo: Cai Graham Photography

For women
who enjoy the
sweet smell
of success.



www.womeninbusinessni.com

Women in Business NI is the largest and fastest growing network for business women in Northern Ireland.

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Coming Soon...

Women in Business NI Awards 2012

Women in Business NI are delighted to announce the second Women In Business NI Awards 2012, this year the awards will be supported by our key Sponsor Invest Northern Ireland and once again by our Media Partner The Irish News. Our gala event will be held on Thursday 15th November at the Ramada Plaza, Belfast.

Last year, the inaugural awards were very well supported, the judges received entries from a wide range, from multi-nationals, to professionals, to sole traders and start ups. The awards were a very powerful demonstration of the wonderful innovative, entrepreneurial and leadership skills possessed by Northern Ireland business women.

The Women in Business NI network also proved to be a generous lot with over £3,300 raised, on the night, for the Chair of WIBNI Edel Doherty's chosen charity 'Fields of Life'. This means a new fresh drinking water well will be built in Uganda.

Roseann Kelly Chief Executive of Women in Business NI will be launching the awards later this month. Building on the success of last year, Roseann is excited about the forthcoming awards 'These awards celebrate the business women of Northern Ireland. The Women in Business NI Awards are open to any women in business in Northern Ireland whether they operate as a sole trader, a partnership or as part of an organisation. We would like to hear more inspirational stories of the women behind the business, her personal successes, her achievements and business style.'

We are pleased that we will once again have an excellent judging panel of business leaders, experts and academics.

As always the judges will base their criteria on strong business acumen, leadership and entrepreneurial skills, charisma and of course, good financials.

There will be eleven individual award categories as follows:

AWARD CATEGORIES

- Best New Start Up
- Award for Innovation/ Entrepreneurship
- Award for Outstanding Management/ Leadership
- Award for Best in Marketing/ Communications
- Award for Best in Export
- Saleswoman of the Year
- Best in Professional Services
- Best Customer Service
- Best Sole Trader
- Young Businesswoman of the Year
- Outstanding WIBNI Businesswoman of the Year - awarded to the person who has made the best contribution to business and the community

Once again we are delighted to announce that Queen's University will honour the Outstanding Business Woman of the Year with the honour of being 'Entrepreneur in Residence' at the Leadership Institute at Queen's University Management School.

'These awards celebrate the business women of Northern Ireland. The Women in Business NI Awards are open to any women in business in Northern Ireland, whether they operate as a sole trader, a partnership or as part of an organisation.'



£7000 raised at Women in Business NI and Action Medical Research

3rd Annual Ladies Lunch at Titanic Belfast

Over £7000 was raised recently for the fantastic Charity Action Medical Research at the annual Ladies Lunch held in the spectacular new Titanic venue Belfast. For the third year Women in Business NI have worked in partnership with Action Medical Research to organise this fabulous event which is held to support the amazing work carried out by the Charity.

Guests were welcomed by local television personality Pamela Ballantine who hosted the lunch, the newly appointment Women in Business NI Vice Chair Kate Marshall and Action Medical Research NI Chair Lady Karen Girvan.

Special guest at this year's lunch was BBC's former Chief News

Correspondent Kate Adie a highly respected journalist who has paved the way for women in journalism. "Kate is fascinating and her speech was engaging and inspirational! We were delighted to have her support and we are overwhelmed by the generosity of those who contributed to this event!" commented Vice Chair Of WIBNI Kate Marshall following the event.

A drinks receptions, superb lunch and prize draw was enjoyed by the 300 guests who attend the lunch this year. We look forward to seeing you in 2013!

A drinks receptions, superb lunch and prize draw was enjoyed by the 300 guests who attend the lunch this year. We look forward to seeing you in 2013!



This event was kindly supported by Carlton Baxter - a new Partner of Women in Business NI

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Get a Mentor to Get Ahead

Having a business mentor can help you deal with change and improve your chances of success. That is the message 300 Northern Ireland female leaders in private, public and third sector organisations heard when they attended the 5th Women's Leadership Conference on International Women's Day.

At the Conference supported by Vodafone and organised by Women in Business NI and the Institute of Directors, Kate Marshall of MaST Ireland interviewed mentor Ronnie Foreman of Foreman Consultants and Angela Hoban of Purple Penguin. Angela, who comes from Westport in Co Mayo, has been mentored by Ronnie since she decided to set up her own event management company ten years ago.

Angela says "Ronnie has provided a sounding board when conditions change and I am unsure of my next steps. As an experienced businesswoman who has set up and sold his own business, and who now acts as a consultant to other companies, Ronnie has helped me avoid many pitfalls that could have slowed down my business growth. He has a tremendous network of contacts that he has shared with me."

Ronnie Foreman believes a mentor must have no vested interest in the

business being mentored: "You can't give impartial advice if you expect any personal or financial gain from the company's success beyond the satisfaction of seeing the individual or company achieve their potential. Angela's business has grown to a turnover of more than half a million euro and I am proud to have been able to help her achieve this."

The theme of the Conference was Leading in Changing Times, recognising the challenges that women in all sectors of the community are facing in the current economic climate. Speakers from the private sector, public sector and third sector described how they and their organisations are dealing with the challenges that have been created by tough financial conditions but are also exploiting the opportunities that arise in times like this.

Opening the Conference, Eileen Mullan of Strictly Boardroom, reported on a scoping study that reveals that although many women are interested in serving on public

boards, they are often deterred by the cumbersome appointment process. She points out: "What is evident from these findings is that women are willing to apply and have a desire to play an active role in public life. However the process for appointment is still the biggest stumbling block for many."

"There has been a lot of focus over the past year on the need to appoint more women to boards, with evidence to suggest that it makes good business sense. We now need to create a support mechanism for those wishing to serve to enable them to navigate the process and get ready for the job in hand. Mentoring of women by those already serving on boards would undoubtedly encourage more women to apply for board roles," Eileen added.

Pauline Quigley, Head of Vodafone

Northern Ireland, said, "Today's conference provided a great opportunity for female directors and business owners to be supported in their leadership roles and to recognise the value mentoring can add to any size of organisation. The conference has gone from strength to strength over the last five years and continues to be one of the most important events in the calendar of local business women".

The Conference gave five aspiring broadcast journalists the opportunity to show case their talents. Students Grace Flynn, Sarah Hawell, Megan Hunter, Charlene Mooney and Mary Therese Toal from Belfast Metropolitan College filmed and produced a ten minute DVD to introduce the panel discussion that formed part of the Conference proceedings.



L-R Joanne Stuart, Attrus Ltd; Edel Doherty, Chair of WIBNI and Pauline Quigley, Vodafone



Event Sponsored by





Women in Business NI Motivational Masterclass

Newly appointed Women in Business NI Vice Chair, Kate Marshall recently hosted an inspiring Motivational Masterclass for WIBNI members which aimed to close the gap between those of us in business who know what we want to do and those who actually do it.

The masterclass was interactive, stretching and focused on how business women can make their dream a reality.

Kate Marshall, Partner & Executive Coach, MaST Ireland, says: "The delegates were energised, challenged

and left motivated to succeed. In this Olympic year I want to encourage 'corporate athletes' to achieve their goals!"

Kate heads up the Leadership and Management team in MaST Ireland. She is a highly experienced facilitator

and executive coach working at senior levels in a variety of blue chip organisations.

Before joining MaST Ireland, Kate worked with business leaders across Ireland as a coach and mentor and this year has travelled to Dublin, Brussels,

London, Boston and New York to impart her skills and knowledge.

Women in Business NI run a range of Masterclasses every month in a wide range of topics. visit our events section for more details <http://www.womeninbusinessni.com/Events.aspx>.





L-R Joanne Stuart, Attrus Ltd; Michelle Cole, NYSE Technologies; Edel Doherty, WIBNI/Business Travel Solutions; Orla Corr, McAvoy Group and Pauline Quigley, Vodafone

Success of Speed Mentoring

WIBNI Heralds Success of Speed Mentoring Event Held at NYSE Technologies Belfast

Women in Business NI members from across Northern Ireland met for a mentoring and speed networking event at NYSE Technologies in Belfast, the first event of its kind to be held in the building.

The event, which was sponsored by Invest Northern Ireland, attracted a range of high profile speakers, including Pauline Quigley of Vodafone NI, Orla Corr OBE of The McAvoy Group, Joanne Stuart OBE of Attrus Ltd and Michelle Cole of New York Stock Exchange Technologies who facilitated innovative mentoring and shared their key business values, principles and the secret of their successes, ahead of a speed networking session, which saw more than 1,000 business cards exchange hands.

Attending her first Women in Business NI event, Christine Watson of Watson & Co Chartered Marketing, said: "Any woman in business, whether employed or self employed, should consider joining Women in Business NI. I've recently joined and am very impressed with the quality programme

of events offered to members.

This speed networking event was a great way to introduce me to the organisation and to meet business women and, in particular potential clients, in a very unimimidating way." Edel Doherty, Chair of Women in Business NI & MD of Business Travel Solutions said: "This unique event focused on mentoring and we were fortunate to have women who have been honoured by the Queen and a woman who heads up one of the world's best known telecommunications companies on the panel. I sat in on the mentoring sessions and the knowledge and experience our mentors were imparting, in such an informal way, to those in attendance was something that money really can't buy. It truly was invaluable and I certainly learned a lot myself. "At Women in Business NI we are committed to the development of women in all sectors of industry, from the sole trader to the senior manager or board member and all those employed and self employed women in between."



Members



Pauline Quigley mentoring

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Group networking



Speed networking



Orla Corr mentoring



Networks Connect

Women in Business NI and Northern Ireland Chamber of Commerce held their annual joint networking event in Belfast which was attended by 150 business people from across Northern Ireland.

The event, sponsored by the Equality Commission Northern Ireland, provided an effective marketing platform for members of both local networks to raise their business profile, build mutually beneficial business relationships and expand their markets.

The initiative by Women in Business NI and Northern Ireland Chamber of Commerce is extremely popular with the local business community that for a third year running registrations closed many weeks ago due to the event's high demand.

Speaking after the event Edel Doherty, Chair of Women in Business

NI commented:

"In this current challenging economic environment, being able to network with like-minded business people is a great mechanism to identify relevant and beneficial contacts and spark new ideas. In addition to gaining potential new customers, businesses can also gain worthwhile market information from other businesses. Even information gleaned from a conversation can provide new opportunities to help grow local businesses."

Oonagh O'Reilly, Business Development Director at Northern Ireland Chamber of Commerce commented:

"Joint Northern Ireland Chamber of Commerce and Women in Business NI events are designed to encourage business relations and inter-trading, and provide fantastic, cost-effective ways to meet new contacts, network casually and inter-trade with fellow members and other local businesses. Today's event helps keep business and money in the local economy which is essential to the future of Northern Ireland plc."

Evelyn Collins CBE, Chief Executive of the Equality Commission NI commented: "Events like today's provide an opportunity for women to network, to share ideas and to get

encouragement and inspiration from other female business leaders and entrepreneurs. The role of women in business is no longer simply a gender equality issue; it is a broader economic issue that has significant consequences for our future prosperity and growth. Getting equality right, not only in terms of gender but across all the grounds covered by the legislation, is a key ingredient for every successful business regardless of size."

Also present at the event was guest speaker Valerie Pierce, creator of the Clear and Critical Thinking training programmes for Managers in both the public sector and private industry.

Photos - www.neilharrisonphotography.com



Cavanagh Kelly: Women at the core of practice growth

Cavanagh Kelly is a mid-tier accountancy practice with offices in Dungannon, Belfast and Magherafelt.

It is nearly 10 years since the practices of John J Cavanagh and Des Kelly merged. Throughout the decade the firm has grown from strength to strength with Gerard Gildernew joining the partnership in 2010.

The remainder of the Senior Management Team is an all women affair with Aeveen Daly, Anne Douglas, Catherine Martin and Rachel Fowler working at Director level to develop and steer the management team towards the ambitious targets set. This mix is one that many larger organisations strive for and Cavanagh Kelly has benefited from striking the balance of men and women at the helm.

In 2011 the practice opened an office in the Scottish Provident Building on Donegall Square West in Belfast. This has provided the opportunity for Gerard Gildernew

and Rachel Fowler to focus on the development of this market. In the early months this office serviced local banks and businesses primarily offering corporate restructuring, corporate finance and forensic accounting services. In 2012 we have established a team to offer the core accounting and taxation services to the Greater Belfast area.

Cavanagh Kelly offer straight forward business advice to clients across a broad range of sectors. We pride ourselves in service delivery and work in partnership with clients to help them reach their goals.

We also know what we don't know and have forged relationships with other advisors and experts to ensure that we can work together to find a solution to maximise any opportunity that comes our clients way.



Partners, Sean, Des and Gerard and Directors Rachel and Anne

If you are a potential client in need of a trusted business advisor or believe you can provide a service to our extensive client base please contact Rachel Fowler of our Belfast office (028 9091 8230).



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Women in Business NI member joins the Board of Invest Northern Ireland



Rose Mary Stalker

Congratulations to Women in Business NI member Rose Mary Stalker on her appointment to the Board of Invest Northern Ireland. Yes it is refreshing to learn that one of the new additions to the board of Invest NI is a female business leader.

Rose Mary, currently the only female on the board, having spent much of her career in the male dominated motor and aerospace industries, will be extremely well placed to make a substantial contribution to the Invest NI board, bringing additional diversity which evidence suggests leads to even more effective boards.

Announcing the new appointments, Enterprise Minister Arlene Foster said that "the economic downturn means it is more essential than ever that we have strong and effective board members" and that the newly appointed members "will prove vital as we continue to rebuild and rebalance the Northern Ireland economy".

However the lone appointment of Rose Mary brings to the fore once again the subject of whether there should be quotas for board appointments. The rumour is that we need to improve substantially or we will face a real threat of quotas, not from Lord Davies recommendations, but from Europe. Vivianne Reding, the European justice commissioner, recently used International Womens Day as the backdrop to announce that she is taking the first step towards Europe – wide legislation "to redress the gender imbalance on company boards".

Founders of the 30% Club, which inspires company leaders to appoint more women to executive and non-executive directorships, agreed that talking was not enough to get more women into the boardroom and that a concerted effort by the business community was required. Formed in 2010, the 'club' is a group of chairmen and organisations committed to bringing more women onto UK corporate boards.

I learnt about this club from Sir John Parker the key note speaker at the recent CBI dinner, I was expressing my concern at the extremely low numbers of business women present, many tables were all male! Sir John is Chair of Anglo American and the National Grid and is a member of the Club and champion of women in leadership. We agreed that diversity is the responsibility of the whole business community. This is not an issue for women it is an issue for all of us. I know many women are opposed to quotas and many women get there regardless, as Rosemary has clearly demonstrated, but they may end up being a necessary evil if we do not all embrace diversity together.

Who's ready to sign up for the NI 30% Club? Although Helena Morrissey CEO of Newton Investment Management and Labour peer Mary Goudie formed this club, interestingly

two men – Sir Roger Carr of Centrica and Sir Win Bischoff of Lloyds Banking Group – declared their commitment within hours of the idea being floated. Proof once again that men realise the importance of diverse boards which include women.

The club is not calling for quota but they aim to achieve a better gender balance at all management

levels in a way that encourages real, sustainable and faster change.

Already the number of females on FTSE-100 boards has jumped from 12.5% a year ago to 15.6% maybe, just maybe, the 30% target can be reached by 2015.

Roseann Kelly is the CEO of Women in Business NI
roseann@womeninbusinessni.com

Already the number of females on FTSE-100 boards has jumped from 12.5% a year ago to 15.6% maybe, just maybe, the 30% target can be reached by 2015.



Too many things to juggle? Let JEM pick up your marketing

Between looking after suppliers, bills, employees and customers, small businesses are often just too busy to do their marketing. So make promoting your business a priority and ensure you are the first to come to mind when customers are looking for your particular service or product.

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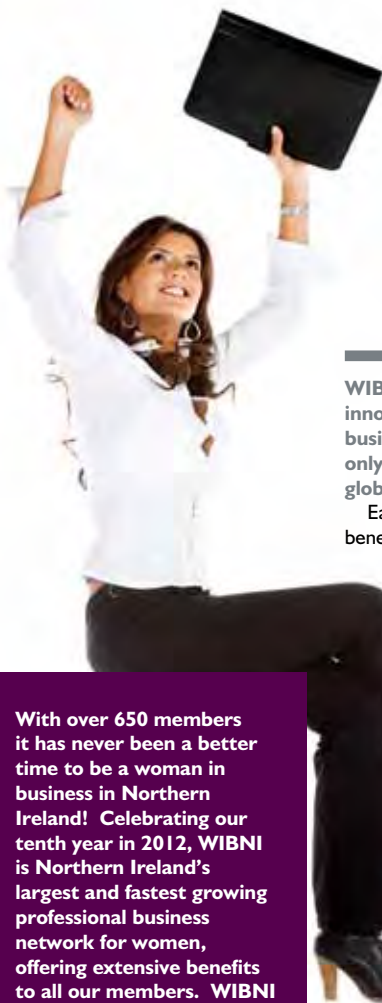


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Make Connections at a Higher Level with Women in Business NI



With over 650 members it has never been a better time to be a woman in business in Northern Ireland! Celebrating our tenth year in 2012, WIBNI is Northern Ireland's largest and fastest growing professional business network for women, offering extensive benefits to all our members. WIBNI has renewed purpose and vision and aims to increase the number of business women who contribute positively to the economy and society, as well as positively impact every members' business.



Laura Dowie
Membership & Events
Co-Ordinator, WIBNI

WIBNI envisage being the most innovative and effective regional business network, helping you not only make local connections, but global connections!

Each month, members can benefit from a schedule of events to include a networking lunch, a Master Class delivered by industry experts and a larger event such as the WIBNI Annual Business Conference, Voices Heard at Stormont or Joint Networking with the Northern Ireland Chamber of Commerce. In November 2011, the Inaugural Women in Business NI Awards took place with considerable success, recognising and acknowledging Northern Ireland's

finest business women. Following the success of the first year, Women in Business NI will launch the next Awards sponsored by Invest Northern Ireland.

It is an exciting year ahead with more events being scheduled, new speakers to inspire business growth and further opportunity to make firm connections with a diverse membership base made up of sole traders, SMEs and larger corporate organisations.

To ensure you are making your membership work for you and deliver the benefits you deserve, here is the WIBNI guide on how to take your business to the next level.

MONTHLY EVENTS

WIBNI provide monthly events for members with a wide range of keynote speakers. Themes explored include leadership, making connections, key business and finance topics, growing sales, digital marketing, personal development through motivation, growth and communication and many more. To benefit from these events:

Register early to guarantee your place; numbers are usually limited to

130 delegates and all book up quickly so secure your place asap

Event details are online so plan your diary ahead of time. Our next event calendar will be delivered to you in September so use this to help!

"2 Minutes of Fame" is an excellent way to reach your target audience and increase brand awareness. Register today for the opportunity to deliver your pitch to 100+ business women!

- Bring plenty of business cards and promotional material with you on the day
- Watch out for emails offering free exhibition stands!
- Use contacts made to build your own database and follow up post event

NETWORKING BUSINESS LUNCHES

WIBNI offer networking lunches as an informal way for members to make connections in a more relaxed environment. Numbers are limited to 25 and lunches are extremely popular so book well in advance. Remember:

- Bring business cards and promotional material
- Aim to make three firm business connections at each event
- Use the delegate list provided before the event to help you plan networking

WIBNI EZINE

Due to the increase in popularity and success of the WIBNI ezine, we now deliver this each month to over 3000 business contacts in Northern Ireland. This is an excellent marketing tool which is FREE to members so we encourage you all to get involved.

- Submit a story of (400 words max.) along with an image or logo to WIBNI
- Stories may promote yourself or your business, or discuss interesting developments within your industry – establish yourself an expert in your field!
- Encourage engagement with readers with promotional codes, discounts or competitions

WIBNI QUARTERLY MAGAZINE

The WIBNI magazine, now published quarterly, is received

by over 3000 business women, associations and enterprises in Northern Ireland, giving it an extended readership. As with the ezine, it is FREE for members to submit articles to the magazine. Watch out for emails notifying you of this and take advantage of the free marketing!

- Submit an article and image to the editor (details in WIBNI email)
- Encourage interaction with promotional codes and offers, helping you tack the success of your article
- Watch out for exclusive member advertising rates!

WOMEN IN BUSINESS NI WEBSITE

www.womeninbusinessni.com
WIBNI encourages engagement from members on our website with Member pages dedicated specifically to this. You can:

- Publish articles in the Member News section
- Upload any events you are running into Member Events
- Use the Member Directory to build your database
- Submit Member to Member Offers in Member Offers area
- Book events and renew membership online

To get MAXIMUM BENEFITS from your membership make sure you are involved with each aspect of the network and take advantage of all the free marketing tools available. Be proactive, set goals and objectives. Networking is about developing long-term relationships, the importance of which cannot be understated in our current climate!

Don't forget Women in Business NI are also on social media, so for the most up to date notifications, news and event photos 'Like' us on Facebook (www.facebook.com/WomeninBusinessNI) or Follow us on Twitter (www.twitter.com/wibni) and Linked In.

If you would like further information on how to make the most out of your membership, please contact Membership & Events Co-Ordinator, Laura Dowie: laura@womeninbusinessni.com

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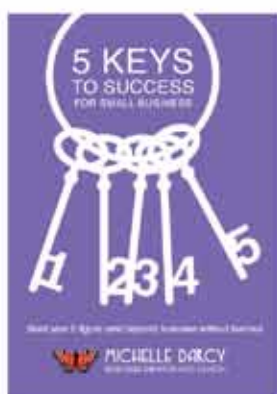
HOW TO BUILD YOUR 6 FIGURE (AND BEYOND) BUSINESS WITHOUT BURNOUT

that worked for her.

Do you feel torn between your family and your business?

Do you feel drained and frustrated that you're not giving of your best to yourself or any one thing?

Do you worry that your health is suffering?

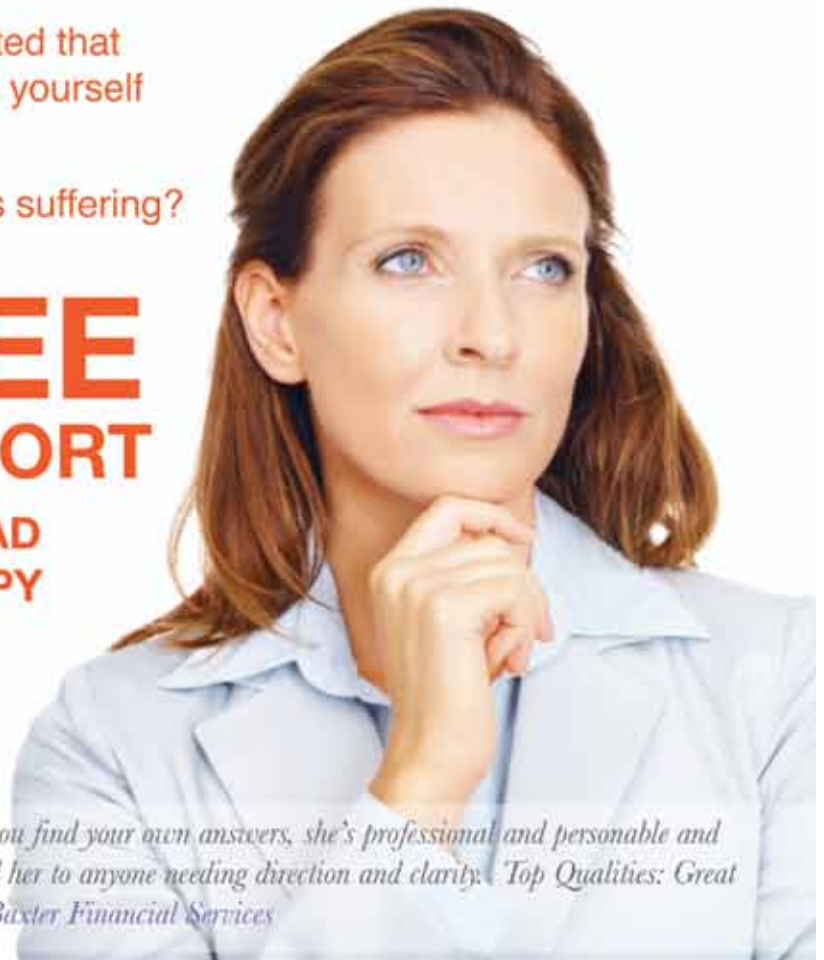


FREE E REPORT

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YOUR COPY
TODAY!

www.michelledarcy.com

'Michelle asks the pertinent questions to help you find your own answers, she's professional and personable and very approachable. I would highly recommend her to anyone needing direction and clarity. Top Qualities: Great Results, Personable, High Integrity.' Nicola Baxter Financial Services



Go to www.michelledarcy.com or email michelle@michelledarcy.com for more information

Michelle Darcy specialises in showing women how to

Build a business without burnout

Michelle left her safe, secure job six years ago and within a year she had built a seven figure family business from scratch.



Michelle Darcy

As a mother of 5, Michelle knows all about the challenges of running a business and a happy home! She is passionate about showing other women how they can achieve the same in their own lives and businesses.

Michelle's programmes Start up to Success and How to Build Your 6 figure (and beyond) Business without Burnout help you to:

- Increase clarity, focus and direction in life and work
- Help you create a specific strategy and plan to grow your business without burning out
- Train you in building the needed personal and business skills
- Work on creating a supportive environment
- Deal with the psychological barriers that stop you
- Work with what you've got from where you are now.

Michelle has been inspired to contribute and develop a community of like minded women

who understand the importance in investing in themselves, their families and their communities whilst inspiring others to fulfil their dreams.

Through her programmes women step back and refocus in order to move swiftly towards freedom, independence, more time, more money, more energy and more confidence through designing and realising their full potential.

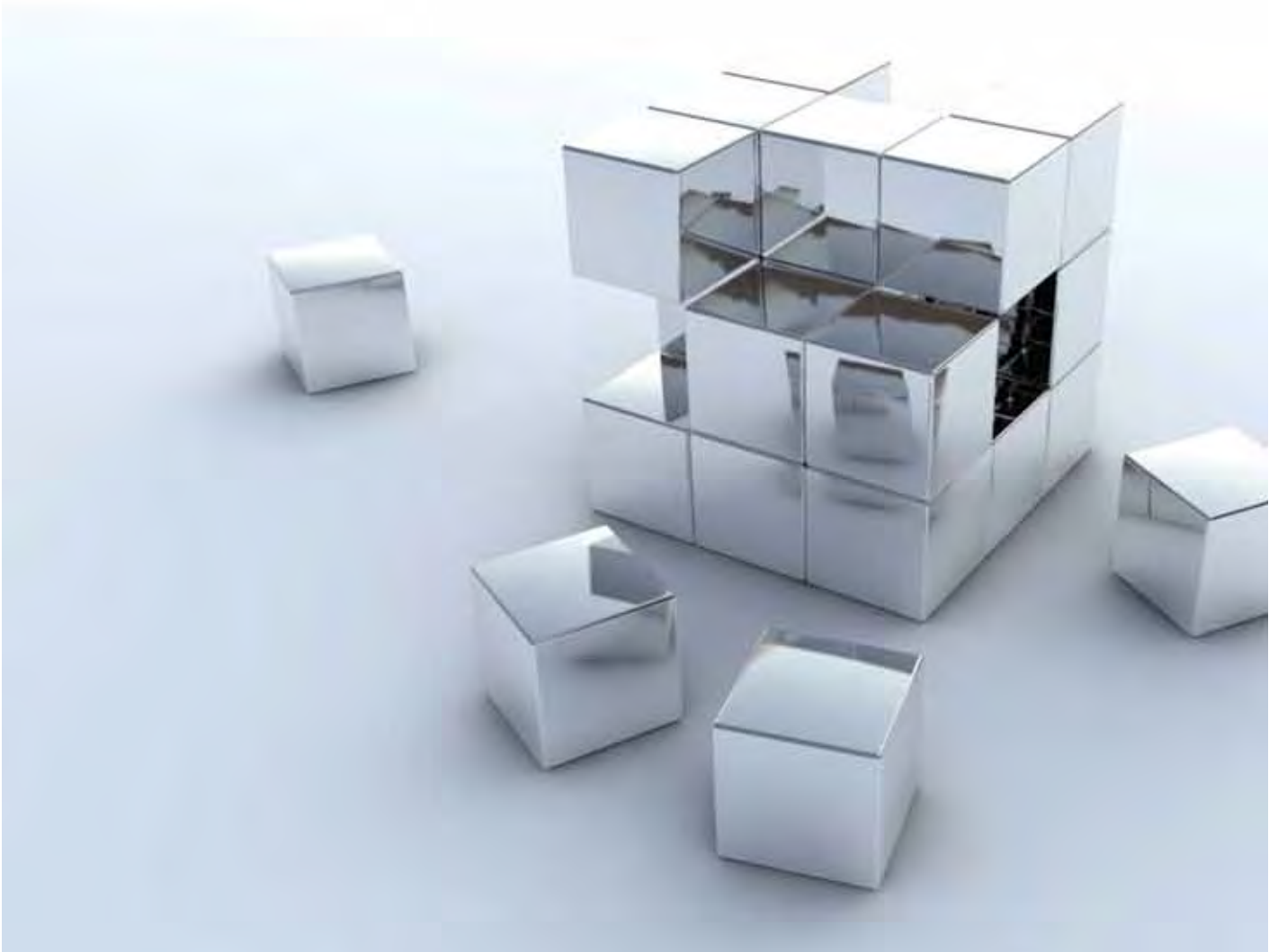
WHAT YOU WILL GET:

- Free initial 30 minute breakthrough session
- Personalised strategy to suit your life and your business
- 6 x weekly 1 on 1 calls
- Fast acting and easy step by step actions
- Recording of call downloadable as mp3

- Action plan and other useful tools
- 15% discount on future programmes
- Free eBook '5 Keys to Small Business Success'
- Free subscription to 'Success Essentials' newsletter
- Regular group mentoring calls

Register for **How to Build Your 6 Figure (and beyond) Business without Burnout** before Friday 16 June and receive discount of **£204**. Full 6 week programme costs **£799** but you will receive the special discounted price of **£595** if you mention this Ad.

Email michelle@michelledarcy.com to book your **FREE initial Breakthrough Session**.





Providing excellent service for women

Bailies Auto Refinishers, an accident repair garage in Newtownabbey, have joined Foxy Choice's Female Friendly Garage Network.

The Foxy Choice logo is the sign for a female friendly approved garage that women can trust for all their motoring needs.

Bailies, run by Stephen and Lisa, are committed to providing excellent service for women, including collecting a vehicle within the Newtownabbey area, taking it for MOT, providing free tea/coffee while waiting for a vehicle and offering assistance to local customers if their car breaks down at home.

Bailies will be holding their first "How to do it motor evenings for Ladies only" at their unit in the Valley

Business Centre on 16 August 2012. This will be a relaxed evening aimed at providing women drivers with the knowledge and skill required to change wheels and wipers, check oil etc.

Remember it pays to look after your car and stay safe on our roads.

If you would like to attend Bailies' Ladies Evening please call Lisa on 028 9086 2389. Bailies are also offering women drivers a free subscription to FOXY Lady Drivers Club worth £23. See ad below for details.



Find Bailies on Foxy website at www.foxychoice.com and look out for Bailies' distinctive pink car with the Foxy logo.



**INSURANCE APPROVED
ACCIDENT REPAIR GARAGE**



*Bailies have Foxy Lady
Driver Memberships to giveaway*

Membership includes:

- **FREE** safety checks for your vehicle
- **Car servicing from £39**
- **FREE** tea/coffee while you wait
- **Collection within the Newtownabbey area**
- **Take car to MOT test**
- **Car insurance discounts**
- **Motoring offers**
- **FREE "no fault" accident assistance service**

**Unit D3A Valley Business Centre
67 Church Road, Newtownabbey BT36 7LS
T: 028 9086 2389 M: 077 6631 2779
www.bailiesauto.co.uk**

Contact lisa@bailiesauto.co.uk to enrol

Remember it pays to look after your car and stay safe on our roads.

TG Eakin Ltd Crowned Ulster Bank Business Achiever

North West firm Budget Energy named Best Business Start-up

Comber-based company, TG Eakin Ltd, has been crowned the 'Ulster Bank Business Achiever 2011' at the all-island final of the awards, which took place at the Mansion House, Dublin. The awards, now in their 18th year, attracted over 360 entries and are in association with the Belfast Telegraph, Irish Independent, Invest Northern Ireland, Enterprise Ireland, and InterTradeIreland.

In a great night for Northern Ireland companies, Londonderry-based Budget Energy was also a winner, being presented with the Best Business Start-Up Award.

TG Eakin Ltd, which also won the International Business Award, manufactures medical devices for the ostomy and woundcare industry. These products are then distributed to 36 countries worldwide. The County Down company was founded in 1974 by Tom Eakin, who is still Chairman of the Eakin Group. His two sons, Jeremy and Paul Eakin now manage the business with Jeremy as Managing Director of TG Eakin Ltd and Paul as Managing Director of Pelican Healthcare Ltd – a sister company in the Group. TG Eakin Ltd has grown into a hugely successful company with a turnover of over £23 million in 2011.

Each year, TG Eakin Ltd enhance their geographic reach and within the past 5 years, have set up new distribution channels in India, Poland, Hungary, Iran, Slovakia, Croatia, Italy, Romania, Czech Republic, South Korea, Russia and Saudi Arabia.

Budget Energy is a new electricity supplier to the Northern Ireland market with a focus on low cost. Based in Londonderry, the company was established in 2011 by Eleanor and George Mc Evoy and currently employs 27 people. It currently has 10,300 customers and continues to acquire 1,400 new customers per month. By adopting a low overhead business model, the company aims to keep its low price promise. The company offers customers the option of paying by bill or a pay as you go keypad meter. In addition Budget Energy is now purchasing green energy from wind farms and anaerobic

digesters from local generators in Northern Ireland.

Along with TG Eakin Ltd, seven other leading businesses from across the island were named winners in their individual award categories.

THE ULSTER BANK BUSINESS ACHIEVERS AWARDS NATIONAL WINNERS ARE AS FOLLOWS:

Overall 'Ulster Bank Business Achiever 2011' – **TG Eakin Ltd, County Down**
Judges Special Recognition Award – **Rosso Solini, Kildare**

1. Innovation & Emerging Technology Award – **Cupprint Ltd, Clare**
2. International Business Award – **TG Eakin Ltd, County Down**
3. Social Entrepreneurship Award – **Pieta House C.P.S.O.S, Dublin**
4. Best Business Start-up Award – **Budget Energy, Londonderry**
5. Family Run Business Award – **O'Connell Group, Cork**
6. Green Business Award – **Joule, Dublin**
7. Agriculture, Food & Drink Award – **Clonakilty Blackpudding Ltd, Cork**
8. Service Business Award – **Millmount Healthcare, Meath**

Speaking at the all-island final awards ceremony, David Thomas, Managing Director of Corporate Markets, Ulster Bank said: "The Ulster Bank Business Achievers Awards recognise and reward business success. This year's 32 all-island finalists represent 13 counties, employing over 2,000 people and have a combined annual turnover of over £150 million. We see the incredible results stemming from SMEs across the island and we are wholly committed to supporting this sector. Our award winners are an inspiration to businesses throughout the island. I would like to congratulate them and I wish them every success in their future endeavours."

Due to the high standard of entries and level of competition in the 2011 Ulster Bank Business Achievers Awards, a 'Judges Special Recognition Award' was presented to Tara Haughton of Rosso Solini for



Leona Loughran, Business Manager, Ulster Bank is pictured with Aaron Hewitt and Barbara-Ann Hitchens, TG Eakin and Ian Jordan Head of Business and Commercial Banking, Ulster Bank



Barbara-Ann Hitchens, TG Eakin and Geoff Lyons, Irish Independent

Barbara-Ann Hitchens, TG Eakin



Barbara-Ann Hitchens (back right) from Comber-based TG Eakin and Eleanor McEvoy (front right) from Londonderry-based Budget Energy are pictured with David Thomas, Ulster Bank's Managing Director of Corporate Markets and the other winners

her innovative design and setting the standard for youth entrepreneurship. Established in 2010 by then Transition Year student, Tara, Rosso Solini sells high-heel makeover kits with coloured soles – giving shoes a designer look and enabling women to match their soles to an outfit.

The Ulster Bank Business Achiever 2011, TG Eakin Limited, will receive

a comprehensive reward package including a publishing bursary with the Irish Independent, business mentoring, a full service communications workshop, as well as national and regional PR opportunities.

For further information on the 2011 Ulster Bank Business Achievers Awards and award winners, go to www.businessachieversaward.com

The Need to Grow

Helping Northern Ireland's business access the finance they need to grow

The vast majority of Northern Ireland businesses are small and medium sized enterprises, many of which are family owned. They have traditionally been reluctant to sacrifice equity in exchange for finance and therefore grant aid and bank lending have historically been the main sources of funding for business growth.

With changes to EU legislation the grant aid support which was once available to Northern Ireland companies through Selective Financial Assistance has been reduced from the end of 2010. It is likely that there will be further reductions in support going forward and some types of support may disappear altogether.

So with lower levels of grant assistance and more stringent lending regimes being implemented by banks it is harder for many local businesses to finance growth. It is essential that alternative sources of funding such as micro-financing, mezzanine debt financing, venture capital investment, technology transfer and business angel funding are introduced and used more widely by the business community.

During 2010-2011 Invest NI

developed a series of initiatives under its Access to Finance strategy, the objective of which is to stimulate the availability of risk capital finance to SMEs in the manufacturing and tradable services sectors.

The Growth Loan Fund is one of the measures from the Access to Finance strategy. Management of the Fund has just been awarded to Braveheart Investment Group plc. The Fund, which aims to generate £150 million worth of SME sales growth per annum by the end of the Fund's ten year life, will provide loans of between £50,000 and £500,000 to businesses that can demonstrate growth potential.

Businesses that are already exporting and wish to further expand sales in international markets will be a key target for the Fund, as they have the greatest potential to contribute to Northern Ireland's economic growth.

The Growth Loan Fund, which totals £50 million and is intended to be part financed by the European Regional Development Fund under the European Sustainable Competitiveness Programme for Northern Ireland, aims to lend approximately £10 million per

annum over the next five years. There is an expectation that this will constitute approximately 50 loans per year.

The wider Access to Finance strategy will provide a range of funding to support deals from the start-up level through to development capital. These include equity and loan funds. This approach is consistent with EU policy which seeks to encourage a risk capital approach. The strategy has been designed to enable re-cycling of returns to ensure long-term sustainability of the funds and a degree of flexibility in the provision of financial support between funds to ensure the support is provided where it is needed most.

NISPO, a suite of programmes including the Enterprise Escalator which has been operating since 2009, is another strand of the strategy. The total fund available is £12 million which includes £2 million of private sector leverage. The NISPO fund targets businesses at the start-up and early development stage and aims to make investments of between £50,000 and £250,000 over a five year period. Additional university funding of £2 million equity and £3

million Proof of Concept grants are also available through this fund.

A final strand available is the Co-investment Fund which is a £16 million equity fund that will match Invest NI funding with business angels and private sector led deals. Invest NI has made £7.2 million available for equity investment which it is hoped will lever £8.8 million over the next six years. The fund aims to make eight deals per annum investing in deals, including the private sector, of between £250,000 and £450,000.

For more information log on to www.boostingbusinessni.com/access-to-finance

Invest 
Northern
Ireland

Building Locally
Competing Globally

Women into Business Programme Updates

Women in Business NI is delighted to be able to support economically inactive women wishing to enter or re-enter the work place through its Women into Business Programme.



Marie-Clare McCabe,
Marketing Coordinator,
Women into Business

Women in Business NI are the promoters of the free Women into Business Programme which is now in its fourth year with over 2000 online registered members. The programme is supported by the European Social Fund, Department of Education and Learning and Invest Northern Ireland.

The vibrant programme is aimed at encouraging and supporting the progression of women in Northern Ireland who are trying to find employment or who wish to start up

their own business.

Marie-Clare McCabe, Marketing Coordinator for the programme comments, "The great thing about this programme is that it is very customer focused and flexible. This means that we have been able to adapt our events, activities and website in line with the recent increase of members hoping to start their own business and there is now more on offer than ever before."

Through its innovative online portal, the programme provides direct access to a plethora of information and support to help members to take

the first step into employment/ self employment.

Each month there is a range of free activities for economically inactive members such as job placements, 1-2-1 mentoring sessions, mock interviews, seminars, events and workshops provided by industry experts.

Visit www.womenintobusinessni.com to see how the programme can help you or someone you know.

N.B you must be economically inactive (unemployed or working / studying less than 16hours per week) to avail of programme activities.

Free activities for economically inactive members such as job placements, 1-2-1 mentoring sessions, **mock interviews, seminars** and much more...

Let us help you get to where you want to be in life.

There comes a time when we could all do with some support or practical advice when faced with the challenges of finding a job or starting a business. That's where [Womenintobusinessni.com](http://www.womenintobusinessni.com) can help.

Women into Business is a **FREE** Programme for women of all ages offering dedicated mentoring, support and advice that will help you get to where you want to go.



Learn • Develop • Expand • Succeed • Share • Support



Coaching is the Catalyst, transformation is the result



Rapid Change Consultancy wins license to run an internationally accredited Corporate Coach Training programme ready to transform organisations in NI.



Anne Dargan,
founder Rapid Change Consultancy.

Imagine your organisation full of people who work together to improve the process, service, and economic efficiency at every level. Imagine people consistently looking for better ways to move the company towards its goals—with focus and enthusiasm. Imagine them more resilient in times of stress.

CoachWise™ makes this all possible.

"I think the penny has dropped in many organisations that coaching is fundamental to their success, however many remain confused as to the benefits and how to apply it. CoachWise™ takes the pain out of all of this", says Anne

Dargan, founder of Rapid Change Consultancy.

CoachWise™ creates an emerging culture of personal responsibility, resourcefulness, resilience and realistic optimism that spreads across the organisation. The benefits are clear:

Growth in leadership and management skills and qualities,
Greater employee engagement.

An empowered, creative, responsible workforce inspired to drive transformation for themselves and the organization.

Anne goes on to explain why CoachWise™ is the answer to support growth driven organisations.

"First and foremost it has been designed for coaching in organizations so it is practical and immediately applicable in the workplace. That can be said lightly, but when everyone knows, understands and practices the same model or framework, it can have a tremendous domino effect in driving change in an organization."

But with the market place over run with coaches and training companies, where and what to buy?

"Organisations want to know that they are buying quality products, that have been tried, tested and verified", Anne continues.

That is why Rapid Change Consultancy sought out this strategic alliance with one of the world's top corporate coach training schools. CoachWise™ is accredited by the most recognizable, independent and global source of professional coaching credentials, the International Coach Federation. CoachWise™ also has an enviable track record and is actively being used in organisations such as BT, Aviva, Coca-Cola, Tesco,

As a change specialist, Anne is passionate about transferring capability to organisations so that they can be self sustaining, doing her out of a job in effect!

"Many people think of coaching as being the preserve of the executives and lament the associated cost. Executive coaching has its place, but nowadays most coaching is done my managers

(40%). So it is easy to do the sums and weigh up the value of training your managers and leaders on how to have coaching conversations".

Rapid Change Consultancy are running open events where you can find out more about how you are guaranteed great results in your organisation with CoachWise™.

To register or find out more visit: <http://www.rapidchangeconsultancy.com/coachwise>

Or contact Anne on 07711 599091

Anne Dargan, founder Rapid Change Consultancy, has 25 years of corporate operational experience and practical experience of implementing coaching to drive change and transformation in organisations. Her team are all highly credentialed corporate coaches with senior level business experience.

Rapid Change Consultancy are running open events where you can find out more about how you are **guaranteed great results** in your organisation with CoachWise™.

Stay Healthy... Summer Dining with Mash Direct



Today's busy lifestyles afford us less time to prepare the nutritious wholesome meals we need. Staying healthy is a big challenge but with the summer months fast approaching there is an opportunity to enjoy the fresh air and take advantage of those long summer evenings and enjoy fabulous food with all the family.

Mash Direct offer a convenient range of healthy, delicious meal accompaniments perfect for summer dining with less time preparing, washing, peeling, steaming or mashing... no pots or pans to clean, more time in the garden with the kids. All products are free from artificial

additives, preservatives or colourings and offer the taste and texture of homemade cooking. They are low in salt and are a good source of dietary fibre. Products are suitable for microwave and oven heating. Mash Direct is the perfect meal solution making it easy to contribute towards a well balanced diet. Good Food Fast!

There is nothing tastier than barbecued food on a summer's day. Good Food, Wine and company are all you need to realise the simple things in life really are best. Why not try Mash Directs freshly baked Potato cakes with spring onion, Irish Cheddar Cheese with a hint of ground black pepper on the barbecue to tantalise

those taste buds. A delicious, versatile meal accompaniment suitable for breakfast, lunch and dinner.

However our summer weather can be unpredictable so for those warm days that end in chilly nights enjoy a selection of new lines recently added to the Mash Direct range Dauphinoise Potatoes, Spicy Potato Wedges, Colcannon Gratin or Potato and Leek Bake to restore and revive-packed full of nutrients and vitamins-Five a day the easy way, the smart choice to a healthy nourishing meal for the all the family.

For further information visit website: www.mashdirect.com



MASH DIRECT

Cooked fresh on our Farm

The perfect meal solution...

A choice of over 20 delicious meal accompaniments. Lovingly prepared using traditional vegetable varieties, steam-cooked on our farm and bursting with flavour. With the taste and texture of good home-cooking and free from artificial additives.

Fresh. Convenient. Delicious. Nutritious.



www.mashdirect.com





Sonja Rooke

On Success... Anyone can be successful

Believe that and you've already taken the first step on the road to success. If you don't believe in yourself, then how will anyone else believe in you, your product or your service?

There are a whole host of things that can impact on your ability to succeed, so it's best to concentrate on the areas within your control. A positive result in these initial milestones and achievements help to reinforce your belief

that success is possible. Acknowledge your achievements – however small they may appear, and you will soon learn notice each positive event and result, helping to fuel your motivation.

Key characteristics of successful people:

Have a strong vision of your future, a well-formed outcome – what will you be doing, seeing, feeling, who will you be with, where will you be based? Be specific. Determination, preparation / research, planning, commitment, an ability to recover quickly and learn from mistakes or setbacks. In NLP there's a very useful phrase

which captures this, "No failure, only feedback". Use each event which didn't go to plan as a learning experience. What would you do differently next time? What have you learned that can be used positively from this? Then make sure you apply the learning!

We don't necessarily all have these characteristics though there's no need for concern, as we can learn and develop them. It's up to you to get things started.

If you would like assistance with achieving success, contact Sonja Rooke for further information.

In NLP there's a very useful phrase which captures this, "No failure, only feedback".



Forever Living

In an age where everyone is trying to sell something to somebody, it is an enormous advantage to be able to offer a range of products with a true depth of history, backed up by consensus of opinion.

As an independent distributor of Forever Living Products, I find myself in the envious position of having both these assets. The depth of history is over 4000 years, and the consensus spans entire civilisations, and not just individuals.

Forever Living Products is a global U.S. based company marketing natural Aloe vera based products of the highest purity and quality, for health and cosmetic use. As long ago as 2200 BC, the benefits of Aloe vera were recorded on ancient Sumerian clay tablets, and pre-Christian Egypt, China, Greece, Rome, India and Arabia held this plant in the highest esteem, for both cosmetic and medical purposes.

As a modern day representative for the properties of this wonderful plant and its preparations, I have the added pleasure offering something genuinely beneficial, and not just a "commodity".

There are around 400 species of aloe plants. They are all succulents found in arid regions throughout the world. They're each beneficial in their own ways, but there is only one species that has been recognized for millenia for its magically soothing abilities—Aloe Barbadensis Miller. It's a mouthful, but it's a name worth knowing.

It is now 4 years since I first started taking Forever Living Aloe vera as a health aid, and without any thought at that time of becoming involved with the company. Such was the benefit for me personally, that I would have felt almost guilty not to suggest it to friends and family, and from that I now find myself representing the product. In a way it is all very

harmonious – a natural progression of involvement with a natural product!

The product range lends itself to exposure through Pamper or Foot Spa evenings (both of which anyone can host), as well as general "at home" gatherings. With growing public concern regarding the side effects of many drugs and synthetic based cosmetic preparations, it may well be that at last the time has come again for Aloe vera to be appreciated as the truly remarkable plant it is. In ancient times only the wealthy could afford to benefit from its effects, but now, when the old wisdom has been verified by modern testing, anyone can experience this gift from nature.

For more information, please contact:
Petia Fleming
Independent Distributor of Forever Living Products
mob. 07722 449775
www.aloe2vitality.co.uk
www.aloe2vitality.co.uk/petia



Set to Win Gold in the Competition of the Soups -

Your Soup enters the Race

Gilford businesswoman Catherine Harris has sprung into the soup market with a new innovative product that is all about you - **Your Soup**. Forget soups that are full of salt, sugar and additives, or mostly water, **Your Soup** is a pot of earthy, tasty vegetables that is low in fat and high in quality.

Catherine Harris, a busy working mum was ill after the birth of her son. Her need for recovery and stamina to cope with motherhood saw her turn to her friend, Joy Gowdy, an alternative therapist and cook. It all began from Joy's forward thinking - soup recipes, passed down from her grandmother, a herbalist, and **Your Soup** was born and is destined to be a winner.

Catherine created the brand **Your Soup**. "I wanted to enhance my natural defences every day in a convenient way. With Joy, I focused on the development of a soup range for my body's needs. "**Your Soup**" embraced everything I wanted for myself and I realised it was a product that was so good it had to be shared with others."

Your Soup is a high quality, nutritious soup that is low in fat and portion-controlled. Catherine had gained four and a half stones and wanted to get rid of this excessive weight. As Catherine asserts, '**Your Soup** had to be full of wholesome, natural ingredients, low in salt, gluten free and with nothing artificial. '**Your Soup**' for me was more than a soup, it was a lifestyle choice". As the nation embraces the sporting extravaganza of the Olympics **Your Soup** is set to keep everyone's flame alight. Other soups will find it difficult to compete against this Olympian of soups. **Your Soup** - low in fat, low in salt, dairy free, gluten free, suitable for vegetarians and one of **Your Five a Day**.

I wanted to enhance my natural defences every day in a convenient way. With Joy, I focused on the development of a soup range for my body's needs. "**Your Soup**" embraced everything I wanted for myself

The **Your Soup** brand is clearly distinguishable by its vibrant colours of nature displayed on three introductory pots: Red Pepper, Tomato and Butternut Squash; Leek, Celery and Cauliflower and Leek and Watercress. **Your Soup** will brighten your day and encourage your wellbeing.

'**Your Soup**' wishes you and your

family a healthy and souper Olympic season. It is 'Game On' for your lifestyle. Enjoy the event with every spoonful. On your marks, get set Tesco, as you go to buy **Your Soup** which is now on sale in your local Tesco Store. Find out more at www.loveyoursoup.com

Love, from Catherine



Say Yes
and spring into action with

Your! Soup!



Be inspired with the birth of **Your Soup**

"**Your Soup**" is a soup lovingly made in Northern Ireland especially for you because you can be **SOUPER**.

The most exciting, wellbeing, low in fat, high in veggies, modern, and uplifting packaged soup to have entered the Soup Market this year- but don't just take my opinion – buy it, taste it, love it, and love yourself.

What Every Manager Needs...

A Coaching Approach with the Right Tool Kit!

Traditional methods of telling staff what to do and expecting them to do it may not get the results your business needs. While a "Command & Control" style may get things done in the short term it does not build capability and provides very little opportunity for learning and personal growth. It is not sustainable and in many ways can serve to directly demotivate talented staff and drive down performance of others.

New skills and approaches are always a welcome addition to the Managers "tool kit". And coaching provides that essential ingredient, the difference that really makes the difference. Coaching takes the Manager away from command & control and towards development & accountability. The Managers role is to manage the "potential" of their staff and holding that belief in "potential" the Manager as Coach also holds them accountable for their own development and performance.

There is nothing "fluffy" about coaching as it offers the opportunity to deploy a much wider repertoire of performance management tools than more directive management models.

"In-house development programmes and coaching by line managers are seen to be the most effective learning and development practices for employees ... A greater integration between coaching, organisational development and performance management to drive organisational change is the most commonly anticipated major change affecting learning and development over the next two years.

CIPD Learning and Talent Development Survey 2011

Coaching raises Emotional Intelligence and Resilience and is highly effective in enhancing communication, building relationships, problem solving, defining goals, action planning and building on strengths/opportunities for development. Underpinned by a belief in potential; it drives motivation and elevates confidence, all critical concerns for great business outcomes.

To achieve this, you don't need to train your Managers to be fully fledged Coaches but you do need

to enable them to understand and develop a coaching approach and equip them with practical coaching tools. All this can be easily integrated within their existing skills set and the organisational performance management context.

Niamh Shiells is an Executive & Career Coach, Director of Advance Coaching, Chair of Association for Coaching Ireland, Board Member Women in Business NI.

Contact Advance today to discuss, Coaching Skills for Managers Training – ILM Certificated
www.advancecoach.co.uk




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coaching

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e. niamh@advancecoach.co.uk

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www.advancecoach.co.uk



Taking on new business premises?

Sorting the legal issues



Julie Carrick is a solicitor at C&H Jefferson who deals with property issues and transactions and also a Women in Business NI member.

Have you outgrown your office at home? Are you looking for premises that will suit your business needs? In the current market, there are lots of opportunities for businesses to find the right premises and on the right terms. Although buying premises may be right for some, for others renting premises is a more affordable and flexible option. If you are thinking of buying or leasing premises for your business, there are practical and legal issues that you need to consider. Addressing these issues should ensure that your new business premises is an asset and not a liability.

SURVEY

As well as highlighting any costly structural problems, a survey is required to assess whether or not the premises comply with health & safety, planning regulations and building control. You may also need to seek advice on disabled access for employees and members of the public. A chartered surveyor will advise you on the structural state of the building, and any alterations needed to make it safe and suitable for occupation.

LEASE TERMS

It is often the case that Heads of Terms are agreed between a prospective tenant and the landlord or its agent. It is a good idea to record these terms in writing, but ensure that these are marked "subject to contract" so that the particular details can be agreed in the Lease, which will be signed by both parties. The draft Lease can then be prepared on the basis of the Heads of Terms, to reflect the agreement between the parties. It is advisable to instruct a solicitor to review the terms of the Lease to ensure that the document does reflect the agreement reached and to ensure that the terms of the Lease are not unduly onerous, restrictive or unfair from your perspective as tenant. For example, issues of particular concern to a tenant will include, its ability to assign or underlet the premises, the extent of alterations that can be carried out and the conditions on doing so, the terms of any rent review and the extent of the tenant's repairing obligations. A surveyor may be able to assist in reaching an agreement with the landlord which is on reasonably favourable terms to the tenant, for example, negotiating suitable break clauses or the right to assign or sublet.

SERVICE CHARGES

Service Charges can have a significant impact on your yearly outgoings and will vary depending on the type of building your premises form part of. Service Charge

contributions cover items such as maintenance, insurance, cleaning and security and, if they were to escalate, you could find yourself in a vulnerable financial position. It is vital that you obtain detailed information from the Landlord about current service charges, previous budgets and projected budgets. You may want to enquire with other tenants as to the level and efficiency of services provided. A surveyor may be able to negotiate a cap on your service charge liability. You should take expert legal advice in relation to the service charge provisions as part of lease negotiations so that you are not liable for charges arising from services from which you do not benefit

INSURANCE

You will need to take out a number of different policies to safeguard your business. These will include; Employers Liability Insurance, which provides protection against liability to your employees for injury or disease arising out of their employment and Public Liability Insurance, which provides protection against claims from members of the public for injuries suffered on your premises or as a result of an employee's activity. If you lease your premises, your landlord will normally be responsible for insuring the building, with you repaying a proportion of the costs attributable to the premises and the terms of your lease may include suspension of rent if something happens preventing you from

using the premises. It will be your responsibility to effect contents insurance.

Expert advice is essential when you are taking on new premises, and can help you source the right property and ensure you get the paperwork right. To help you through the process, you should take the advice of a commercial agent who can search the market for you, telling you about any new developments, and also negotiate the deal on your behalf. A chartered surveyor who knows the market and is experienced in negotiating the price and terms of a contract should also be able to advise in relation to valuations and structural matters. An insurance broker can advise you in relation to which policies will suit your insurance needs. Finally, taking expert legal advice is crucial to ensuring that you get the paperwork right with a lease agreement that protects your business.

If you would like to discuss the terms of a proposed lease of premises or your current lease or would like advice on a proposed purchase of property, please contact Julie Carrick on 028 90329545 or by email juliecarrick@chjefferson.co.uk



Not just for show

Anne McReynolds, chief executive of the new Metropolitan Arts Centre spoke to Symon Ross, Editor of Ulster Business magazine, about the economic benefits it will bring to Belfast.



Anne McReynolds, Chief Executive of the MAC and Roisin McDonough, Chief Executive of the Arts Council at the launch of the MAC's opening programme at Belfast Harbour Commissioners with host Mariella Frostrup

By all accounts Belfast's brand new arts venue, known as the MAC, has left everyone who has visited gob-smacked.

The centre will, in its own words, be selecting, creating and mixing up music, theatre, dance and art to bring audiences the very best of local and international talent under one roof.

While that's an exciting prospect, less has been made of the substantial economic impact the £18m building will make when it opens on April 20.

Some 400 jobs were sustained in the course of the two-year construction of the project but it seems clear that the bodies that funded it – DSD, Laganside Corporation, DCAL, the Arts Council and Belfast City Council – did so because they believed the benefits of the MAC would go beyond arts and culture.

Chief executive Anne McReynolds is in no doubt it can make a big economic contribution.

"We are focused on the fact that we are opening in a period of difficulty and economic strain. Our thinking around that, which is now firmly understood in Government, is that investment in the arts is indeed that. It is investment. The economic outturn from an organisation as significant as the MAC will have impact way beyond just the spend we generate ourselves," she said.

She points out that most of the restaurateurs setting up in St Anne's Square are doing so because of

the MAC, and that it adds another string to the bow of Belfast's cultural tourism offering.

"There is going to be a little cultural and gastronomic hub in St Anne's Square that is will make it such an attractive place for not only local people but also visitors from out of town.

It will have significant economic return," she added.

"Obviously we have been involved in delivering the MAC because we believe in arts, we are arts people. But there are other agendas that we will develop such as cultural tourism.

It has been a long established ambition of the NITB and Belfast City Council in particular for Belfast to really begin to maximise its potential in a European framework."

To that end the MAC has already started developing partnerships with the likes of The Merchant to develop attractive packages for tourists.

She also sees huge potential to work in partnership with the corporate sector, and not just for their sponsorship money.

"You have to work with the corporate sector in Northern Ireland if you want to be part of the wider economic framework. There are some very smart and enlightened businesses here who appreciate that what they can achieve by aligning their brand with ours is important in terms of them pursuing their business objectives," she says.

As an arts centre the MAC will be a hub for creative talent in Northern Ireland and an important step on the creative industries ladder that will further enrich our burgeoning film industry.

"I don't know that everyone who talks about creative industries fully appreciates the fact that there is an intrinsic link between the visual artists, the set designers and builders, the costume makers, the prop guys who work in theatre, who then go forward into film. This is an industry where there is a real co-dependency. If you don't have organisations like the MAC you don't

have Game of Thrones, or if you do they come and bring their entire crew with them," says Anne.

Politicians too have very much come around to this realisation and now see the tangible benefits from having a vibrant arts sector, she believes.

"I have seen attitudes change over the last 20 years that I've been working in the arts. People like me always knew the arts was not distinct or separate or luxurious, that it had the capacity and potential to be part of a civic offering. If we're plugged into the heart of the community what we can deliver is absolutely critical to the development of a healthy economy. We are absolutely part of the civic infrastructure too."

THE MAC BY NUMBERS

- 2 Theatres (350/120 Seater)
- 3 Art Galleries
- 1 Rehearsal Space
- 1 Dance Studio
- 3 Education & Workshop Rooms
- 4 Offices for Resident Art Groups
- 1 Café & Bar
- 1 Artist-in-Residence Studio
- 1 Permanent Artwork



We extend a warm welcome to members who have recently joined Women in Business NI

With over 650 members Women in Business NI is the largest and fastest growing network for business women in Northern Ireland.

In 2012 we have more on offer than ever before with our online pay monthly option from as little as £10 per month and the introduction of the WIBNI Regional events which will give members even more opportunity to network than ever before.

WIBNI PURPOSE

To increase the number of business women in Northern Ireland who contribute positively to the economy and society.

WIBNI VISION

To positively impact every members business.

WIBNI MISSION

To be the most innovative and effective regional business network with global connections.

Membership Options:

Whether you are from the private, public or charity sectors, members benefit from an excellent mix of networking opportunities in a context of business and personal development, with benefits for everyone.

Individual Membership:

Annual Payment £120 + VAT
Monthly Payment £10 + VAT
(minimum membership 12 months)

2 Memberships:

Annual Payment £200 + VAT
Monthly Payment £16.60 + VAT
(minimum membership 12 months)

3-9 Memberships:

Annual Payment £360 + VAT
Monthly Payment £30 + VAT
(minimum membership 12 months)

10+ Memberships:

Annual Payment £600 + VAT
Monthly Payment £50 + VAT
(minimum membership 12 months)

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