

## **The Organisation**

Focuses on performance management systems. They do this by using “CQ” Cultural Intelligence models to show an organisation how to drive culture change and thrive in their chosen market, they include innovative tools to support the organisation how to understand their own values and those of their team. Their endorsed programmes with the Institute of Leadership & Management (ILM) support the organisation to identify the capacity to relate and work effectively across cultures.

They are a UK Registered Learning Provider and a Recognised ILM Provider. They have a blended portfolio and a national reach.

## **Activities**

The organisation plays an active part of the launch and adoption of inclusion strategies within businesses to drive success and sustainability. Part of the training supports the need to record statistical data effectively and monitor impact efficiently. They have been signposting audiences to the Think Act Do Report

The organisation ran seminars and workshops in three major events during the International Festival of Business, IFB 2014. They supported the Think act do Report to be highlighted.

## **Diverse Magazine’s Diversity and Inclusion Conference 2014, in association with IFB 2014**

An impressive gathering of entrepreneurs, diversity practitioners, government agencies, college/university, and practice-based participants converged on the city to share knowledge and experience in the business and social benefits of diversity and inclusion, as a positive aspect of a global world and globalized society.

Max Steinberg CEO of Liverpool Vision and Chair of the International Festival for Business 2014 (IFB) has expressed his pleasure in the city of Liverpool’s hosting of the historic and successful Diversity and Inclusion conference, said: “Diversity and inclusion has become a business imperative in today’s global economy and it is incumbent upon all of us to ensure

we promote the benefits of building diverse organisations that reflect the changing face of the communities we operate in.”

Sajid Javid, Secretary of State for Culture, Media and Sport and Minister for Equalities said: “In today’s globalised economy it is vitally important all workers realise their potential. Clients, shareholders and investors are increasingly aware that businesses with diverse environments tend to make better decisions. This makes them more stable, more sustainable and more profitable. The conference had a fantastic line-up of speakers and delegates that should engage organisations to make the most of diverse workforces.”

Managing Director Karen Bellion delivered a workshop “Women Mean Business” highlighting good practice models and the report supporting organisations regardless of size to understand how they can have impact.

The discussion topics focused on issues such as examples of best practice in delivering tangible Social Value for businesses, tackling the business risk associated with unconscious bias, selecting and developing diverse winning teams and leadership skills, measuring the benefits of diversity and inclusion in business, and the impact of engaging and retaining a diverse workforce.

Attendees included Liverpool City Council, Liverpool Vision, Mersey Rail , Merseyside Fire Service and Rescue, ,Liverpool Women's NHS Trust, Charity Commission, Plus Dane Group, Crown Prosecution Service Mersey-Cheshire, Royal Liverpool & Broadgreen University NHS Trust, Equality Edge, Down Town in Business, Everyman and Playhouse Theatres, Liverpool Chamber of Commerce, Everton in the Community, Breakthrough UK, Liverpool Mutual Homes, Kingston University Students Union, Clatterbridge Cancer Centre, Department Of Public Works (DPW), Federation of Small Businesses, TUC - North West Regional Council,

<http://diversityinclusionconference.co.uk/programme>

## **Unlocking Your Potential Othella ® LLP and Enterprising Women**

The aim of this conference was to bring women together to help you achieve the success you want in your business. The conference brought business owners, new and well-established, from all sectors, background and from all parts of the UK.

### **A Panel of Influential Speakers attended**

- **Councillor Hazel Williams** - Chair of Mayoral Scrutiny Committee
- **Elaine Moore** - Regional Chair of the Federation of Small Businesses
- **Zi Lan Liao** - Internationally renowned musician and Director of Pagoda Arts
- **Sally Kah** - Founder of Eighteen Forever
- **Karen Bellion** - Director and Founder of Othella LLP
- **Hawa Sydique** - Head of Enterprising Women
- **Eileen Lennon** - Enterprising Women's Business Director

The information from the report was disseminated a network of 45,000 Women via Enterprising Women to promote organisations to highlight the report nationally.

The importance of recording and monitoring statistical data was highlighted.

<http://www.enterprising-women.org/>

### **FSB Global Summit**

The FSB Small Business Summit 2014 took place on Thursday, 3 July 2014 at Liverpool John Moores University's (LJMU's) Redmonds Building.

The event welcomed Skills and Enterprise Minister Matt Hancock as the keynote speaker. He was joined by Crispin Simon, UKTI's Managing Director - Trade, and FSB National Chairman John Allan. The day, which also featured a 'question time panel' with the BBC's Maxine Mawhinney, former Mail on Sunday Economics Editor Dan Atkinson and the FSB's Local Government Chairman Martin McTague, was hosted by FSB member Mike Southon, entrepreneur and author of the bestselling 'The Beermat Entrepreneur.'

The Small Business Summit brought into focus the key barriers facing small business growth and provide information, advice and support to help delegates find solutions to their most pressing problems.

In the afternoon delegates chose from a series of practical workshops and expert panels under the themes of 'sales and marketing', 'finance and funding, 'business growth' and 'employment, training and skills.' In light of the IFB's focus on driving UK exports, international trade was a main theme throughout the summit.

Managing Director Karen Bellion delivered a workshop “Operational Excellence; Managing Diverse Human Capital “

The workshop assisted organisations to identify key performance indicators within their own organisation that they could develop to drive culture change. Participants worked on developing an action plan to take back to the own organisation.

- Othella supported the information transfer to small business via The Federation of Small Businesses to promote best practices on gender practices.

<http://www.fsb.org.uk/general/assets/summit-speakers-4.pdf>

## Impact

- Participated in a research document being produced on Women Entrepreneurs

Title: Institutional support in empowering women entrepreneurs through ICT in the UK

Researcher: Munavvar Sultanna Svedda

Women are only half as likely as men to be entrepreneurs in the UK as they face a number of barriers in starting and running their businesses. The aim of the project is to understand how business support organisations and ICTs (information and communications technologies), such as internet, mobile phones, electronic platforms, blogs, etc., can help women entrepreneurs to overcome challenges. Data from four women business support organisations and thirty women entrepreneurs will be used to identify the needs of women entrepreneurs with regards to organisational support, challenges faced by the support organisations and the role of ICTs in organisational support. The result of the research will help organisations supporting women to understand the needs of women entrepreneurs better, make effective use of ICTs to overcome barriers and adopt best practices to promote women entrepreneurship.

- Highlighted the issues of the Think Act Do Report and Gender Bias
- Disseminated information to over 100 organisations directly
- Highlighted best practice models nationally
- Promoted value based mind-set to organisation to understand the issues of gender
- Built team effectiveness
- Promoted collaborators and connectors within organisations to support the Think Act Do Report
- Promoted climates of change to enhance performance and improve bottom line within organisations.
- Highlighted the social impact of good practices.
- Othella supported the information transfer to small business via The Federation of Small Businesses to promote best practices on gender practices.
- Optimizing Performance and Growing the Bottom Line