

Glasgow Business

THE MAGAZINE OF GLASGOW CHAMBER OF COMMERCE

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AUTUMN 2019

GLASGOW
CHAMBER OF COMMERCE

DOUBLETREE
BY HILTON

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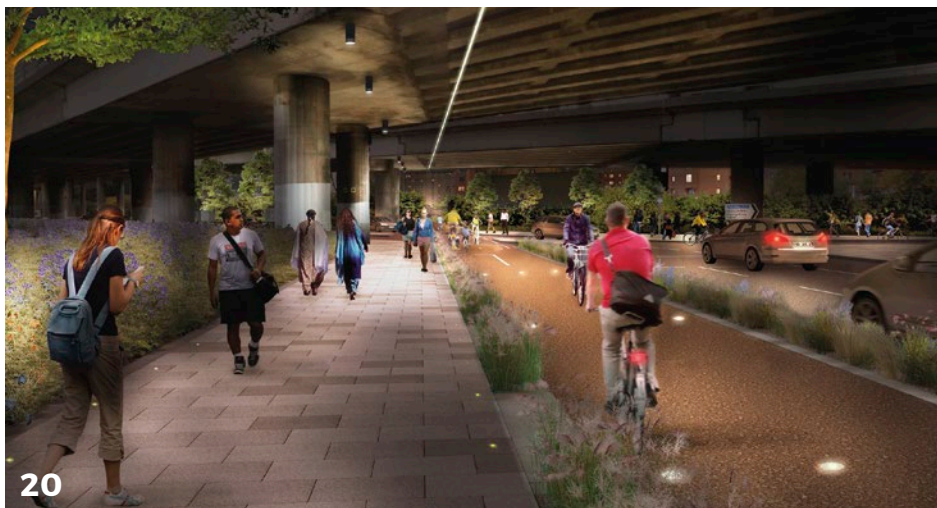
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Glasgow
Business

Paying to park?

It is vital for our members to provide their views on proposals for the introduction of a workplace car parking levy in Glasgow

TAKING THE PULSE OF OUR

members is an essential task for me as President of the Chamber. Our Chamber Forums, set up last year, are proving to be excellent new channels where issues affecting our members are raised.

At a recent meeting of the Chamber's Council of Directors, both the Place Forum and the Glasgow Employment and Skills Board reported their concern about the introduction of a workplace car parking levy.

The levy is a proposal that was raised during the negotiations to agree the Scottish Budget and has been included in the Transport Bill. The Bill is working its way through the Parliament where it will enter its final stages after the summer recess. The levy could affect any business offering car parking places at their premises for workers, customers or visitors but it will be for local authorities to decide whether the levy should be raised and on what basis. A levy scheme is currently in place in Nottingham, for example, which sets a charge of £415 per space on all workplace car parks with more than 10 spaces. Often the charge is passed on to the employees who use the spaces. The Chamber team is advising me that a steady stream of members, often with premises outside the city centre have been asking whether Glasgow is likely to introduce such a levy. As we understand it, the City Council has taken no decision in advance of the legislation completing its passage through Parliament, but we are aware that there is some support for its introduction among some senior City Councillors.

The most recent relevant report for the Council came from the Glasgow Connectivity Commission which acknowledged the dominance of the car in Glasgow's post-war planning and argued for a comprehensive set of

“*Improve the public transport system before any blunt fiscal sticks are used to reduce car use*”

measures to place more emphasis on good quality, affordable and widely accessible public transport. The Chamber has been clear in supporting the Connectivity Commission's conclusions. Those conclusions did not include support for the early introduction of a workplace parking levy but rather suggested that its role should be further researched for future consideration.

The Commission argued vigorously for investments in the quality of the city's bus services, in the development of a Metro system and for expansion of capacity on the rail services, acknowledging that bus services were not as good as they could be and that our rail system is reaching capacity at important hub stations. Those most poorly served by the current system are often in our most disadvantaged communities. We support the Commission's views. We therefore believe that the current emphasis must be on delivering improvements to the public transport system before any blunt fiscal sticks are used to reduce car use. Our focus must be on the design and funding of those improvements whether through the national budgets for transport or through exploring private sector funding options for proposals like the Metro. We have submitted our views to that end to the Scottish Government's Infrastructure Commission.

At this point we will be arguing against any early introduction of a workplace parking levy in Glasgow. Until the Commission's recommendations are delivered, we believe there will be far too many examples of employees who will have no adequate alternatives to their car for getting to work. We intend to consult further with members as this discussion develops.

Jim McHarg, President
president@glasgowchamberofcommerce.com



Rob Booth,

Director - Digital, Beam Digital and Design

What technology (from gadgets to software, including apps) makes your working life easier?

We are strong advocates of open source software and as such we can't say enough about the open source .net content management system Umbraco. It allows us to build websites and web enabled applications that separate design from development. It's not over-engineered and therefore allows our designers to create without constraint and our developers to build solutions with complete flexibility ... what's more our clients love it.

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

The magazine *Wired*. *Wired* is a magazine about future technology, science, culture, gear and business with a smattering of politics. In our business, understanding the way the world is heading in these subjects is vital.

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

Don't just stick to business books and

autobiographies of successful people. Read a variety of books on many subjects. You never know where a great idea is going to surface from. I have just finished *The Future Starts Here*, *Adventures in the Twenty First Century* by John Higgs, a fascinating book about the way our culture has changed and is indeed continuing to change. It gives you a valuable insight into the various generation gaps and explores the ways in which technology can help or hinder us. It ultimately leaves you with a better understanding of what lies ahead for us all.

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

I have learned when to switch off, relax, go for a walk or read a good book in a quiet environment. Beam is not in business to be in business, we are in business to create work that we are proud of ourselves as our clients are. When

your brain is constantly running on high gear, it has no time to reflect and switching off for a while improves problem solving, gives your mind time to be creative and improves your overall productivity.

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

Find a job you love, and you'll never work a day in your life. I never quite understood this quote until I realised it. You'll be more creative, happy and productive if you follow your passion and work will never be a grind.

Rob Booth,
Director - Digital, Beam Digital
and Design



Speakers at the NRW.Invest event: Dirk Brügge, Vice County Governor, Rhein Kreis Neuss Germany; Richard Muir, Deputy Chief Executive, Glasgow Chamber of Commerce; Dagmar Wülknitz, NRW. Invest Düsseldorf; Michael Kordus, NRW. Invest Düsseldorf; Dr Thorsten Volz, Pinsent Masons Germany LLP Düsseldorf and Andrew Harfoot, NRW.Invest London

Business opportunities in Germany

Building on Glasgow Chamber's existing links with Germany, we recently worked in partnership with colleagues at Scottish Development International (SDI) and Scottish Enterprise (SE) to host an event which explored the opportunities of doing business in the North Rhine and Westphalia (NRW) region of Germany. Representatives from NRW.Invest, the principal business support organisation for the area, presented to more than 30 delegates who were interested in exploring what the region had to offer.

Some amazing statistics emerged from the presentation. NRW is the most populous state in Germany with a population of 17.9 million. At around 670 billion Euros, NRW generates more than a fifth of the total German gross domestic product. Some 160 million people live within a radius of 500 km of the state capital, Düsseldorf. No other European metropolitan region possesses such purchasing power.

More than 1,500 UK companies are already located in NRW and

Germany is the first choice for UK firms looking to establish a foothold in mainland Europe representing sectors such as chemicals, advanced engineering, automotive, ICT, healthcare and energy.

At the end of the event we were also fortunate to hear from Lynne Jhangeer, Sales and Export Director of Glasgow company, LINIAN, on her experience of doing business in Germany.

"In July last year I was delighted to represent LINIAN on a cross-sector market visit to Berlin. Nuremberg and Munich supported by SDI/SE, Glasgow and Edinburgh Chambers of Commerce and their counterparts in Germany. This opportunity was not only vital to our strategic development plan for internationalisation, but it also helped us to capture a well-rounded picture of what exporting to the German market would really look like.

"In advance of the trip we were able to tap into the research teams and the field office representatives who could not have been more helpful. We tailored a detailed brief of our 'asks' for the market which included introductions to potential clients and more specific market sector information which

helped us tailor our value proposition. We were advised that the German market liked businesses to be very well prepared and we took that very seriously.

"We were able to attend several workshops in advance of the visit and understanding the culture, expectations and how to conduct ourselves meant that we really were fully prepared. We had identified two potential distributors within the region and met them while we were there.

"As our exporting journey begins, we are very excited to be dealing with the German market. The similarities between doing business in Germany and in Scotland are startling and something that we may not have been able to understand first-hand in this manner without the support of the market visit and 'in country' experience. It is refreshing to deal with businesses that share many of the same values, ethics and with aligned strategies. We look forward to seeing what this market brings for these partnerships that we have."

If you are interested in finding out more about our business connections in Germany and other countries, or participating on future business visits, please contact Elaine Rodger on elaine.rodger@glasgowchamberofcommerce.com or call 0141 204 8332.

Lynne Jhangeer,
Sales and Export
Director, LINIAN



Building our future

The real added value for Scottish Enterprise is in making connections that support business investment and local communities as vital to economic success

STEVE DUNLOP, THE CHIEF

Executive of Scottish Enterprise for just over a year, spoke recently at our Glasgow Talks series about his organisation's fresh new three-year plan and raised the suggestion of regional investment prospectuses to support the growth of vibrant local economic communities.

We had an opportunity to dig underneath SE's thinking processes in its 'Building Scotland's Future Today' strategy and how it applies to Glasgow Chamber and its membership. It is a change in direction and one that is entirely appropriate because it reflects a profound understanding of how local communities are of vital importance to economic success.

Waving the flag for the nation on the international stage, and selling our wares to the world, remains important, but economic success must also be rooted in our communities. Of course, it is crucial that SE continues to work on behalf of individual businesses whether through advice or investment. However, the real added value for a government agency such as Scottish Enterprise is in making connections that support business investment and growth and at the same time create the economic value and impact for local communities. If local

"The change in direction reflects how local communities are of vital importance to economic success"

communities don't see that connection, then the disenchantment we have seen with business and with politics will lead to more decisions like Brexit.

There is a positive cycle too. The more that local people see employment opportunities in their areas, the easier it will be to encourage local people to get into training and education and get into the labour market which will, in the midst of a global battle for talent, attract more employment nearer to the places where they live. It is a genuinely symbiotic system.

Dunlop's leadership in placing economic growth in a variety of Scottish locations, such as the Advanced Manufacturing Innovation District in Renfrewshire or at the Glasgow City Innovation District next to the University of Strathclyde, playing off the assets which each location has, is a clearer strategy for all of us to grasp. We have several more opportunities in the Glasgow City Region that we would hope to see in a Glasgow investment prospectus like the University of Glasgow's Riverside Innovation

District, the Scottish Events Campus or the next phases of Clyde Gateway's development of the East End.

Dunlop's regional investment prospectus proposals also make sense because Scotland is not up for massive structural change and money is tight. It is worthwhile re-invigorating local community structures with Scottish Enterprise acting as an independent facilitator, developing regional prospectuses with a set of projects to attract private investment which build community assets and self-confidence, then Scottish Development International (SDI) can act as a Scottish sales force overseas, targeting the likes of a Canadian pension fund or a sovereign wealth fund interested in Scotland.

If Scottish Enterprise can act as a catalyst, pulling together such investment prospectuses which could assist in promoting Phase Two of our City Deal, then both public and private sectors are playing a stronger role in building the inclusive communities we all need.

Stuart Patrick, Chief Executive
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Glasgow Talks...

with Steve Dunlop, CEO, Scottish Enterprise

Steve Dunlop is no stranger to the regulars who attend the Chamber's Glasgow Talks series. Previously, he spoke eloquently and with passion about Scottish Canals, where he was Chief Executive Officer, and the impact of regenerating 137 miles of canals and adjacent land across Scotland.

He returned for the June event at the Lighthouse as the Chief Executive Officer of Scottish Enterprise, the national economic agency, where he has been in post for over a year. Steve gave a first-hand insight into the new strategy, Building Scotland's Future Today, which comes after his year-long consultation with staff and stakeholders to transform the agency.

Outlining his main points, he said the enterprise agencies, and this includes Highlands and Island Enterprise (HIE), will invest more than £409 million delivering a range of projects and initiatives across the country. This will include the likes of the Advanced Manufacturing Innovation District in Renfrewshire and finding productive

uses for existing assets such as the former Michelin site in Dundee.

But what is different is Dunlop's call for more partnerships and a series of prospectuses which deliver better economic outcomes for all of Scotland's communities, and help to achieve the goal of inclusive growth.

"We want to build on the highly successful Scotland is Now campaign by enhancing and promoting the appeal of Scotland as a place to live, work, study, invest and attract fresh talent," he said.

This is about more than the urban centres of Glasgow and Edinburgh, it is about realising the potential for the Highlands and Islands with exciting new opportunities in industries such as space, the marine economy and a collaborative masterplan for Fort William.

Together the agencies expect to deliver a range of measures in 2019-20, including up to 11,000 new and safeguarded jobs; spending £250 to £300 million on research and development; increasing export sales from Scotland by £1.25 to £1.5 billion and increasing the turnover of many more businesses.



Steve Dunlop, CEO, Scottish Enterprise, with Stuart Patrick, Chief Executive, Glasgow Chamber of Commerce

Dunlop says Scottish Enterprise's vision is to create an economically vibrant Scotland that benefits those who call Scotland home and has a positive impact on the world stage. He implored the gathering that we must all do this in a spirit of goodwill and collaboration.

Glasgow Talks... Women in Sport

IN May's Glasgow Talks, as Scotland's women prepared to head for the football World Cup in France, it was appropriate to welcome two sporting women discussing Women in Sport.

Maureen McGonigle, the founder of Scottish Women in Sport and former administrator of Scottish Women's Football, and Georgia Adderley, British Junior Squash Champion, were the guest speakers.

Georgia and Maureen are both passionate about sport and

particularly how to encourage, grow and mentor women in sport. Both spoke about the vital issues around empowerment, leadership and investment for women of all ages. But they pointed out that the media had a massive role to play in encouraging participation and shining a light on winning women as positive role models.

Glasgow Talks, sponsored by the Adam Smith Business School and the Clydesdale Bank, is Glasgow Chamber's monthly series of business seminars.

Maureen McGonigle, Founder of Scottish Women in Sport and former administrator of Scottish Women's Football and Georgia Adderley, British Junior Squash Champion



Made in Glasgow

Geoff Ellis is a legend in the Scottish music industry who knows the secret to putting on sensational events



The Made in Glasgow speakers

Geoff Ellis, the Chief Executive of DF Concerts & Events, shared his insights for success as the keynote speaker at the third Made in Glasgow event at the Studio Venue in Hope Street. "Vibrant cities need great live events to create the essential buzz, and we are very good at doing this in Scotland," he told the audience.

He spoke about his passion for live music and bringing events to Scotland, and how 'T in the Park' became one of the largest and most innovative festivals in the world. Geoff and his team started looking at other events, starting with the Glasgow Summer Sessions in 2013 and the festival has continued to grow, attracting world-class acts to the city.

Geoff's newest festival, TRNSMT, began in July 2017 on Glasgow Green, showcasing Radiohead, Kasabian and Biffy Clyro. The event attracted more than 110,000 attendees across three days. DF Concerts & Events also launched Edinburgh Summer Sessions in 2018 with concerts taking place in Princes Street Gardens during the Edinburgh Festival Fringe. As he spoke, preparations were advanced for TRNSMT 2019, which was causing excitement among Scotland's music lovers.

The event, once again hosted by Andrew Dobbie, the MadeBrave founding Director and Glasgow Chamber Council Director, was a treasure trove of great

advice and storytelling from those who joined Geoff.

Jennifer Phin is the Managing Director of family business A.C. Whyte & Co. Ltd, one of Scotland's most experienced major refurbishment contractors, established 45 years ago. She took over in 2016 and has managed the steady growth with 2018 turnover reaching £15 million, the highest in the company's history. She spoke about working in partnership with West College Scotland to develop a skills academy and industry-led initiative launched by Cabinet Secretary, Derek MacKay.

Lisa Lawson, of Dear Green Coffee Roasters & Glasgow Coffee Festival, has been a supporter of Made in Glasgow, and she was able to give an update on her business and the Glasgow Coffee Festival. Also telling her highly amusing story was Lisa Donati, the founder of Gie it Laldy, a Glaswegian design and gift company celebrating language and culture. She runs her online store and shop in the West End of Glasgow and also runs the 'Wee' Gie it Laldy Creative Club, for kids.

James Rusk, co-founder of hospitality and lifestyle group RUSK & RUSK, was able to talk about his latest venture, So LA, an eatery and bar in Mitchell Street that was inspired by travels to California, while Lauren Stewart, the Founder and Managing Director of The Drink Cabinet,

in the East End of Glasgow, explained how her creative thinking turned her into an accidental entrepreneur, creating a multi-disciplinary agency for the drinks industry and the licensed trade.

Also on the bill was Lynne Jhangeer, of LINIAN. A former sales manager with more than 15 years' experience in the construction and plant hire industries, Lynne joined LINIAN in 2015 and has helped raise its performance in production and logistics and expanding sales in domestic and international markets.

Mark Hunter, who started Postable, a digital marketing consultancy and training provider, gave an excellent account of his experiences as one of Scotland's very first podcast producers.



Geoff Ellis, Chief Executive, DF Concerts & Events

Uncertainty ahead for Scotland's businesses

Businesses need to protect their regulatory and economic interests as political turmoil continues to steal the limelight



“There is so much scope for significant political turbulence ahead”

Scotland's business community faces a number of high-profile political risks centred around constitutional uncertainty. This was the central message from the Glasgow Chamber of Commerce event held in June with communications specialists, Grayling. In the midst of the Conservative leadership race, delegates heard from Grayling's Head of Public Affairs in Scotland, Ross Laird, on the likelihood of ongoing political turbulence and the risks and issues likely to affect businesses.

Unsurprisingly, Brexit was at the top of the list. The continued uncertainty has now been amplified with a real risk of a no-deal Brexit at the end of October. The new Prime Minister faces a wide range of political hurdles to get any form of deal through, however, MPs have also shown they are prepared to take a stand to prevent a no-deal Brexit, should they need to. Can the deadlock be broken when the Conservative Government is down to a threadbare majority and cannot assume authority over its own MPs? Only time will tell.

If Brexit is the highest risk, what other political risks do businesses need to be aware of? One is the risk of a General Election. The next is not scheduled until 2022, but with the Conservative Party so volatile, there is no guarantee that they would win a vote of confidence in the House of Commons and could even

face a two-thirds majority vote for an election. That would put Labour in poll position to become the largest political party – but far short of a majority. Who would join Labour in a coalition? The Lib Dems will certainly be sceptical of any formal alliance following their disastrous engagement with the Conservatives, leaving the SNP as the most likely players, bringing with them their demands for a second independence referendum.

How likely is a second independence referendum? Much will depend on events in Westminster and beyond. Support for independence is on the rise but the SNP won't want to go too early to the polls. Brexit and an unpopular Prime Minister would certainly all be

beneficial to their cause, but these have to be countered by other political issues – the likelihood of the UK Government vetoing a vote, the forthcoming Alex Salmond court case and the squeeze on public finances to name but three.

With so much scope for significant political turbulence ahead, businesses need to ensure that regulatory and economic issues are not squeezed out as issues of concern and that the voice of business is heard in the right quarters. Whatever issues the coming months bring, certainty is not one of them.



Ross Laird, Head of Public Affairs in Scotland, Grayling, addresses the event delegates

Cruden Group welcomes annual intake of modern apprentices

CRUDEN Group, an independent construction group, continues to prove its commitment to developing Scotland's young workforce and tackling the skills shortage within the construction industry. It welcomes this year's intake of thirteen new apprentices, including two female apprentices, painter Caitlin MacGregor and joiner Caitlin Sheekey.

The new modern apprentices will become part of the 80-plus strong team of apprentices that the Cruden Group trains every year. As one of Scotland's largest independent construction firms, the company has been delivering a modern and

graduate apprentice programme for almost 50 years and continues to invest heavily in maximising local training and employment opportunities across Scotland.

Over 60 young people applied for the roles and, following a series of tests and interviews, thirteen eager new recruits, ranging in age from 16 to 20 years old have been selected to embark on a four-year modern apprenticeship programme as joiners, painters, plumbers and bricklayers, where they will learn their chosen trade through practical on the job training, while also working towards a formal qualification.



Glasgow Distillery's new still 'Frances'



Glasgow Distillery celebrates city's great female artists with naming of new whisky stills

THE Glasgow Distillery has announced the exciting arrival and naming of two new whisky stills which have recently been installed at their premises in Hillington.

After months of deliberation, the stills have been christened 'Margaret' and 'Frances' in honour of two of Glasgow's most influential female artists.

Towards the end of the 19th Century, Margaret MacDonald and her sister, Frances MacDonald, moved to Glasgow and enrolled at The Glasgow School of Art. Both became prominent members of 'The Glasgow Girls', a group of pioneering female artists who had an undeniable influence on forging the iconic 'Glasgow Style' of art which the city still celebrates to this day.

The new stills, which are identical replicas of The Glasgow Distillery's two existing whisky stills, Tara and Mhairi, double the distillery's production capabilities to approximately 440,000 litres a year – the equivalent of over 1 million bottles of their single malt scotch whisky, 1770.

Advertise with us!



For more information and to book contact David Hughes

T: 0131 561 0022

davidh@connectcommunications.co.uk



Councillor John Ross, Leader, South Lanarkshire Council, with Ian Manson, Chief Executive, Clyde Gateway

Clyde Gateway officially opens flagship office building

COUNCILLOR John Ross, the Leader of South Lanarkshire Council, has opened the latest in a long line of successful new-build office developments delivered by Clyde Gateway.

Red Tree Magenta, a Grade A modern premises of 40,000 sq ft, has been built at a cost of £9million and is the first building at Magenta, a new 27-acre urban business park situated in

Shawfield, next to the River Clyde and M74 motorway network.

It is home to 30 tenant companies, bringing 170 jobs to the area, with demand for the location so high that the building is already fully let, years ahead of expectations.

There is an impressive range of tenants within Red Tree Magenta, from solo new-start businesses right through

to larger established companies, all of whom have recognised the growing demand for flexible and collaborative workplaces and enhanced specification and services.

Among the facilities at Red Tree Magenta are a Nespresso café, superfast fibre connections, collaborative working and breakout spaces, a garden roof terrace and electric car charging points.



Members of the Scullion LAW team in Hamilton including Liz Semple, Emma Wright and Gordon Lennox hand over a cheque for £767 to the Marie Curie, South Lanarkshire Fundraising Group

Scullion LAW is proud to be committed to the community

A TEAM of walkers from Scullion LAW Hamilton has raised more than £2500 for local charities by completing the 23-mile Kiltwalk in Glasgow. This will be generously topped up by 40% by the Tom Hunter Foundation, which will make a positive difference to the lives of others.

They recently presented a cheque for £767 to the local Marie Curie fundraising team on the steps of their office in Cadzow Street, Hamilton. Marie Curie is their charity of the year, but they have been working closely with them for more than five years.

The company also recently welcomed members of the Marie Curie South Lanarkshire fundraising group to the office to celebrate their first birthday as a team.

Help put an end to homelessness with a simple cup of coffee

HOW many of us reach for the coffee first thing in the morning to help us face the day ahead? Wouldn't it be amazing if that simple act of grabbing a coffee helped countless people experiencing homelessness face the day ahead too? That's exactly what Dear Green and Social Bite are hoping to achieve with their new partnership.

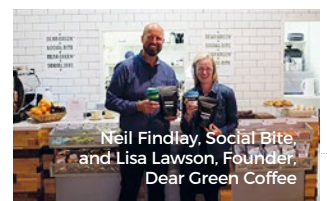
Dear Green is a Glasgow-based coffee roaster credited with pioneering specialty coffee culture in Scotland. And it's equally well-known for its sound ethical business practices.

Having admired Social Bite's hugely successful 'Pay It Forward' campaign, Dear Green selected Social Bite as its chosen charity for the first ever Glasgow Coffee Festival back in 2014. And now, both ethically

conscious organisations are excited to work together once again, joining forces to create an ethically sourced coffee that will benefit those experiencing homelessness here in Scotland.

The Dear Green x Social Bite Blend is an exclusive blend of Brazilian, Colombian and Rwandan coffee which not only tastes good, it also does good. A percentage of the proceeds from the sale of every retail bag of Dear Green x Social Bite Blend coffee will go directly towards Social Bite's 'Pay it Forward' scheme which enables someone experiencing homelessness to receive a free cup of coffee.

It's all part of Social Bite's ultimate goal to end homelessness in Scotland.





Derek Mackay MSP with Bernadette Hewitt, Chair, CHA, at Bell Street

New life for city centre stables as first tenants move into new flats

A STABLE block which was home to dozens of working horses in Glasgow has been transformed into 52 new flats for mid-market rent.

GHA and Lowther Homes, both part of Wheatley Group, are behind the £7million regeneration project which has put life back into the B-listed Bell Street Stables in the Merchant City.

As the first tenants moved into their new homes, Derek Mackay MSP, Cabinet Secretary for Finance, Economy and Fair Work, popped in to see how historic buildings can be restored to provide people with quality, affordable housing.

He was joined by Spencer, a 12-year-old Clydesdale horse from Pollok Park, who dropped in to mark

the transformation of the building that would have been to home to his ancestors.

Designed in the late 19th century, the stable block housed the horses which pulled Glasgow City Cleansing Department's refuse collection carts, as well as the city's police horses.

The new one and two-bedroom flats, made possible thanks to a £2million grant from the Scottish Government and support from Glasgow City Council, are being let and managed by Lowther Homes.

The homes were built by contractor CCG with the plans developed in partnership with Collective Architecture, Scott Bennett Associates and Martin Aitken Associates.

Laings trek from Glasgow to Edinburgh to raise funds to support the British Heart Foundation

A TEAM from Laings, including Wendy Laing, Marketing Director, and Joe Walsh, CEO, took part in a gruelling trek recently to help to raise vital funds for the British Heart Foundation and the life-saving work that they do.

Luxury jewellers, Laings, took part in the Glasgow to Edinburgh Trek to support their charity partner, the British Heart Foundation. The team comprising of Wendy Laing, Joe Walsh, Hollie Gillies, Craig Nisbet, Katie Little and Felicity Lynden tackled the 100km walk from city to city, raising funds as they went.

The demanding challenge saw participants trekking for up to 30 hours over 100km along the Forth and Clyde and Union Canals, via the Falkirk Wheel all the way to the Capital. The test of endurance was no mean feat and the walk equates to a staggering 145,000 steps, putting both the mental and physical stamina of the participants to the test.

Laings launched the Charity Partnership in September last year and is dedicated to raising vital funds. It is also a charity that resonates personally with the Laing family and Wendy Laing and her husband Joe Walsh want to help the charity to continue to support families affected by heart and circulatory diseases.



Wendy Laing, Marketing Director, Laings

Continued growth for Shredall SDS Group

DUE to continuous growth, Shredall's Scotland branch is opening a new, bespoke, fully operational high security shredding facility in October which will quadruple current output capability.

The new shredding line includes a baler and conveyor, which has the capacity of shredding six tonnes of paper an hour. The new depot will give them the opportunity to continue to grow the team and increase business, allowing them to provide more information management solutions.

Shredall offer onsite and offsite shredding, hard-drive and media destruction, product and textile shredding and bulk recycling.

The company is delighted with the success of the business and is proud of its 100% paper recycling rate.

The most recent addition to the Shredall SDS Group

is the earth-coated paper cup recycling scheme where it is providing businesses with a collection and recycling coffee cup scheme to help save billions of cups from landfill.

Shredall's Scotland branch is opening a new high security shredding facility





Angus McAllister and Elaine Harris

SSE Hydro named world's fourth busiest venue

ALMOST six years after opening, Glasgow's SSE Hydro has been named the world's fourth busiest venue in the Pollstar Top 200 Arena Venues poll.

The venue sold over 560,000 tickets between December last year and May this year, a figure equivalent to almost £30m in gross sales.

It places just behind Madrid's WiZink centre in third place, while New York's Madison Square Gardens took second place, and Cologne's Lanxess Arena came in first.

The achievement comes after it was announced recently that the Hydro had welcomed over a million visitors to 114 performances over the year 2018/19.

Since opening its doors in 2013, the venue has hosted some of the music industry's biggest names, including Sir Paul McCartney, Britney Spears, Fleetwood Mac, Kendrick Lamar and rock band Metallica.

It places at the highest of seven Glasgow venues which made the list, which includes the O2 Academy at 11th place, King Tut's Wah Wah Hut in 73rd place, SWG3 in 80th place, St Lukes in 163rd place, Oran Mor in 180th place and the Queen Margaret Union at 189th place.



Glasgow's SSE Hydro has been named the world's fourth busiest venue

Keep on trucking Elaine!

ALLIED Vehicles Group was proud to be able to help Scots model and UK Top Model Finalist Elaine Harris who was on a fantastic fundraising journey for the Cape Verde Dental and Optical Clinic.

Elaine's fundraising trip challenge involved her travelling as far as she could as part of a 10-day trip, and all without spending any money. All money raised by Elaine was spent providing specialist dental and optical care for people at the Clinic as such care is beyond the reach of most people on the islands.

Elaine has a 13-year connection with the island of Sal which is one of the Cape Verde islands, situated off the coast of Senegal. The first clinic ran in 2018 and delivered

almost €40,000 worth of free treatment. Last year a £10 donation became £150 worth of free treatment, so even a small donation can make all the difference to children and vulnerable adults.

Allied raised money at its most recent dress-down day for the clinic and was able to help in a practical way as driver Angus McAllister drove Elaine in their vehicle transporter to Brussels. Allied exports disability-adapted vehicles to Europe every month.

Chamber Partner Glasgow Taxis also played its part by driving Elaine across the city from Carntyne to Possilpark earlier in the trip as she looked to continue her travels further afield.

Sculptor moulding new success at Grovewood Business Centre

SCOTTISH sculptor David Mitchell has moved into bigger premises at Grovewood Business Centre in Lanarkshire as he seeks to broaden his workload.

The 27-year-old has been commissioned by the Citizen's Theatre in Glasgow for restorative work as he takes charge of renovating statues that are in the foyer of the community theatre.

Mitchell's work is already known to a Glasgow audience, whether they realise it or not. The artist's most recent project brought colour and entertainment to the streets of Glasgow this summer with Mitchell involved in the painting of some of the Oor Wullie bucket trail sculptures that have captured the imagination of the city.

Mitchell is confident his new surroundings will provide the platform for an adventure of his own. The artist has been able to take on bigger projects after moving into

a substantially more spacious unit at Grovewood Business Centre, managed by UK Steel Enterprise (UKSE) – a Tata Steel subsidiary aimed at furthering economic prosperity in former steel producing communities.

Located at Strathclyde Business Park, Grovewood Business Centre offers 46,500 sq ft of managed office space and industrial units. Since UKSE started in 1975, 685 companies have shared the space and built up businesses, creating employment opportunities and economic growth in Lanarkshire.



David Mitchell with Jackie Taylor, Property Administrator, UKSE



Andy Cumming, Chris Little, Andreau Talla, Ance Kristone, Olga Vassiljeva, Liam Cassidy and May Donald, City of Glasgow College

Nation's budding chefs make it four in a row

PROFESSIONAL cookery students from City of Glasgow College have successfully defended an international culinary title for the fourth year in a row.

The team of five from Scotland's flagship college were up against trainee chefs from Anne Arundel Community College in Maryland, USA – widely regarded as one of the best culinary schools in America.

Ance Kristone, Olga Vassiljeva, Liam Cassidy, Andreau Talla and Chris Little mastered the art of the American flat iron steak to retain the prestigious Atlantic

Cup Challenge. The students were mentored during the competition by Andy Cumming, Lecturer in Professional Cooking and Culinary Arts, and May Donald, Associate Dean for Culinary Arts at City of Glasgow College.

The inaugural Atlantic Cup cooking challenge was held in October 2016 during the launch of the college's City campus in the heart of Glasgow's learning quarter and forms an important element of the partnership established between the two institutions in 2014.



Glasgow Caledonian named Scotland's most sustainable university

GLASGOW Caledonian University (GCU) has been rated first in Scotland in the People & Planet University League 2019 for its environmental and ethical performance.

The university is the only institution in Scotland to be rated 'first class'. It climbed 18 places from last year's rankings to be placed 23rd out of 154 universities in the UK.

People & Planet is the UK's largest student campaigning network. Its annual University League is the only league table that ranks UK universities on their environmental and social justice performance. The rating is based on scores in 13 categories, including carbon reduction, energy resources, waste and recycling, sustainable food, workers' rights, ethical investment and water reduction.

Recent sustainability highlights include the launch of GCU's sustainable food policy, which provides strategic direction to everyone involved in catering at the university and applies to all on-campus food outlets.

GCU is Scotland's first Cycle Friendly Campus, awarded with distinction for its role in encouraging and supporting the increase of the number of students and staff travelling by bike – currently 10 per cent.

GCU has also invested in state-of-the-art recycling facilities and a combined heat and power system to help reduce the University's carbon footprint, and it continues to send no waste to landfill.

Eyecademy announces expansion into North East England

EYECADEMY has announced its official expansion of operations into Newcastle, Tyne and Wear. Strengthening the company's provision of data, analytics and consultancy. This new expansion will enable Eyecademy to continue to deliver insights to enterprises across the UK.

Delivering Data & Analytics solutions since 2008, the Glasgow-based firm is excited to begin their expansion, acquiring new offices at the Core, in the heart of Newcastle city centre.

A hub for technological collaboration, the Core aims to aid companies addressing 'Future City Challenges', allowing

Eyecademy to join an elite residency of innovators, alongside the National Innovation Centre for Data.

With the UK Data & Analytics industry predicted to grow by more than 170 per cent over the next five years, Eyecademy's expansion comes at an opportune time for the company to create new employment and business opportunities in the North East.

Experiencing this data boom over the last 10 years, Eyecademy has helped dozens of enterprise clients across 19 industries improve their analytical insights. More effective use of growing volumes of data is reducing

time to make informed, evidence-based decisions, resulting in more effective use of resources, significant cost reductions and improved return on investment (ROI).

Eyecademy is expanding its operations into England's North East





The Ivy Buchanan Street

Glasgow's Style Mile welcomes The Ivy Buchanan Street

THE Ivy Buchanan Street recently welcomed Glasgow's social scene for a sneak peek of the restaurant just ahead of its opening.

One the night, the Red Hot Chili Pipers celebrated the latest addition to the city's Style Mile with their rendition of Wake Me Up by Avicii to the delight of more than 400 guests, while a live DJ performed upstairs on the first floor.

Guests including Judy Murray, Amy MacDonald and Richard Foster – alongside the who's who of the Glasgow foodie scene – enjoyed

delicious canapés and signature cocktails, including a Pictish Spritz and refreshing Passion Fruit Bellini.

The Ivy Buchanan Street offers sophisticated yet relaxed all-day dining in the heart of Glasgow.

Located at 106 Buchanan Street and set across two floors, the brasserie offers Glaswegians and visitors to the city striking interiors, all-encompassing menus and friendly service from sunrise to late evening, accommodating approximately 222 guests.



Loganair returns to profit in first full year of flying solo

LOGANAIR has reported a pre-tax profit of £1.01million for the 12 months ended 31 March 2019 – its first full year of operation under its own brand as Scotland's Airline. There was record turnover of £119.85m, up 8.3 per cent on the previous year's figure of £110.65m.

The pre-tax profit is reported after non-recurring costs of £3.07m related to introducing Embraer jet aircraft to the fleet, which expanded to 43 aircraft during the first quarter of this year. With this expansion, Loganair has become the UK's fifth largest airline by number of flights operated.

It is a welcome return to the black after the previous year's loss, which reflected the cost of creating an airline from scratch due to the break-up of Loganair's franchise agreement with Flybe and subsequent damaging and unsustainable competition on key routes from its previous partner.

In October 2018, Loganair's remarkable progress saw it win regional aviation's highest accolade – the European Regional Airline Association's award for Airline of the Year, voted for by a panel of industry experts.

In February 2019, fellow UK regional airline bmi Regional ceased trading, and Loganair's operation grew by recruiting 140 of its pilots, cabin crew and engineers – as well as expanding the fleet by acquiring many of its Embraer aircraft. The increased range of the jets facilitated growth further afield for Loganair, with new services from Scotland to Germany, Norway and Denmark and from Newcastle to Belgium and Norway being launched.

University of Glasgow commended by UK independent quality experts

THE UK's independent quality body has commended the University of Glasgow for success in promoting equality and diversity and the strong partnership it has built with its student community.

The Quality Assurance Agency for Higher Education (QAA) appointed a team of six independent experts to review the university earlier this academic year.

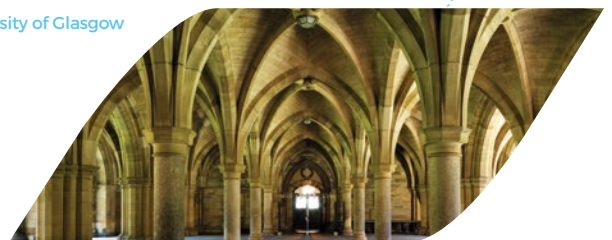
The team awarded the university commendations in six areas, including its:

- strong and productive relationship with its Student Representative Council
- long-established strategic approach to widening access, which it continues to develop through engagement with a wide variety of stakeholders
- progress towards establishing parity of esteem between teaching and research, notably through the career development pathways for its academic staff
- Academic Writing Skills Programme: a mandatory

course that aims to improve the academic writing skills of all students.

The report also commends the University for its proactive approach to promoting equality and diversity. By appointing Equality Champions and working closely with student representatives, the University is making good progress, in particular in the areas of mental health, LGBT and student parents and carers.

University of Glasgow



Coming Soon!

The Circular Glasgow Network

Collaboration is key to a circular economy. Just look at the partnership between Adidas and the global ocean waste movement, Parley, who are working together to create sustainable sportswear made from our plastic waste, or the shoe brand Timberland which has joined forces with tyre manufacturer, Omni United, to recycle tyres into footwear.

As the saying goes, "one man's trash is another man's treasure" and we truly believe that connecting and networking with like-minded businesses is one of the best ways to identify opportunities.

That is why later this year, Glasgow Chamber of Commerce is launching the Circular Glasgow Network.

Glasgow is thriving with innovative and pioneering businesses who are already helping to position Glasgow as a leading circular city. This new network will encourage discussion around what a circular city means for your business, showcase what's already happening both locally and internationally, and demonstrate how these circular ideas could support our city's future economy, society and environment.

Over the past year, Circular Glasgow has been working primarily with

SME businesses in the city looking to find out what social, economic and environmental benefits the circular economy could bring to their business.

Building on this momentum, the Circular Glasgow Network will provide a platform for businesses of any size or sector to connect, network and collaborate with other like-minded businesses in the city.

If you would like to find out more about the Circular Glasgow Network and register your interest, please get in touch with Lisa McConnell at lisa.mcconnell@glasgowchamberofcommerce.com





Dr Nicola Crawford, Programme Director
Developing the Young Workforce Glasgow

Developing the Young Workforce Glasgow

Glasgow's leading position in Developing the Young Workforce will continue and move to build 'meta-skills', says Dr Nicola Crawford

Describing her new role as Programme Director of DYW Glasgow, Dr Nicola Crawford said: "It is a complete gear-change building on the magnificent work that has already been done by DYW.

"It is about refining the focus of what DYW has been doing in the city. We need to utilise the research and the strong connections which the DYW Glasgow team has established."

She has been putting in place new processes to ensure the continuity and consistency of the DYW's compact team in Glasgow.

"A huge amount of industry

engagement took place over the summer period. It is always amazing to find out about the new initiatives organisations are working on."

Dr Crawford studied chemistry and IT at Glasgow Caledonian University and then took her PhD at the University of Strathclyde. She started teaching computing at what was Central College in Glasgow while undertaking her doctorate, spending 21 years in the further education sector – an experience she has loved.

In 2005, when she was a Senior Lecturer in Computing, she experienced many prospective students being unable to join the courses and felt that

students needed new pathways to reach their ambitions. She created new courses from Level 4 up to Level 6 which allowed people with no qualifications to enter this emerging sector.

"Having a fantastic cross-college team meant the computing curriculum included sports, psychology, life skills and individual guidance. This made a huge difference – this wasn't mainstream at the time – and it became a pathway allowing more young people into education."

Nicola moved to the Nautical Campus at City of Glasgow College as a Maths Lecturer and was promoted to become the first female non-seafaring Faculty Director of Nautical Studies at the college. She was responsible for transformational cultural change at the college, helping to build its reputation as one of the leading places of learning in the world with students and active seafarers from all around the globe.

"This role was primarily about bringing together the navigators and the engineers and working towards a common vision. This included bringing in experts in other areas to complement the curriculum and responding to

“We are digging deeper now in the relationship between industry and education, influencing the curriculum to meet skills”

stakeholders' requirements. It was a brilliant experience which required a full team to put their weight behind it, including the nautical industry as it is an industry-led curriculum."

Here, she sees her experience as being fundamental to her work with DYW Glasgow.

"We are digging deeper now in the relationship between industry and education, influencing the curriculum to ensure the skills required from industry are being met. The gap is closing and the vital skills needed for industry 4.0 are the human skills. We need to tap into what makes us unique in this transformational digital shift."

"A number of young people are technologically savvy and will cope with the automated work environment of the future but the reflection from industry and research is that 'meta-skills' are required to thrive in this complex ever-changing environment."

"We want to support creating

a future workforce with initiative self-management, social intelligence and innovation."

Nicola also wants DYW Glasgow to work more closely with the third sector where there is massive expertise in employability and support. "It taps into a phrase I like - 'It takes a city' - you have the schools sector, industry and the third sector, and all have a part to play. We all have to work together to join the dots."

Last year, at 92%, Glasgow had the highest number it has ever had of school leavers going to positive destinations. Nicola is determined that DYW plays its part to increase this further.

DYW Glasgow is aiming to raise awareness of the range and diversity of career paths through the #NoWrongPath campaign.

Last year, almost 12,000 people contributed to the award-winning campaign. Find out more about the campaign, now in its third year, at www.nowwrongpath.scot

DYW

GLASGOW
Developing the
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Glasgow city centre information session

Engaging businesses is the key to success for improvement plans for the city

Traders and leisure businesses were given a summer update on a variety of pressing issues at a well-attended city centre information meeting at the CCA in Sauchiehall Street.

The session, organised by Glasgow Chamber of Commerce on behalf of the City Centre Retailers' Association and Glasgow City Council, outlined the significant city centre investment already undertaken to ensure businesses can operate and thrive, specifically the Avenues Project being funded by City Deal.

It also provided information on the strategy, the support services available and how businesses can participate in projects aimed at alleviating begging and homelessness in the city.

Anne Ledgerwood, Chief Executive of St. Enoch Centre and a Glasgow Chamber of Commerce Director, welcomed the gathering, saying how passionate she and the Chamber are about the success of Glasgow as one of the great retail and leisure capitals of Europe, while recognising a great deal of work still needs to be done.

Brian Fulton, Chairman of the Sauchiehall Street Business Improvement District (BID) and Jamie

Shields, Project Manager for City Centre Regeneration, spoke about the activities and progress of the City Centre Avenues Project, the most visible example of the City Deal in action.

Improving Sauchiehall Street

The BID, which was Glasgow's first, has been running since 2014, with the aim of creating a brighter, cleaner, safer and greener Sauchiehall Street, with over 60 businesses and organisations involved. It has been a key driver in the decision to choose Sauchiehall Street for the initial Avenues Project. The BID engagement also involved schools, local residents, the community council and Sustrans, the transport sustainability group.

Jamie Shields reminded the audience that the Avenues Project, which involved an investment of £7 million in Sauchiehall Street, was about improving connectivity, safety, enhanced walkways and cycleways, space reallocation, improved lighting features and greenery. Sauchiehall Street was the pilot and would be developed to link with Great Western Road.

He explained the key outcome of the City Centre Strategy 2014-19 was the separation of the city centre into nine distinct areas for improvement.

The devastating fires at the Glasgow School of Art and the O2 ABC have also been a catalyst for better communications among the local community and businesses around Sauchiehall Street.

The impact meant that there were two sets of contractors on Sauchiehall Street with the Avenues contractors unable to get access to the site, so the programme had to be changed. This was a tense time that was resolved when the Council put in place an onsite presence to handle the issues.

It was pointed out that everyone needed a clear understanding of what was going on and when, and that visible on-street communication is vital from the start.

"What we have learned is that businesses need to be more engaged from the outset. To allow this to happen, they need to see plans and businesses need to know who to speak to," said Brian Fulton.

It was also agreed that the street's businesses needed to communicate better with each other. There is now a WhatsApp group for all interested parties with help in tackling issues.

For Jamie Shields, a key lesson was a single point of contact with the development of a construction programme which minimised disruption. He said: "Stakeholders need to see the vision before they see construction."

Strong visual communication has been vital, including on-street guides presented by Sauchiehall BID in collaboration with Glasgow Chamber of Commerce and Glasgow City Council to let people know about Business As Usual.

In terms of City Centre operations, Denise Hamilton of Glasgow City Council is the point of contact for the neighbourhood. If businesses have



Plans for improved walkways and cycleways in the city of Glasgow



The Council aims to make information about the Avenues Project, which includes improving Sauchiehall Street, more accessible to everyone

“The key outcome is the separation of the city centre into nine distinct areas for improvement”

issues with cleansing, public health, refuse collection, graffiti or events, then they should contact her.

There will be a better marketing campaign for the next Avenues Project to improve engagement and communications. The Council understands it needs to make information about the project more accessible.

Tackling homelessness

The second session was the issue of homelessness and begging in the city centre. Many businesses feel this has reached major proportions in the city centre and involves people sleeping in doorways, mess in the streets and lanes, and a feeling of menace from some people who are aggressive through the obvious use of illegal drugs.

Robin Wallace of the Simon Community Scotland, one of the largest providers of homeless services in Scotland, spoke about the Street Outreach RSVP programme which involved 220 staff and volunteers and is

seeking to help around 3,000 people. This is about emergency provision which deals with the situation on the ground.

The issue is to find a proper long-term solution dealing with the people and the reasons why they become homeless. It was not a simple matter. He said: “Not all homeless people beg. Not all beggars are homeless. Most of the rough sleepers are begging. Addiction is driving two thirds of begging. Average income is around £100 per day.”

He said there was a need to open bank accounts for the homeless and those on the margins of society. Digital and financial inclusion was vital.

He said that finding a home is a journey which requires the funding of transport, food and drink, a mobile phone and support and compassion to give people dignity.

Eleanor Lee, Principal Officer of Glasgow City Health and Social Care Partnership, spoke about the next steps of Housing First, which was about helping people into a tenancy and

access to longer-term services.

She said Glasgow HSCP is an agency that is serious about tackling homelessness and seeks to support them throughout their journey. It received over 5,300 applications in 2016/2017, with 61% male, and 73% between 26 to 59 years old, with over 40% having complex needs.

Sergeant Susan Brown, of Police Scotland’s Positive Outcomes Project (POP) spoke about dealing with persistent offenders who fund their drug activities from acquisitive crime. The level of drug-related deaths in Scotland is 2.5 times higher than in England, Wales and Northern Ireland, and Scotland has 62,000 drug users.

The POP project is seeking to reduce the risk of drug deaths, reduce anti-social behaviour and integrate people back into the local community and family.

The final speaker was Seamus Connolly of Street Change Glasgow, another initiative by the city’s Begging Strategy Group which aims to ensure people do not have to beg. A Digital Inclusion Officer has been employed to work alongside the Simon Community’s Street Team. She goes out to talk to people who are begging and uses a tablet computer to ensure they are registered to receive all the benefits they are entitled to, as well as preparing them for the transition to Universal Credit.

Inspiring City Awards 2019

The Inspiring City Awards take place on Thursday 5 September 2019 at Crowne Plaza, Glasgow. For information on the event visit www.inspiringcity.co.uk

Inspiring City Awards 2019 categories:

- ★ Art & Culture Award
- ★ Best Corporate Social Responsibility Award
- ★ Carer(s) of the Year Award
- ★ Education Award
- ★ Environmental Award
- ★ The Alistair Malloy Award for Inclusive Volunteering
- ★ Industry & Young People Innovation Award
- ★ Innovation in Business Award
- ★ Legacy Award
- ★ Lifetime Achievement Award
- ★ Outstanding Contribution by a Business Leader Award
- ★ Outstanding Contribution by a Young Business Leader Award
- ★ Sport Award



INSPIRING CITY AWARDS 2019

The Herald GLASGOW CHAMBER OF COMMERCE

Glasgow Chamber of Commerce and *The Herald* would like to thank the following companies and organisations for their support of the Inspiring City Awards 2019:

Arnold Clark, Supporter of the Outstanding Contribution by a Young Business Leader Award



Arnold Clark

"Arnold Clark is delighted to be sponsoring the Outstanding Contribution by a Young Business Leader category at the Inspiring City Awards. Sir Arnold Clark was a young entrepreneur from the East End of Glasgow when he started the company with just one showroom in 1954. So, it feels very fitting for us to sponsor this award, which celebrates and recognises the city's future business leaders."

Spokesperson for Arnold Clark

THE Arnold Clark Group is the UK's largest independently owned car retailer, with a proud history and an exciting future.

Founded in 1954, the fledgling business took off from a single-car showroom on Glasgow's Park Road, given flight by its founder's simple philosophy: to offer genuine value for money and customer service of the highest level.

Fast forward 65 years, and the company continues to flourish; with 200 branches across the country, and selling over 300,000 cars a year. But

while Arnold Clark is a name that's synonymous with vehicle sales, there's much more to the business than you see on the showroom floor.

In fact, Arnold Clark has diversified over the years to incorporate a range of specialisms. Like its own finance division, launched in 1963 to help make cars more affordable to its customers. There's also a vehicle rental and fleet management division, with its very own film and TV division, and a fleet of over 5000 cars. The Group also offers everything that a

customer might need for the onward journey, with parts and servicing departments, an accident repairs division, and insurance services.

All this takes a lot of people power – 12,500 employees with a wealth of talents and abilities. And while car sales is one of the company's strong points, it's not the only one. The Group has its own in-house marketing department, a film studio, accounts training academy and three purpose-built training centres in Edinburgh, Glasgow and the West Midlands, with an apprenticeship scheme that places over 400 young people on the path to success every year.

And then, there's the matter of security – a huge undertaking for a company of this size and scale, with such considerable assets.

For further information, visit: www.arnoldclark.com

CALA Homes (West), Supporter of the Legacy Award



"We are very proud to be sponsoring the Legacy Award at this year's Inspiring City Awards, which is a true celebration of

the people and businesses that make Glasgow such an incredible city. As well as building homes, we engage with local communities in and around Glasgow, leaving a lasting legacy for the people who live there, so the Legacy Award category felt like the perfect fit for us to support."

Liana Canavan, Sales and Marketing Director, CALA Homes (West)

LUXURY homebuilder CALA Homes (West) offers a stunning collection of premium new-build homes for sale across the west of Scotland – from Glasgow and Bearsden to Larbert and Bridge of Weir.

As well as building outstanding homes, the UK's most upmarket homebuilder makes a commitment to each and every town and city it becomes part of, leaving a legacy that benefits the local community as well as creating new neighbourhoods that complement the existing surroundings.

Working with schools,

community groups and local businesses, CALA Homes (West) ensures it brings a host of wider neighbourhood benefits that go beyond bricks and mortar.

For further information, visit: www.cala.co.uk/homes-for-sale/west-of-scotland



The ICAs

COLAB, Supporter of the Art and Culture Award

COLAB

"At COLAB, one of our founding principles is to nurture and support the arts scene in Glasgow and provide a platform for the creative community to work, exhibit and collaborate with other like-minded creatives. We were really encouraged to see the quality of entries and would like to congratulate all of the amazing finalists. We are delighted to be sponsoring this award which recognises those making a positive impact on arts in the city."

Spokesperson for COLAB

COLAB was created to bring a new kind of shopping experience to Glasgow. It was founded to encourage an ethos of collaboration over competition and create a hub for independent businesses to grow and thrive, alongside some of Glasgow's most established and well-loved retailers who have been trading from the Savoy Market for over 30 years.

Taking up the ground floor space of the Glaswegian landmark the Savoy Centre, COLAB aims to provide inspiring spaces for retailers, entrepreneurs and local creatives to work together to help each other grow and thrive. Not only helping themselves but helping the



surrounding community.

Independent businesses need a place to grow, creatives need a place to create and local communities need a place to collaborate together.

Since launching in late 2018, COLAB has hosted over

15 art exhibitions, six COLAB Central Market events and will shortly be launching a partnership with Glasgow School of Art.

For further information, visit: www.colabscotland.com

Developing the Young Workforce Glasgow, Supporter of the Industry & Young People Innovation Award

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"The Developing the Young Workforce Glasgow Industry & Young People Innovation Award is an opportunity for businesses to showcase the work they have been doing to support young people across the city which demonstrates a unique approach. Working with industry to create interesting and relevant opportunities for young people is at the heart of DYWG."

**Alison McRae, Senior Director,
Glasgow Chamber of Commerce**



IN 2014, the Glasgow Employer Board was announced as the first regional Developing the Young Workforce group. Developing the Young Workforce Glasgow, proudly supported by Glasgow Chamber of Commerce, is a key component of the Scottish Government's strategy aiming to create stronger

links between industry and education and support more young people into work.

Our vision is to use employer leadership to create valuable opportunities to encourage and inspire young people to reach their full potential which in turn supports industry and local economic development. We do this in a number of ways:

by acting as a single point of contact for employers looking to recruit young people in the city, by advising employers on the initiatives best suited to their business and by developing and supporting partnerships between business and education.

For further information, visit: www.dywglasgow.com

Glasgow Airport, Supporter of the Lifetime Achievement Award

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Scotland's largest charter hub, Glasgow Airport serves more Scottish destinations than any other airport and is a key component of Scotland's transport infrastructure.

The airport supports over 7,300 jobs across Scotland

and makes the largest contribution of any airport to Scotland's economy, generating hundreds of millions of pounds.

For further information, visit: www.glasgowairport.com

Glasgow School for Business and Society, Glasgow Caledonian University

Supporter of the Best Corporate Social Responsibility Award



"We are delighted to support these awards, which showcase the world-class performance of organisations within Glasgow. We are particularly proud to sponsor an award that recognises the positive social impact of those activities and achievements."

**Professor John Lennon, Dean, Glasgow School for Business and Society
Glasgow Caledonian University**

GLASGOW School for Business and Society is proud to support the Inspiring City Awards for the eighth successive year.

As the University for the Common Good, we encourage students and staff to be responsible global (and local) citizens. This is reflected in our commitment to the United Nations' Principles for Responsible Management Education (PRME) and our work with Business in the Community.

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programme portfolio focused on global employability and responsible leadership endorsed by professional and academic accreditations which supports more than 4,500 full-time, part-time and executive students, drawn from around 100 nations.

We provide undergraduate and postgraduate programmes in international business, management, HRM, accountancy, banking, investment, risk, fashion, digital brand marketing, tourism and event management, multi-media

journalism, law and social sciences. We also understand how challenging it is to design and deliver changes that improve business and recognise that an organisation's finest resource is its people. Together we can develop the knowledge, skills and expertise needed to improve business and leadership practice.

For further information, visit: www.gcu.ac.uk/gsbs

NHS Greater Glasgow and Clyde, Supporter of the Carer(s) of the Year Award



"We are delighted to be involved once again with the Inspiring City Awards and with quality, compassion and care at our core we are especially pleased to sponsor the Carer(s) of the Year Award recognising a team or individual who goes beyond the call of duty to care for others."

**Dr Margaret McGuire, Nurse Director,
NHS Greater Glasgow and Clyde**

NHS Greater Glasgow and Clyde delivers effective and high-quality health services to improve the health of our population and to do everything we can to address the wider social determinants of health which cause health inequalities. It is one of the largest employers in Scotland with a total of 39,000 staff.

The Board provides strategic leadership and performance management for the entire local NHS system in the Greater Glasgow and Clyde area and ensures that services are delivered effectively and efficiently. We are responsible for the provision and management



of the whole range of health services in this area including hospitals and General Practice.

We work alongside partnership organisations including six local authorities

and the voluntary sector. NHSGGC serves a population of 1.14 million.

For further information, visit: www.nhsggc.org.uk

Volunteer Glasgow, Supporter of the Alistair Malloy Award for Inclusive Volunteering



"We are delighted to work with Glasgow Chamber of Commerce and *The Herald* to ensure people's contributions to Glasgow are recognised. We're convinced that the very best of the city's inclusive volunteering programmes can inspire others in memory of our former colleague and friend, Ally."

David Maxwell, Acting Chief Executive, Volunteer Glasgow

VOLUNTEER Glasgow is the city's one stop shop on all things volunteering. A charity established in 1970, we believe that people's unpaid contributions to their communities and city need to be better recognised, supported and valued in order to make Glasgow healthier, smarter, more resilient and inclusive. Working with partners, we aim to empower more people to take up appropriate, high-quality, inclusive volunteering opportunities

in the organisations and communities across the city that need their support. We want to enable people



to volunteer specifically as befrienders and mentors, helping the city to "get it right for every child" and to provide community support services for adults when they need them. We will facilitate and deliver high-quality learning, guidance, employability and capacity-building programmes for volunteer-involving organisations and for people requiring additional support to make their contributions.

For further information, visit: www.volunteerglasgow.org

A boom in conferences

Conference venues enjoyed a record year during 2018-2019 and there are signs of more growth to come

Aside from the year of the Commonwealth Games in 2014, 2018/19 was financially the most successful year in the history of the Scottish Event Campus (SEC). Conferences enjoyed a record year with 55% growth in turnover.

Glasgow's Convention Bureau was named the best in the UK for the 13th year in a row and brought conference business worth more than £150 million to the city. Meanwhile, the conference and events business placed at Glasgow's Hampden Park saw a 48% increase year-on-year.

Hot off the press is news of the bid to bring a major United Nations climate change summit – COP26 – to Glasgow next year. If the bid is successful, the event would be hosted at the SEC with up to 30,000 delegates expected to attend – the most important gathering on climate change since the Paris agreement was signed in 2015, and the largest summit the UK has ever hosted.

Claire Perry, who is the UK-nominated President for COP26, said: "In 2020, world leaders will come together to discuss how to protect our



The Strathclyde Suite at 200 SVS

planet and set the direction for the years to come. Where better to do so than Glasgow, at the state of the art Scottish Events Campus."

In a highly competitive sector, venues must constantly evolve. Crieff Hydro is about to invest another £1.5 million, a large proportion of which will be spent on refurbishing its conference hall in preparation for a busy 2020. This will add in sound-proofing, lighting

improvements and natural daylight along with the refurbishment of additional breakout rooms. A fast-track plan for the bedrooms is also underway. The hotel is also building Escape rooms to compliment the 60 additional activities that are currently on offer. The hotel is able to cater for up to 900 on a residential basis and regularly hosts conferences of around 400 people, mainly in the medical and financial sectors.



Hampden Park Stadium; Hampden Park's Lomond Suite and the exterior of Crieff Hydro

“Companies are moving further away from the standard 9-5 setting and shaking up their events”

Head of Sales Caroline Harries says: “We are definitely attracting more international conferences, with delegates appreciating our partnership with local transport firms and plenty of facilities for them to experience outside of their sessions. We are in a unique position in that we are equidistant from Dundee, Glasgow and Edinburgh.”

Caroline says Crieff Hydro is regularly pitched as a conference venue against those in Barcelona, Malta, Dublin and Reykjavik and is winning many bookings due to its facilities. She adds: “What is interesting in this area is that we are finding the lead time is getting a lot shorter, for example we have had a few enquiries for conferences with 300 delegates within the next six months. It used to be that you would receive these enquiries 18 months in advance.

“There’s also been a huge swing in trends of breaking up the day. Companies are moving further away from the standard 9-5 setting and shaking up their events, focusing more on the experience of their event.”

Glasgow’s 200 SVS agrees, adding that business conference organisers are becoming more creative, “recognising the advantages of added extras”, while they also require the facilities for multi-person video conferencing and data sharing.

After undergoing a multi-million pound transformation, 200 SVS has luxury conference and business facilities over four event floors, for up to 230 people per floor, with companies having the opportunity to exclusively use the venue or individual event floors.

200 SVS says the smaller venues are reaping the benefits of conferences coming to Glasgow. “What we have seen at 200 SVS from international clients is that quality is essential but good value is also appreciated. Being able to provide additional extras such as video conferencing or the opportunity to experience other parts of Scotland through incorporating our sister venue, The Shore, Loch Lomond is a huge draw for these clients.”

Laura Malley, Business Development Manager at the Golden Jubilee Conference Hotel, says: “Located just outside of Glasgow City Centre and

only a twenty-minute drive from Loch Lomond, the Golden Jubilee has lots to offer international groups looking to add a touch of Scotland to their conference programme.

“Following recent refurbishments to our Centre for Health and Wellbeing and bar and lounge, we hope to continue our bedroom refurbishment project over the next year. As part of the wider NHS, we are continually targeting the healthcare sector and are looking forward to welcoming various healthcare events.”

The hotel can accommodate groups of up to 250 people, providing space for large plenary sessions and also smaller breakout areas, as well as facilities for a private conference dinner for up to 170 people.

Over at Hampden Park, the on-site Scottish Football Museum and Scottish Hall of Fame provide conference delegates with the chance to take a look behind the scenes and follow in the footsteps of their heroes by taking part in a private stadium tour during their time at the venue.

With over 46 separate conference and event spaces, Hampden Park in Glasgow is not only Scotland’s National Stadium with award-winning match day hospitality packages but is also a venue for large conferences.

Facilities include multiple conference spaces for up to 500 delegates, state-of-the-art built-in AV,



a large portfolio of flexible breakout areas, a 250-seater tiered auditorium, and 26 pitch facing Executive Skyboxes.

Peter Dallas, Managing Director, Hampden Park Ltd, says: “Over 1,000 complimentary car parking spaces as well as free, high speed Wi-Fi throughout also contribute to the venue’s appeal in hosting some of Glasgow’s larger events. Glasgow’s Whisky Festival is celebrating its 10th Anniversary and takes place at the stadium in November 2019, welcoming over 2,000 guests to the venue in a single day, with other notable events taking place at the venue including medical conferences, product launches and educational seminars.

“Keen to remain a market leader within the ever growing Glasgow sector, the venue has seen major investment in terms of both its AV capabilities and event space.

“As part of the stadium’s participation in the upcoming UEFA Euro 2020 tournament, there has been extensive refurbishment work on all 26 Executive Skyboxes. Working in tandem with our contracted catering partner, Sodexo, we are continuously seeking to improve our facilities at Hampden, and the value of our offer to increase the number of conferences at the Stadium.”





The Glasgow Business Awards 2019

The Glasgow Business Awards Ceremony and Dinner will be held at the DoubleTree by Hilton Glasgow Central on Thursday 3 October 2019, hosted by Fred MacAulay

Attracting high-profile industry support and involvement, our awards gala, once again sponsored by Royal Bank of Scotland, is the highlight of Glasgow's social calendar. Celebrating achievements and saluting the success of our members, this event isn't just an evening to remember; it's an opportunity to be remembered.

For information on the event or to purchase your tickets or book a table, visit www.glasgowbusinessawards.com

See the next issue of *Glasgow Business* for in-depth coverage of the night and who won.

The Glasgow Business Awards 2019 categories:

- ★ Royal Bank of Scotland Award for Most Outstanding Business
- ★ The Glasgow Business Award for Best Performing Large Business
- ★ The Glasgow Business Award for Best Performing Small-Medium Business
- ★ The Glasgow Business Award for Entrepreneur of the Year
- ★ The Glasgow Business Award for Excellence in Communications
- ★ The Glasgow Business Award for Fair Work (1-50 employees)
- ★ The Glasgow Business Award for Fair Work (51 employees or over)
- ★ The Glasgow Business Award for Family Business of the Year
- ★ The Glasgow Business Award for Green Champion
- ★ The Glasgow Business Award for Healthy and Active Workplace
- ★ The Glasgow Business Award for Innovation in Business
- ★ The Glasgow Business Award for International Trade
- ★ The Glasgow Business Award for Sustainable Development
- ★ The Glasgow Business Award for Young Business Person of the Year
- ★ *Evening Times* Award for Glasgow's Favourite Business
- ★ Glasgow Chamber of Commerce Award for Lifetime Achievement

Glasgow Chamber of Commerce gratefully acknowledges the support and sponsorship of the following companies for The Glasgow Business Awards 2019:

Royal Bank of Scotland, Main Sponsor and Sponsor of the Royal Bank of Scotland Award for Most Outstanding Business



"For more than a generation, these awards have offered an opportunity to celebrate the wealth of skill and depth of talent which exists here in this city, showcasing the enterprise and ingenuity which keeps Glasgow at the forefront of Scottish business. This is our third year supporting these awards and we continue to be inspired by the outstanding entrants who call this city their home. We wish 2019's entrants the very best of luck - all proud ambassadors for business in Glasgow."

**Jim McIntyre, Regional Director,
Royal Bank of Scotland**

Royal Bank of Scotland has paved the way in banking since it was established. From the world's first overdraft, and the first house purchase loan by a UK bank, to the first fully fledged internet banking service, the bank has a history of making life easier for its customers. Royal Bank launched its first mobile bank in 1946 and now has 23 mobile branches, serving the more remote communities in Scotland. The bank is committed to serving communities and putting the interests of customers first. It is with its customers every day for all the things that matter.

Royal Bank of Scotland has over 2 million customers in Scotland today, with over 120,000 business customers. They've been supporting these businesses, helping families



and contributing to local communities for almost 300 years. And over 12,000 Royal Bank of Scotland employees live and work in Scotland - it's where they call home.

To retain its close connections with Scottish communities, the bank helps its employees make a difference through programmes such as MoneySense and STV Children's Appeal. As the main partner of Scottish EDGE, Royal Bank has had a massive impact on the Scottish business economy, providing £2.5 million towards Scottish EDGE prize funding. With the bank's support, Scottish EDGE has awarded £5.6 million to Scotland's entrepreneurial talent, created 479 new jobs in Scotland and generated £21.6m of additional turnover.

**For more information on
Royal Bank of Scotland, visit:
www.rbs.co.uk/business**

29studios, Sponsor of The Glasgow Business Award for International Trade



The 29ERS travel to and work with, customers around the globe, creating bespoke results-driven global video marketing campaigns.

Our proven business model is delivered through our four pillars of Strategy, Content, Distribution and

Analytics. Understanding and immersing ourselves in the unique challenges and opportunities facing each of our customers is our USP.

We understand business complexity, we laser focus on the needs in your market and intelligently target your

audience, utilising a proven strategy to drive measurable results for your business.

**For more information
on 29studios, visit:
www.29studios.com
and check out our
#29ERS Show!**

Beam Digital and Design, Sponsor of The Glasgow Business Award for Best Performing Small-Medium Business



Beam

Beam Digital and Design is a no-nonsense full service creative digital and design agency in the heart of Glasgow's west end. We're passionate about helping our clients get the most from their communications, both digital and in print.

For over 30 years, we have collectively been developing brand and digital marketing solutions for our clients which are focused creatively, engaging, technologically innovative, meaningful and commercially sound. Between us we've completed websites, web applications, eCommerce, brand identities, advertising campaigns, packaging ranges, direct mail promotion and much much more for small businesses to multinationals to local government.

We combine excellent creative ideas with the very latest in technology. We deliver fantastic user experiences and powerful marketing campaigns, all with a keen business eye. We love our work, and it shows. You get the time of an experienced team dedicated to producing the very best. We're on a mission and we want you to be part of it. We're about as friendly and straightforward as it gets.

Our approach starts by understanding your goals and

we understand it can be a daunting prospect to begin or change your digital journey but we'll make it seem like a walk in the park. We are happy to talk you through any projects you have in mind.

We'll show you what we are capable of when we meet ... and this time next year, we'll be showing you off as our latest work.

**For more information on
Beam Digital and Design,
visit: www.beamdigital.co.uk**

The GBAs

Circular Glasgow, Sponsor of The Glasgow Business Award for Innovation in Business



Circular Glasgow is a movement to inspire organisations of all sizes to innovate and future-proof their business models by

adopting circular strategies.

This involves a programme of activity aimed at SMEs to provide support, tools and expert knowledge. It connects companies across the city, helping them to open up new revenue streams, increase competitive advantage and realise financial savings using a range of practical initiatives.

Circular Glasgow is an initiative of Glasgow Chamber of Commerce with a vision to position Glasgow as a leading circular city. We aim to achieve this by inspiring and encouraging

Glasgow-based businesses to look at their current business models differently through the adoption of new circular design-based strategies.

A circular economy is one in which every product is created with the intent of extending its lifespan and adding value wherever possible through this process. Circular economy is a direct challenge to the current 'take, make, dispose' linear economy mentality.

For more information on Circular Glasgow, visit: www.circularglasgow.com

City of Glasgow College, Sponsor of The Glasgow Business Award for Young Business Person of the Year



City of Glasgow College is Scotland's largest technical and professional skills college. Globally renowned for our work in the maritime sector we are also the No 1 college in the UK for WorldSkills.

Our twin site, multi-award-winning super campus, right in the heart of Glasgow's Learning Quarter and on the banks of the River Clyde, is built for 40,000 students and offers industry standard, state-of-the-art facilities.

City of Glasgow College's innovative approaches to teaching and learning enable personalised development across a range of over 2,000 courses from Access Level to Masters.

Our specialist curriculum

is continually updated to meet the needs of employers and partner universities, ensuring that our students reach their full potential while studying with us.

For more information on City of Glasgow College, visit: www.cityofglasgowcollege.ac.uk



Dell Technologies Scotland, Sponsor of The Glasgow Business Award for Best Performing Large Business



Dell Technologies Scotland has been headquartered in the East End of Glasgow since 2005, with residence in the City Park building on Alexandra Parade. From our offices here, we support customers across the globe

with sales, sales support and technical support capabilities.

As a powerhouse of seven technology leaders, Dell Technologies is committed to transforming businesses, shaping the future of innovation and developing

technologies to drive human progress.

Dell Technologies was created on 7 September 2016 when Dell and EMC joined forces in the largest technology merger in history. Dell Technologies brings together seven technology leaders – Dell, Dell EMC, Pivotal, RSA, SecureWorks, Virtustream and VMware – in one company with the power to drive digital transformation and generate real results every day for the customers and people who partner with us.

For more information on Dell Technologies Scotland, visit: www.delltechnologies.com



The Evening Times, Sponsor of the Evening Times Award for Glasgow's Favourite Business



EveningTimes

The *Evening Times* has proudly kept the people of Glasgow informed about everything happening in the

city for more than 140 years.

More than 1.5 million people enjoy our print and online editions every month, served with the latest news, business, sport and entertainment.

The *Evening Times* has been a media partner of The Glasgow Business Awards for more than a decade and is proud to sponsor the Glasgow's Favourite Business category.

Every year nominees offer a huge challenge for judges, with previous winners including: Auchentoshan; The Pavilion Theatre; Slater Menswear; The Q Club;

Barrhead Travel; Glasgow Taxis; Glasgow Credit Union; The Business Incentives Group; Pets 'n' Vets Family; Mono; Tam Shepherd's Trick Shop and last year's winner Dear Green Coffee Roasters.

Celebrating the city's business sector and traders is an essential part of what the *Evening Times* does and helps keep Glasgow at the economic heart of Scotland.

We are once again privileged to be part of The Glasgow Business Awards.

For more information on the Evening Times, visit:
www.eveningtimes.co.uk

Get Living, Sponsor of The Glasgow Business Award for Family Business of the Year

getliving

Get Living is leading the charge for a better way to rent. One with no deposits. No fees. No limits.

It starts with great homes, built for rent, in vibrant neighbourhoods. Homes that offer space, choice and the freedom to be your own person. Neighbourhoods that make things easy with great transport connections and loads going on right on your doorstep.

Then we make renting easy – not just when you're choosing your home, but once you've moved in. Our on-site team is there, around the clock, looking after the neighbourhood and helping with everyday issues when you need us.

In Glasgow, we plan to create a seven-acre neighbourhood just off High Street. Our plans include more than 700 build-to-rent

homes, new public spaces and access routes, retail and leisure, alongside student accommodation. We are growing across the UK with 3,000 homes already in London and Manchester and an ambition to bring 12,500 homes to cities where there is demand for new housing.

For more information on Get Living, visit:
www.getliving.com

Glasgow City Council, Sponsor of The Glasgow Business Award for Fair Work (1-50 employees) and The Glasgow Business Award for Fair Work (51 employees or over)



Glasgow City Council is delighted to be sponsoring two awards again this year: The Glasgow Business Awards for Fair Work, one for small employers (1 to 50 employees) and one for large employers (51 employees or over).

The Glasgow Business Awards for Fair Work celebrate and reward the city's most successful businesses where that success is a direct result of having in place Fair Work policies and practices for their employees. Fair Work businesses are leading the way in demonstrating that providing people with good quality work that can sustain them and their families results in direct improvements to

business performance and productivity, across all sectors, and all types of jobs.

In sponsoring these business awards, Glasgow City Council is demonstrating its own commitment to being recognised as a Fair Work City and to growing the city's economy sustainably and in a way which works for all of our citizens. Together with the city's Fair Work businesses, we will achieve our vision of making Glasgow a great place to live, to raise a family and to work.

Glasgow City Council wants to grow our economy in an inclusive and equitable way that is sustainable and benefits the whole city and all its residents. A strong economy,

based on well-paid, secure work is the foundation of this and Glasgow's businesses are key to helping us deliver this vision. To support this, we are committed to creating the right conditions to encourage them to thrive; from global firms bringing large-scale investment to the small and medium-sized businesses which are the bedrock of local economies.

For more information on Glasgow City Council, visit:
www.glasgow.gov.uk

The GBAs

Scottish Water, Sponsor of The Glasgow Business Award for Sustainable Development



Scottish Water provides vital water and waste water services, essential to daily life, to 2.54 million households and 152,000 business premises across Scotland and is trusted to care for the water on which Scotland depends.

We are one of the UK's top performing water companies, providing our customers with high levels of service.

We are continuing to build an increasingly sustainable business, while our average household charge remains one of the lowest in Great Britain. The quality of drinking water we provide to customers has been sustained at a high level and our investment helps to support jobs and economic growth while protecting and enhancing the environment.

Looking ahead, we are focused on sustaining high



performance so that we continue to provide our customers with a consistently high standard of service and great value for money.

For more information on Scottish Water, visit:
www.scottishwater.co.uk

ScottishPower, Sponsor of The Glasgow Business Award for Green Champion



ScottishPower is part of the Iberdrola Group, one of the world's largest integrated utility companies and a world leader in wind energy.

In the UK we now only produce 100% green electricity – our focus is on wind energy, smart grids and driving the change to a cleaner, electric future and we're investing over £7million every working day to make this happen. We're committed

to speeding up the transition to cleaner electric transport, improving air quality and, over time, driving down bills.

That's why we're working hard to help our business customers implement changes to reduce their energy use and save money, whether that is investing in new, efficient technology or adopting quick and simple energy saving measures. We're committed to working

alongside our business customers so we can offer valuable advice, information and services that will really help them grow and thrive, delivering a better future, quicker for everyone.

For more information on ScottishPower and to see how your business can be more sustainable, visit:
www.scottishpower.co.uk/small-business/saving-energy

Sustrans Scotland, Sponsor of The Glasgow Business Award for Healthy and Active Workplace



Sustrans is the charity that makes it easier for people to walk and cycle. We are engineers and educators, experts and advocates. We connect people and places, create liveable neighbourhoods, transform the school run and commute.

In Scotland, Sustrans works closely with communities, the Scottish Government, local authorities and other partners to ensure that people in Scotland have access to a network of safe walking and cycling routes; making Scotland a healthy, happy place to live, work and play.

We work with employers and businesses to promote sustainable and active travel in the workplace.

Our workplace offers provide employers with all you need to achieve healthier, happier staff, and business savings.

Sustrans Scotland is proud



to sponsor the Healthy and Active Workplace Award at the Glasgow Business Awards with Glasgow Chamber of Commerce. We hope the award will bring recognition

for workplaces in Glasgow that support and encourage healthy initiatives like walking and cycling to work. We want to inspire other businesses in the city to realise the economic and health benefits of an active and engaged workforce.

For further information on how you can get your employees walking, cycling or travelling sustainably to work, visit www.waytoworkscot.org

For more information on Sustrans Scotland, visit: www.sustrans.org.uk/scotland

Wright, Johnston & Mackenzie LLP, Sponsor of The Glasgow Business Award for Entrepreneur of the Year



Law for your life. Law for your business.

Wright, Johnston & Mackenzie LLP is a full-service, independent Scottish law firm, with a history stretching back 165 years, operating from offices in Glasgow, Edinburgh, Inverness, Dunblane and Dunfermline.

WJM's purpose and vision is simple: to build long-term, rewarding relationships with our clients which are noticeably better than anything else on offer elsewhere. WJM's staff are committed to looking after everything you need, whether for you, your business, your community or your family.

Our key task is to get to know you and your circumstances so that we can offer the most appropriate service for your needs.

WJM's lawyers strive to be professional and commercially

astute, as well as easy to deal with. This makes WJM a place of practical advice for all our clients. WJM follows a policy of continual improvement and innovation throughout all legal services, to better serve our clients in Scotland and across the UK.

We have a network of offices across Scotland, enabling you to benefit from our teams of experts regardless of where you are based. In 2017, we were invited to join Geneva Group International, the world's largest network of

independent legal and multi-disciplinary firms, which has enabled us to deliver benefits to our clients whenever they find themselves doing business outside of Scotland.

WJM looks forward to welcoming you the next time you need legal expertise. Contact us to find out how we can help you achieve what you want out of life for yourself, your family and your business.

For more information on Wright, Johnston & Mackenzie LLP, visit: www.wjm.co.uk

DoubleTree by Hilton Glasgow Central, Venue



This stylish hotel with characterful interiors is nestled in the heart of the city centre, within walking distance of the main shopping district and top attractions.

The hotel boasts 300 elegant guest rooms and suites, each with complimentary WiFi, a 40-inch LCD TV, work desk, and 24-hour room service. Executive rooms give access to the Executive Lounge, serving complimentary breakfast, drinks, and snacks. For extra space, choose a

suite with separate living area and kitchenette.

Indulge in a hearty Wake Up DoubleTree Breakfast™ and choose from an extensive hot and cold buffet, made with fresh seasonal produce. De-stress with a workout, a swim in the Juvenile Health and Leisure Club, or take it easy with a drink in Cask Bar. This contemporary bar offers food throughout the day plus craft beers and fine wines. Dine in Brisket Restaurant, with an extensive menu to suit all tastes, from healthy

options to classic dishes and a few surprises.

Host a meeting or event in one of our 11 flexible function rooms and let us help you make your event a success. Our Grand Ballroom is one of the largest hotel ballrooms in Scotland, seating up to 1,500 guests.

For more information on DoubleTree by Hilton Glasgow Central, visit: www.doubletree3.hilton.com/en/hotels/united-kingdom/doubletree-by-hilton-hotel-glasgow-central-CLAGWDI/index.html

Great Scot Photography (Stewart Cunningham), Photography



One shot. No luck.

Here are 250 words. You shouldn't read them all, because most of them don't really matter. The ones that do are pictures. Or to be precise, the ones that do are: 'pictures', 'Stewart' and 'Cunningham'.

To sell most things - services, goods, even people - pictures work better than words. There's an instant connection from image to brain. On a website especially. See, want, click, buy. The visual is all.

One shot. One sale.

But not all pictures sell. Not all pictures work. Because they show the wrong thing or the right thing badly.

Stewart Cunningham takes good pictures. He has been a successful professional photographer in news and

commerce, working globally for 40 years. His pictures work.

Maybe you're a photographer. Maybe you have several thousand pounds' worth of camera gear, a good eye, a love for gadgets and even the praise of family and friends.

But knowing what works, what sells and how to make the picture that accomplishes that is a different matter.

It's like golf. Once a round, you'll hit a shot every bit as good as anything Rory McIlroy

could do. You'll get lucky.

One shot. That's the joy of the game for amateurs. Every so often, you're as good as a pro. But not 60 shots a round. Not practising every day you're not playing. Not delivering day in day out.

Making it work. Stewart Cunningham. 60 shots a round.

One shot, one sale. No luck.

For more information on Great Scot Photography, visit: www.greatscotphotography.com

The Herald, Media Partner



The Herald is Scotland's leading quality media brand, providing unrivalled news coverage, insight, analysis and opinion to an ever-increasing multi-platform audience.

We have specialists reporting across business, politics, the arts, sport, health and education. More importantly, we are rooted in Scottish life and the communities we serve.

For 237 years we have

delivered superb journalism, brilliant writing and insightful and informed opinion. We are proud of that legacy and proud of more than two centuries of support for those local business, organisations and individuals who are positively making a difference to Glasgow.

It is a privilege and an honour to be supporting these awards, recognising the people and companies

who are contributing to our economic success.

We look forward to once again providing a showcase for those who have made an outstanding contribution to our city.

The Herald publishes seven days a week and is also available online at www.heraldsotland.com

MBM Print and Supply Chain Solutions, Programmes



MBM Print and Supply Chain Solutions is a long-established printing company based in East Kilbride - but we don't stop there. With our extensive market experience, we have evolved to offer comprehensive supply chain solutions that reach far and beyond the traditional printing process. Designed to add value and seamless

integration, we offer supply chain solutions covering print and packaging, configuration, fulfilment, warehousing and global distribution from our dedicated facility in East Kilbride. Our major customers are active in the areas of automotive, electronics, gaming, industrial, healthcare and life sciences.

Our studio is equipped with the latest technology and industry standard hardware and software, taking customer product to the printing presses quickly and more accurately than ever before.

We are proud to be a leading provider of lithographic print, producing quality printed paper and board products over an extensive portfolio of formats to many high profile brands with excellence as standard. Guaranteed. Operating both sheet-fed and web-fed offset B1 format litho presses, we provide a versatile and efficient service printing from one to eight colours and offer the full complement of Stitching, Perfect and PUR Binding options to suit your projects - all in-house.

Our digital print

solutions offer the advantages of scale, flexibility, quick turnaround and decreased obsolescence. Documents can be created that are personalised and targeted to your individual end user using our variable data technology. Using high-speed digital presses, we produce full-colour printed solutions on a wide range and weight of stocks that can be finished to your specific requirements.

Our intelligent ERP system allows printed and purchased components to be gathered, packed

and validated in-line via a check weigh and barcode verification system to ensure accurate configuration of customer kits every time.

Quality is at the heart of our business, holding ISO 9001 registration since 1992 and in 2003 we achieved Pharmaceutical Accreditation PS9000, ISO 14001, ISO 45001 (formerly OHSAS 18001), FSC and PEFC certification complete our line-up of accreditations.

For more information on MBM Print and Supply Chain Solutions, visit: www.mbmprint.co.uk

Vision Events Glasgow, AV



Vision Events Glasgow is an industry-leading production company creating world-

class events across the UK and Europe from our office and warehouse in Glasgow. Our team have a 30+ year history of producing outstanding events - it's our passion.

As with our client list, our events and projects vary enormously; ranging from small product launches and intimate parties through to full-scale international conferences, glittering awards ceremonies and complex roadshows.

Unlike other companies in our industry, Vision

Events Glasgow offers the 'full package' including cutting-edge AV equipment and event technology, full creative production and event planning, completely in-house.

Our unique approach means you have one team from start to finish for excellent project control to give your event the creative edge.

For more information on Vision Events Glasgow, visit: www.visioneventsglasgow.co.uk

New Members

ABSTRACT GROUP OF COMPANIES

First Floor (Suite 2)
Festival House
177 West George Street
Glasgow G2 2LB
T: 0141 428 4049
E: michael.gallacher@abstractsecurities.com
W: www.abstractsecurities.com

Specialists in commercial property development, investment and venture capital financing.
 No of Employees: 1-10
 Contact: Michael Gallacher
 Construction Director

ALEXANDER PM

130 Cubie Street
Glasgow G40 2AF
T: 0141 332 0500
E: john@alexanderpm.co.uk
W: www.alexanderpm.co.uk
 Construction consultancy providing project management, cost consultancy and health and safety services.
 No of Employees: 1-10
 Contact: John Alexander
 Director

ANTELIS AVOCATS/ LAWYERS

11 rue Racine
Nantes
France 44000
T: 33025 356530
E: fwhehddon@antelis.com
W: www.antelis.com/en/home
 Law firm with offices in France and Spain, advising clients in every aspect of business law, as well as in insurance law and tort law.
 No of Employees: 1-10
 Contact: Francoise Wheddon
 Lawyer

ASSOCIATION FOR PROJECT MANAGEMENT

Ibis House
Summersley Road
Princes Risborough
Buckinghamshire HP27 9LE
T: 01844 271150
E: charlotte.bevan@apm.org.uk
W: www.apm.org.uk
 Chartered body for the project profession.
 No of Employees: 1-10
 Contact: Charlotte Bevan
 Volunteers Co-ordinator

BEAUTIFUL EVENTS AND PRODUCTIONS LIMITED

18B Claremont Crescent

Edinburgh EH7 4HX
T: 0131 629 6003
E: peter@beautiful
eventsandproductions.com
W: www.beautiful
eventsandproductions.com
 Provision of multi-faceted event production and entertainment offerings.
 No of Employees: 1-10
 Contact: Peter Ferguson
 CEO

BLACKHALL & POWIS LTD

Blackhall Manor
Barrhead Road
Paisley PA2 7EA
T: 07585 552766
E: john@blackhallpowis.com
W: www.blackhallpowis.com
 Chartered surveyors and town planners.
 No of Employees: 1-10
 Contact: John Hillis
 Director

CALMAC FERRIES LTD

Ferry Terminal
Gourock PA19 1QP
T: 01475 650239
E: andrew.macnair@calmac.co.uk
W: www.calmac.co.uk
 Operator of award-winning ferry services to the Islands and Peninsulas on the West Coast of Scotland.
 No of Employees: 251+
 Contact: Andrew MacNair
 Head of Marketing

CGI UK

Inovo Building
George Street
Glasgow G1 1RD
T: 08450 707765
E: nathan.shepka@cgi.com
W: www.cgi-group.co.uk/scotland/en-gb
 Working with clients to help maximise the technologies that transform their business.
 No of Employees: 251+
 Contact: Nathan Shepka
 Director of Marketing

CHILD BEREAVEMENT UK

First Floor
16 Fitzroy Place
Glasgow G3 7RW
T: 0141 352 9995
E: derek.kirkaldy@childbereavementuk.org
W: www.childbereavementuk.org
 Supporting families and educating professionals when a baby or child of

any age dies or is dying, and when a child is facing bereavement.
 No of Employees: 1-10
 Contact: Derek Kirkaldy
 Regional Fundraising Manager – Scotland and North

COSTCO WHOLESALE

15 Cobden Road
St Rollox Business Park
Springburn
Glasgow G21 1YX
T: 0141 553 2404
E: smcgran@costco.co.uk
W: www.costco.co.uk
 Membership warehouse club selling a wide range of merchandise.
 No of Employees: 11-50
 Contact: Shirley McGran
 Membership and Marketing Manager

COURTYARD BY MARRIOTT GLASGOW AIRPORT

Marchburn Drive
Paisley PA3 2SJ
T: 0141 843 4800
E: gm@courtyardmarriottglasgowairport.com
W: www.courtyardmarriottglasgowairport.com
 Hotel.
 No of Employees: 11-50
 Contact: Kuldeep Badesha
 General Manager

CRACKING DOMAINS

272 Bath Street
Glasgow G2 4JR
T: 07894 821785
E: hello@crackingdomains.com
W: www.crackingdomains.com
 Domain name investment company that champions green energy by getting green energy quotes for businesses.
 No of Employees: 1-10
 Contact: James Turner
 Director

CRAIG USHER FIRST AID SERVICES

101 Priesthill Crescent
Priesthill
Glasgow G53 6PU
T: 07525 863536
E: craig@craigusher.com
W: www.craigusher.com
 Provision of a range of First Aid courses that will suit the needs of individuals and businesses.
 No of Employees: 1-10
 Contact: Craig Usher
 First Aid Trainer & Assessor

EDRINGTON BEAM SUNTORY UK DISTRIBUTION LTD

191 West George Street
Glasgow G2 2LD
T: 03330 161910
E: kirsten.blackie-gault@edrrington-beamsuntoryuk.com
W: www.edrrington-beamsuntoryuk.com
 Working within all areas of the drinks industry, from major supermarkets and online retailers to the country's best bars, pubs and restaurants.
 No of Employees: 251+
 Contact: Kirsten Blackie-Gault
 Communications & Corporate PR Manager

GRAFT

241 West George Street
Glasgow G2 4QE
T: 07445 420920
E: jim@graftlife.com
W: www.graftlife.com
 High end and high speed serviced office provider located in Glasgow City Centre offering flexible packages.
 No of Employees: 1-10
 Contact: James McCain
 Director

GRAHAM & SIBBALD

233 St Vincent Street
Glasgow G2 5QY
T: 0141 332 1194
E: calum.campbell@g-s.co.uk
W: www.g-s.co.uk
 Property consultancy.
 No of Employees: 51-250
 Contact: Calum Campbell
 Managing Partner

GREY SPACE MEDIA

9 George Square
Glasgow G2 1QQ
T: 0141 812 2738
E: alexandros@greyspace-media.co.uk
W: www.greyspacemedia.co.uk
 Global digital marketing brand, managing the online presence and marketing campaigns for some of the biggest brands in the world.
 No of Employees: 1-10
 Contact: Alexandros Costa
 Partner

INFINIUM

4 Bartle Court Business Village
Rosemary Lane

Preston PR4 0HF

T: 0141 483 9778

E: hugh.gillen@infinium.co.uk

W: www.infinium.co.uk

Offering IT support, networks, security, Cloud and WiFi.

No of Employees: 1-10

Contact: Hugh Gillen
Group Commercial Director

INVERROY CRISIS MANAGEMENT

Citypoint

65 Haymarket Terrace

Edinburgh EH12 5HD

T: 0131 210 0025

E: toby@inverroy.com

W: www.inverroycrisismanagement.com

Design of bespoke crisis management solutions using consultancy, training and technology to ensure that organisations are ready for the unexpected.

No of Employees: 1-10

Contact: Toby Ingram
Senior Consultant

INXPRESS

Block 6 Studios

Unit 2, Block 6

Trading Estate

Third Road, Blantyre

Industrial Estate

Blantyre

Glasgow G72 0UP

T: 0141 266 0073

E: colin.graham@inxpress.com

W: www.inxpressglasgow-south.co.uk

Helping businesses to get better service and improved prices on all your parcel, courier, import and export shipping.

No of Employees: 1-10

Contact: Colin Graham
Shipping & Freight Specialist

JELF

5 George Square

Glasgow G2 1AR

T: 0141 248 5400

E: kimberley.gibb@jelf.com

W: www.jelf.com

Experts in insurance, risk management and employee benefits for businesses and individuals.

No of Employees: 51-250

Contact: Kimberley Gibb
Regional Sales Co-ordinator

KLIK2LEARN

Tontine

20 Trongate

Glasgow G1 5NA

T: 0141 465 7616

E: info@klik2learn.com

W: www.klik2learn.com

Innovation in learning - a unique, 4-in-1 solution for ESOL and functional skills. No of Employees: 1-10
Contact: Ann Attridge
Chief Executive Officer

MACDONALD CRUTHERLAND HOUSE HOTEL

Strathaven Road

East Kilbride G75 0QZ

T: 01355 577000

E: gillian.black@macdonald-hotels.co.uk

W: www.macdonaldhotels.co.uk

Hotel, restaurant, ballroom, 11 meeting rooms, leisure club and 76 bedrooms. No of Employees: 11-50
Contact: Gillian Black
Sales Manager

MBS TRANSPORT REFRIGERATION LTD

Office 2.5

Kirkhill House

Business Park

Broom Road East

Glasgow G77 5LL

T: 0141 639 1122

E: paul@truck-refrigeration.com

W: www.truck-refrigeration.com

Supplier of second hand refrigeration units.

No of Employees: 1-10

Contact: Paul McMahon
Managing Director

MONEYCORP

93 George Street

Edinburgh EH2 3ES

T: 0131 322 6558

E: niall.handy@moneycorp.com

W: www.moneycorp.com

Serving the growing foreign exchange and payments needs of global businesses, importers and exporters, online sellers and personal clients.

No of Employees: 251+

Contact: Niall Handy
Head of Sales Scotland and Northern Ireland

OPENREACH

20 - 41 York Street

Glasgow G2 8AE

T: 07710 036716

E: robert.thorburn@openreach.co.uk

W: www.openreach.com

Operator of the UK's digital network, connecting homes, mobile phone masts, schools, shops, banks, hospitals, libraries, broadcasters, governments and businesses to the world. No of Employees: 251+
Contact: Robert Thorburn
Commercial Partnership Director

PARK INN BY RADISSON

139-141 West George Street

Glasgow G2 2JJ

T: 0141 221 1211

E: lynsey.ward@radissonhotels.com

W: www.parkinn.co.uk/hotel-glasgow

Hotel.

No of Employees: 11-50

Contact: Lynsey Ward
Cluster Sales Manager

SAFETY-ZONE

27 Ashton Road

Glasgow G12 8SP

T: 07977 023254

E: info@safety-zone.scot

W: www.safety-zone.scot

Health and safety training and consultancy company covering all types of industry throughout Scotland.

No of Employees: 1-10

Contact: Robin Clark
Director

SAPPORO TEPPANYAKI

2-6 Ingram Street

Merchant City

Glasgow G1 1HA

T: 0141 553 4060

E: andreasfili92@gmail.com

W: www.sapporo.co.uk

Exciting Japanese

restaurant.

No of Employees: 11-50

Contact: Andreas Fili
Company Director

SCOTTISH CANALS

Canal House

1 Applecross Street

Glasgow G4 9SP

T: 0141 332 6936

E: catherine.topley@scottishcanals.co.uk

W: www.scottishcanals.co.uk

Looking after Scottish canals, conserving them

as part of our heritage,

and transforming them

to play a vital role in

Scotland today.

No of Employees: 251+

Contact: Catherine Topley
CEO

SEAFORTH

ANALYTICAL SERVICES

9 Letterfearn Drive

Glasgow G23 5JL

T: 0141 471 9747

E: edward.mcgeachie@myseaforth.com

W: www.myseaforth.com

Data analytics.

No of Employees: 1-10

Contact: Edward McGeachie
Managing Director

STEPS TO CHANGE COACHING AND TRAINING

6th Floor

7 Buchanan Street

Glasgow G1 3HL

T: 0141 459 1931

E: olwen@stepstochange-coaching.co.uk

W: www.stepstochange-coaching.co.uk

Psychological coach providing coaching for personal and professional change and development.

No of Employees: 1-10

Contact: Olwen Kirkpatrick
Psychological Coach and Trainer

STONECARE UK LTD

Unit 7/8

St Luke's Business Estate

St Luke's Place

Glasgow G5 0TS

T: 0141 429 1144

E: mail@stonecare.co.uk

W: www.stonecare.co.uk

Marble, granite and solid surface fabricator.

No of Employees: 1-10

Contact: Andrew Crombie
Director

STRACHANGRAY CREATIVE

22 Montrose Street

Merchant City

Glasgow G1 1RE

T: 07980 656509

E: angie@strachangray.co.uk

W: www.strachangray.co.uk

Provision of advertising, marketing, artwork, design, illustration, print and digital production.

No of Employees: 1-10

Contact: Angie Gray
Business Development Director

SUPAGARD LTD
19-27 Gavinton Street
Glasgow G44 3EF
T: 07765 004203
E: fraser.callum@supagard.com
W: www.supagard.com
 Manufacture and supply of car protection formulas to the automotive industry around the world.
 No of Employees: 11-50
 Contact: Fraser Callum
 International Business Development

TGP LANDSCAPE ARCHITECTS
7 The Square
95 Morrison Street
Glasgow G5 8BE
T: 0141 429 2999
E: gary@tgp.uk.com
W: www.tgp.uk.com
 Original and imaginative design consultancy.
 No of Employees: 1-10
 Contact: Gary Stodart
 Director

THERMA-CHEM INTERNATIONAL LTD
52 Crossgates
Bellshill ML4 2EE
T: 01698 767575
E: ron.semple@therma-chem.com
W: www.therma-chem.com
 Provision of technology for emission reduction and energy savings for power plants, refineries and petrochemical plants.
 No of Employees: 1-10
 Contact: Ron Semple
 Director

TRIDENT MAINTENANCE SERVICES LTD
Unit 12, 33 Coatbank Street
Coatbridge ML5 3SP
T: 01236 796555
E: info@tridentms.net
W: www.tridentmaintenanceservices.com
 Painting solutions, tailored to customers' requirements.
 No of Employees: 11-50
 Contact: Neill Benham
 Director

TWO BIRDS FITNESS LIMITED
Floor 2
Axiom Building
54 Washington Street
Glasgow G3 8AZ
T: 07720 771205
E: hello@twobirdslife.co.uk
W: www.twobirdslife.co.uk
 Boutique fitness studio and related lifestyle products.
 No of Employees: 1-10
 Contact: Daniel Stevenson
 Director and General Manager

VERG
Suite 3.9, 7 Scott Street
Dalziel Building
Motherwell ML1 1PN
T: 01698 404021
E: peter.louden@verg-scotland.com
W: www.verg-scotland.com
 Employability services and commercial training.
 No of Employees: 1-10
 Contact: Peter Louden
 Employability Director

X10 SOLUTIONS LTD
11 Somerset Place
Glasgow G3 7JT
T: 07841 573177
E: kevinc@x10solutions.co.uk
W: www.x10solutions.co.uk
 Performance improvement consultancy specialising in Microsoft Power BI.
 No of Employees: 1-10
 Contact: Kevin Cowan
 Managing Director

YELLOWLEES CONSULTING
4 Ruthvenmill View
Perth PH1 3JL
T: 07796 368915
E: alexyellowlees@btinternet.com
W: www.yellowleesconsulting.com
 Linking the practices of speaker Dr Alex Yellowlees with that of physical/manual therapist Heather Yellowlees.
 No of Employees: 1-10
 Contact: Alex Yellowlees
 Speaker and Presenter



Earn rewards by promoting Chamber membership

GLASGOW CHAMBER OF COMMERCE is on a mission to continue to grow the number of companies you – our members – can engage with through networking in order to make meaningful business connections.

Some businesses are undoubtedly facing major uncertainties and challenges in the market at the moment and we feel that the Chamber can demonstrate strong leadership and bind companies together during such times and help them to overcome issues and assist them to flourish and seize new opportunities for growth and success.

Please contact us if you know businesses that might be interested in joining the Chamber and benefitting by connecting for growth and success.

Earn special Member Get Member £30 vouchers which you can spend in restaurants, bars and retail outlets which are members of Glasgow Chamber if your lead converts to membership. Please send your referral contacts' names, telephone numbers and email addresses to membership@glasgowchamberofcommerce.com

We will also continue to celebrate new members on social media and run campaigns to reach new audiences, highlighting the benefits of membership at both Essential and Partner level.

Keep your eyes peeled on www.glasgowchamberofcommerce.com for more details, stories and case studies from new and more established members as to why they have joined or

continue to be members.

If you have any questions or comments please email: membership@glasgowchamberofcommerce.com and let us know what you think. We're keen to hear from you and to start rewarding members who can successfully refer contacts to Glasgow Chamber.



Member Get Member



Contacts

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glasgowchamberofcommerce.com
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sandra.barrie@glasgowchamberofcommerce.com
reception@glasgowchamberofcommerce.com

30 George Square, Glasgow G2 1EQ 0141 204 2121

chamber@glasgowchamberofcommerce.com
www.glasgowchamberofcommerce.com
www.dywglasgow.com
www.circularglasgow.com

ADVERTISING

To advertise in Glasgow Business, please contact David Hughes at Connect Publications – 0131 561 0022
davidh@connectcommunications.co.uk

PRODUCTION

Connect Publications (Scotland) Ltd – 0141 561 0300
hello@connectcommunications.co.uk

Glasgow Chamber of Commerce would like to acknowledge our Strategic Partner, Platinum Partners and Gold Partners. Bespoke partnerships are tailored to each company's needs. For more information please contact membership on Tel: 0141 204 8347 or Email: susan.mckay@glasgowchamberofcommerce.com

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GOLD PARTNERS





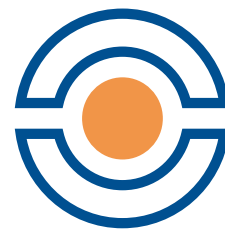
Connect to Success

Glasgow Chamber of Commerce connects you with business experts, influencers and policy makers. Join now to help drive your business's success. Make the connection today!

Glasgow Chamber of Commerce
30 George Square, Glasgow G2 1EQ
T: 0141 204 2121
E: chamber@glasgowchamberofcommerce.com
W: www.glasgowchamberofcommerce.com



GLASGOW
CHAMBER OF COMMERCE



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- Lance Gauld, Director, Cloud Cover IT



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