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# Welcome to the C2S Member Directory 2020

**W**elcome to the Circle2Success (C2S) Member Directory. This directory showcases all our C2S Corporate, Leader, Executive and Club members across all our regions of Gloucestershire, Bristol, Swindon & Wiltshire and Worcestershire. With a regional turnover of our members in-excess of £8 billion, a diverse and inclusive membership that covers every sector and size of organisation, we have created an enviable business community that thrives on growth, connections, innovation, knowledge and new opportunities. A hotbed of talent, wealth of knowledge and expertise this is the perfect place to find support, new business and new ideas.

We are proud to promote our members in this directory, please use the member search function on our website [www.circle2success.com](http://www.circle2success.com) to find the expertise and support you are looking for to grow your business.

Circle2Success promotes growth and business success across the South West and Midlands.

*Suzanne & Angela*

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 magazine [www.circle2success.com/c2s-business-magazine/](http://www.circle2success.com/c2s-business-magazine/)

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# The C2S Team



## Suzanne Hall-Gibbins

### Co-Founder and Director

I am responsible for operations; membership; the delivery of the Leaders Forums, Executive Development Programme and Strategy. I keep my hand in and close to members issues by delivering our quarterly Strategy Sessions and as well as delivering sessions on the Exec Development Programme and chairing many of the boardrooms. I am currently focused on the growth of C2S in the Bristol & Bath areas. I have over 20 years' experience of working with business leaders on their growth agendas and employee development programmes. I am a Trustee of the Gloucestershire based children's charity Pied Piper and can be found testing myself with various challenges throughout the year. I have a daughter at University in London, and I enjoy trips to visit her and the opportunity to attend the theatre.

Suzanne Hall-Gibbins E: [suzanne.hall-gibbins@circle2success.co.uk](mailto:suzanne.hall-gibbins@circle2success.co.uk) • M: 07971 148 787

## Angela Edwards

### Co-Founder and Director

I am responsible for new members, Official partnerships and sponsorship, overseeing expansion into new regions, marketing, SEO and strategy. I have always been in Sales & Marketing and learnt from the best, my dad! I am passionate about supporting the business community and am proud and honoured to work with so many fantastic organisations. We get to meet the inspirational business leaders and learn from the best – what's not to like? Charity plays a big part in what we do at C2S as giving back is important to us. I am a trustee of The Cyber Trust a registered charity which promotes cyber security to vulnerable people. I have 2 wonderful children who I am very proud of and 2 naughty dogs Alfie and Dotty.

Angela Edwards E: [angela.edwards@circle2success.co.uk](mailto:angela.edwards@circle2success.co.uk) • M: 07775 915 959



## Steph Tranter

### Membership Executive

I have been with C2S since March 2015 and I look after our new and existing members to ensure they get the most out of their membership. In house, I help with any website updates we may have as we continue to grow, which I absolutely love being a part of! Out of office, I love spending time with my two (not so little) boys.

Steph Tranter E: [steph.tranter@circle2success.co.uk](mailto:steph.tranter@circle2success.co.uk)





## James Bussey

### Gloucestershire Regional Associate

I joined the C2S Team in June 2019 as Marketing Executive following the completion of my Business/Marketing Degree (BA Hons). I have already had some great exposure to the business environment having worked in my family business for several years, including having the fantastic opportunity to work at the Rugby World Cup in 2015. I am now enjoying life as part of the C2S Team where I have been warmly welcomed and given the chance to use my knowledge to create and distribute our marketing material and I'm enjoying working with all the members. I play football, love to travel to new countries and enjoy watching Rugby Union and Formula 1.

James Bussey E: [james.bussey@circle2success.co.uk](mailto:james.bussey@circle2success.co.uk)

## Georgie Martin

### Events Executive

I am currently studying towards my BA (Hons) in Event Management at the University of Gloucestershire, I originally contacted C2S in my first year of University for two weeks work experience, I loved my time here so much I continued to work part time during my second year and now during my placement year I am working full time as an events coordinator, they can't seem to get rid of me! I am responsible for taking bookings, solving queries and assisting in creating the amazing events that C2S run.

Georgie Martin E: [Georgie.Martin@circle2success.co.uk](mailto:Georgie.Martin@circle2success.co.uk)



## Andrea Borwell-Fox

### Worcestershire Regional Associate

I joined Circle2Success in 2018 as Regional Associate for Worcestershire. My passion is connecting growing businesses to make Worcestershire an exciting county to live, study, work and play. I am a Worcestershire Ambassador, Business Patron of St Richard's Hospice, Director of a software company & qualified music teacher. I enjoy singing with the Rock Choir, spending time with friends & family, visiting the theatre and walking my dog Frankie. I look forward to hosting events in Worcestershire and growing the C2S community into the West Midlands.

Andrea Borwell-Fox E: [Andrea.Borwell-Fox@circle2success.co.uk](mailto:Andrea.Borwell-Fox@circle2success.co.uk)

## Rhi Milsom

### Social Media

I have been working with C2S on marketing and Social Media since April 2016, mainly focusing my attention on their social media, but happily helping with any other marketing related work that comes along. I have worked in marketing for approximately fourteen years, after having a varied career in the tv and film world. Away from work I am loving being mum to a new born and toddler and all that goes with the territory.

Rhi Milsom E: [Rhi.Milsom@circle2success.co.uk](mailto:Rhi.Milsom@circle2success.co.uk)



## Mel England

### Data Co Ordinator

I recently joined Circle2Success after working in my own successful business for the last 6 years. I was looking for a new challenge and wanted to be part of a team. I am thoroughly enjoying my new role looking after the data and being part of the digital transformation strategy. Outside of work I love spending time with my son and have a keen interest in health and wellbeing.

Mel England E: [Mel.England@circle2success.co.uk](mailto:Mel.England@circle2success.co.uk)

**Circle2Success (C2S)** is a unique business support organisation for today's business leaders. We actively work with our members on supporting them, delivering value 12 months of the year looking at business challenges, development, growth and people. We continuously promote members through our website, magazine, social media, member directory, weekly newsletter and the many events we hold. We operate across the South West and Worcestershire and are looking to further develop new areas in 2020. We support many areas within your organisation from HR and Finance to Marketing and personal development.

**T**he current business climate is complex and challenging, as we grapple with constant change, economic uncertainty, changing consumer behaviour, the challenges of a millennial generation and a range of disruptive technologies, we need to be resilient with strong leadership skills. Success now requires us to be adaptable, embrace change and new technologies, mastering the ability to do things differently. At C2S we tackle these challenges and come up with solutions to support your organisation, adding real value to you and your business.

You can never overestimate the importance of continued learning, looking outside and seeing what others are doing, sharing experiences, exploring and challenging ideas. Leadership and learning are invaluable to each other and inextricably linked. This is the premise on which C2S has built a unique



C2S Workshop - SEO & Website

menu of events and opportunities that allow you to choose what is most relevant, applicable to you, your team and your business today. We bring you the most up-to-date information and access to some of the most inspirational business leaders and successful organisations. Our mission is to keep you better connected and better informed.



Bristol Boardroom  
at Viper Innovations



Meet The Neighbour at  
Gloucestershire Airport

## Thought Leadership Programme

Thought Leadership gives you the opportunity to explore innovative new ideas and technologies, bringing people together to discuss and debate hot topics e.g., Blockchain; AI, Robotics, Autonomous Vehicles, Technology, Communications and The Future of Recruitment.

## C2S Socials

C2S Socials bring people together in a friendly, informal environment, with a vast range of events across all regions throughout the year. Something for everyone, to include our Cheese Clubs, Get Connected, Business Breakfasts & Lunches, Meet the Neighbour, The Cheltenham Cricket Festival, Christmas Party, Sporting Dinners, C2S Golf Days, Race Days and our annual Business in Excellence Awards.

2019 A SUCCESSFUL YEAR FOR CIRCLE2SUCCESS  
IN 2019 OVER

**145**

EVENTS ACROSS  
OUR REGIONS

**3,729**

PEOPLE ATTENDED  
OUR EVENTS

**5.1 MILLION**

COMBINED  
REACH



\* 2019 Combined figure is made up from Social Media, Mailchimp, Website Traffic, Web Impressions and Magazine



## Leaders Forums

Monthly Regional Boardrooms are a valuable resource to CEO's, Managing Directors and Senior Management Teams. We discuss key topics, learn new ideas and short circuit problems. We create an open environment which generates powerful conversations, stimulating creativity, innovation and enabling change, Chatham House rules apply. Conversations include, leadership, strategy, high performance thinking, employee engagement, mental health and wellbeing to the future of the workforce, digital transformation, innovation, culture, Cyber and change management.



Leaders Forum –  
Worcestershire Boardroom



Leaders Forum – Bristol Boardroom

## Workshop Programme

Our workshop programme is dynamic, relevant and timely, developed from feedback from members on skills and knowledge needed to grow your businesses. We run SEO and C2S Website Masterclasses, Strategy Workshops and a selection of other topics to support the growth of your organisation.

## Executive Development Programme

Our 12-month programme for managers provides new skills and insights into key topics including finance, leadership, sales, managing people, and communications. Each cohort provides the opportunity to develop long lasting relationships and a support mechanism for middle and senior managers.



Executive Development Programme

## C2S Supper Clubs

We run quarterly supper clubs across all regions, the perfect opportunity to relax, enjoy great food, good company and a good conversation, a chance to get to know fellow members.

## C2S Focus

Quarterly focus groups include, HR and Finance Focus bringing professionals together in these disciplines to discuss and explore current topics and challenges, updates and share best practice. Our Cyber Focus keeps you in touch with what's happening in the ever-changing cyber landscape and helps you stay ahead of the game.

Manufacturing and Construction are our sector specific focus group, bringing relevant and targeted conversations to these key areas. We host visits with leading organisations including Dowdeswell Estates; Kier, Hinkley; Mazak; Metrasens, Renishaw, the MTC and National Composite Centre.



C2S Supper Club & Dining Club

## Come Along

We are a membership organisation and hold many events for members as well as open events for non-members and invite you to come along as our guest to experience first-hand the quality of our events and the value we add to the world of business. Please get in touch if you'd like to come along. Check out our calendar of events on the website or contact us for more information.

[www.circle2success.com](http://www.circle2success.com)

Tel: 03300 536186

Email: [info@circle2success.co.uk](mailto:info@circle2success.co.uk)

## Best Practice Visits

Our Best Practice Visits take you behind the scenes of some of the region's most inspirational and successful businesses, to learn, share and hear their story, visits included Gymshark; Tesla, Bristol Port; Morgan Motors, EDF Energy, Gloucestershire Airport, Pukka, BMW and Chase Distilleries.

# Winners of the 2019 C2S Excellence in Business Awards

Book your Place now for 2020  
Awards on 25th June

## Regional Speakers



**Chris Pockett, Head of Communications, Renishaw** - Talked about the vibrant business Community in Gloucestershire, despite today's current challenges Gloucestershire is still a great place to live and work.



**Gary Woodman, CEO, Worcestershire LEP** - Talked about the new opportunities in Worcestershire and continued growth of the county. Worcestershire is part of the 5G testbed for this new technology and leading the way for smart factories.



**Max Nodder, Co-Founder & Director, Viper Innovation** - Talked about exciting times ahead and doing business in Bristol. Bristol is now a hotbed of talent for the future and attracting global brands to the South West region.



**Helen Frank, Head of Partnerships, Good Energy** - shared with us their plans for a greener future for Swindon & Wiltshire. What's happening on the environmental stage across the globe and the growth of this region.

Last year we celebrated another 15 Circle2Success members for excellence in business, we also launched a new award for outstanding contribution to business, which was presented to Bob Holt OBE for his time at Mears Group plc and his contribution to the business community. Our C2S awards are the opportunity to acknowledge members for their great achievements over the past 12 months, always a difficult decision as all our members are achieving outstanding results and making a positive impact on the business community. We are proud to be working with so many outstanding organisations across the South West.

This event is open to all C2S members only, across all regions. A chance to bring the South West together, showcase our outstanding members and celebrate success. The room was filled with business leaders from all regions and C2S made a pledge to actively work with members on water reduction, single use plastic and health & wellbeing in the workplace, important topics to all business leaders today.



If you have a great story about what your organisation is doing about health & wellbeing in the workplace, reducing water wastage or reducing single use plastic, please do get in touch. We'd love to hear what you are doing!  
Email: [editor@circle2success.co.uk](mailto:editor@circle2success.co.uk)



## Outstanding Contribution Award



**Bob Holt OBE** built Mears Group plc to a £1 Billion business over 20 year. Bob's career spans 5 decades starting in 1970 as a junior office boy. He has an enviable career having worked within some of the UK's most important companies and has a flawless history of leadership success. Bob is one of the UK's most acclaimed businessmen. He recently stepped down as Chairman of Mears Group plc, after taking control in 1997, he led the business on to the stock market, built an order book of £3bn and a turnover in excess of £1 billion. Bob continues to play a big part in the business community working with SME's, advising and funding growth businesses across the country.

## UP AND COMING EVENTS

**5th June 2020**  
**South West Connect**  
 Panel discussion and guest speakers from global brands on Health & Wellbeing in the Workplace and environmental issues – WHAT CAN WE ALL DO BETTER?

**25th June 2020**  
**C2S Annual Excellence in Business Awards & Big Breakfast**  
 Open to members only – FREE Breakfast on C2S!

BOOK YOUR PLACE NOW – PLACES GO FAST!

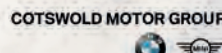
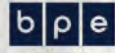
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# Welcome to Circle2Success Corporate, Leader & Executive Members



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**C**rowe is a national audit, tax and advisory firm with a long-established office in Cheltenham. Specialist teams provide pragmatic, commercial advice to businesses of all types and sizes, at all stages of their lifecycle. Accountancy advice, strategic planning, tax and compliance services are provided to corporates, professional practices, charities and independent schools. Crowe also provide tax advisory and compliance services for private individuals, directors, entrepreneurs, trusts and clients with generational inherited wealth.

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With 120 staff across the UK and 80 dedicated resourcing specialists, we help organisations achieve their business and strategic goals through effective resource solutions. From Executive Search and Overseas/Volume Assignments to Contingent Permanent, Contract and Temp solutions, Omega are the premium resource solutions partner in our space, doubling in size in the last three years, and proud of our Customer Excellence Net Promoter Score of +73.

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**H**R Champions is an innovative and creative, people-centric consultancy, delivering transformational results for businesses. With a reputation for providing first-class HR and training solutions, delivering real and tangible benefits in meeting leadership development needs, we support our clients to achieve the absolute best from their people; creating meaningful, long lasting partnerships in the process. We also understand that businesses want safe and legal HR processes and practices and we provide support and advice to enable their efficient and confident execution.

[www.hrchampions.co.uk](http://www.hrchampions.co.uk)



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## Montpellier

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[www.montpellier-appliances.com](http://www.montpellier-appliances.com)

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**G**illman's, is a family run business working in many sectors of the electrical and gas appliance industry, covering national distribution, retail and service of both domestic and commercial appliances. They operate a large retail showroom in Gloucester, supported by their aftersales team and warehousing and distribution centre is based in Tewkesbury. They pride themselves on product knowledge and customer service and are proud to be independent.

[www.gillmans.co.uk](http://www.gillmans.co.uk)

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# Circle2Success Leader and Executive Members





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Worcestershire Member



**8**D-Closures Ltd was established in 2002 by Managing Director Tim Bland. The business specialises in the design, engineering and manufacture of homologated closure systems. We are world-class leaders in our field and our portfolio includes prestigious customers McLaren Automotive and The London Electric Vehicle Company.

abc Services • [www.abcservicescheltenham.co.uk](http://www.abcservicescheltenham.co.uk)

Gloucestershire Member



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Gloucestershire Member



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Gloucestershire Member



**F**or almost 30 Years Abbey Business Interiors has been providing workplace and hospitality furnishing and fit-out services to some of the UK's largest companies. With our wealth of experience comes an understanding that encompasses every aspect of commercial interior design, planning and build.



Visit our website for more information on our members and forthcoming events [Circle2success.com](http://Circle2success.com)

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

Accolade Support & Care • [www.accoladesupport.co.uk](http://www.accoladesupport.co.uk)

Gloucestershire Member



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Worcestershire Member



**A**t ActionCOACH we coach Business Owners & Executives how to get more TIME, better TEAMS in their companies and more MONEY on their bottom line. ActionCOACH has grown to be the number one Business Coaching firm in the world, with hundreds of proven systems and strategies that are guaranteed to get results. Over 25 years of our history we have coached more clients, won more awards, gained more recognition and produced more profits than any other coaching company of its kind in the world.

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Gloucestershire Member



**A**lbright IP is a boutique firm of British and European Patent & Trade Mark Attorneys based in Cheltenham, delivering excellence in Intellectual Property Matters. The attorneys at Albright IP have a wealth of experience in obtaining patents, designs and trademark registrations in the UK, Europe and around the world.

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Gloucestershire Member



**A**ll Fleet Services was established 15 years ago and has grown to become one of the leading fleet management solutions providers in the UK. We employ over 170 staff and are proud to work with 8 out of the top 10 FN50 companies. From our humble start in 2003 we've changed incredibly and now have 3 separate divisions: our core All Fleet Services offering, All Fleet Network with over 5,000 approved suppliers and All Fleet Online, our digital arm.



**See, Touch, Buy** at our large Kitchen Appliance showroom in Gloucester today. We have large displays of freestanding and integrated products from all the premium manufactures.

These brands include: Miele, Bosch, Liebherr, NEFF, Fisher & Paykel, Rangemaster, AEG and many more.



Our trades sales department provide domestic appliances to businesses such as Hair Dressers, Kitchen Fitters and Veterinary Surgeries.

We guarantee our services will match all of your needs.



Gillman's also sell or rent Commercial Appliances on a Business to Business platform including, Care and Nursing Homes, Schools, Hotels, Hospitals, view the commercial website for more details today: [www.gillmanscommercialappliances.co.uk](http://www.gillmanscommercialappliances.co.uk).

"Our legacy as an independent family-run company specialising in home and commercial appliances, is to put you, our customer at the heart of everything we do, ensuring you get the the best experience"



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our members and forthcoming events  
[Circle2success.com](http://Circle2success.com)

We have the best conversations, the best opportunities and the best network.  
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AllCooper Group • [www.allcooper.com](http://www.allcooper.com)

Gloucestershire Member



Allcooper Group is an independent, family-run company specialising in security and fire safety solutions. Founded in 1987, we have over 30 years' experience of helping to protect homes, businesses and private clients in Gloucestershire, across the UK and overseas. We design, install, maintain and monitor the latest in security and fire safety technology.

ARECA Design • [www.arecadesign.co.uk](http://www.arecadesign.co.uk)

Worcestershire Member



ARECA DESIGN are a creative graphic design background, I always knew that it would be important to keep ahead of our competition by seeking out innovative techniques to support client campaigns. The majority of forward-thinking creative marketers see 'mobile' as the dominating platform over the next five to ten years. However, I feel that print will always be a loved medium, mainly for the tactile nature of a physical newspaper, magazine or book.

BOM IT Solutions • [www.bomitsolutions.co.uk](http://www.bomitsolutions.co.uk)

Bristol & Bath Member



BOM are a long established Premier IT services provider who support and deliver SME and Enterprise business systems and Managed Services across the South West and Wales. Established over 50 years ago and involved with IT since the arrival of the first IBM PC we have a wealth of experience, making us the ideal partner for all IT and Business system needs.

BPE Solicitors • [www.bpe.co.uk](http://www.bpe.co.uk)

Gloucestershire Member



BPE Solicitors is a commercial law firm, offering a full range of services including Corporate, Commercial Property, Science and Technology, Employment, Commercial Litigation, Construction and Engineering, Lender and Debt Recovery Services, Family, Private Client and Residential Property.

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Bailbrook House • [www.handpickedhotels.co.uk/bailbrookhouse](http://www.handpickedhotels.co.uk/bailbrookhouse)

Bristol & Bath Member



**B**athe in the beauty of Bath with a stay at Bailbrook House, one of only two Grade II listed hotels in the city. It started life as a private residence in the early 1790s and retains all the glories of that era, thanks to a £10m restoration in 2013. The hotel is set in 20 acres of grounds just a short drive from the centre of Bath and the surrounding countryside. Perfect for Bath weekend breaks or a day of indulgence away from the hustle and bustle.

Ballards LLP • [www.ballardsllp.com](http://www.ballardsllp.com)

Worcestershire Member



**W**hat makes Ballards LLP different from our competitors is the integrated approach that our accounts production, taxation, business advice and audit departments work in unison. This means that the team can look at a client's position whilst considering all aspects and opportunities. That said, we firmly believe that the 'one hat fits all' approach is not for us. We understand that all clients require a bespoke service based on their specific requirements.

Bamboo Technology Group • [www.bamboo.tech](http://www.bamboo.tech)

Gloucestershire Member



**B**amboo Technology Group, positively shaping and developing your future with the intelligent IoT resilient connectivity and cyber-secure IT services. Proud of their IoT, telecoms and IT expertise. Working with you to mitigate business risk across long-term connectivity, digital and data strategies. Consultation, implementation management and service of the connectivity, customer service and operations infrastructure you need. Data management, security and recovery a necessity - operational resilience, the key. IoT connectivity, data and cyber-secure IT.

Baxter Williams • [www.baxterwilliams.com](http://www.baxterwilliams.com)

Worcestershire Member



**B**axter Williams is a Worcestershire based recruitment consultancy with the credibility and capability to support companies from SMEs to PLCs, but more importantly the flexibility to deliver bespoke campaigns and individual requirements specific to our clients. Our ethos is simple – "Connecting Exceptional People" and our entire team prides themselves on offering a truly transparent, consultative service for both our clients and candidates.



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BCDR Solutions • [www.bcdr.solutions](http://www.bcdr.solutions)

Worcestershire Member



**B**CDR are dedicated and committed to offer the best-in-class business continuity, backup & disaster recovery service, delivering enterprise-grade features, for an SME price point. Supporting Managed Service Providers & IT Support companies with a comprehensive, managed product they can rely on, while protecting their business margins. Our aim is to protect the businesses of our Partner Clients with backups to suit your RPO & RTO. Allowing us to recover everything from an accidentally deleted file to a complete server failure. We can have your users back up and running in as little as 15 minutes.

BDO LLP • [www.bdo.co.uk](http://www.bdo.co.uk)

Bristol & Bath Member



**T**he BDO Bristol office provides a full audit, tax and business advisory service to clients in Bristol and the South West. We work with clients in every major business centre from Swindon down into the South West Peninsula and from Cheltenham to Poole taking in Exeter and Plymouth and in South Wales. Our clients for our accountancy services go from private individuals and start-ups all the way up to mid-market and listed companies and charities and other not-for-profits. Our clients operate locally, nationally and internationally.

Beaufort Financial • [www.beaufortfinancial.co.uk](http://www.beaufortfinancial.co.uk)

Gloucestershire Member



**B**eaufort Financial – Three Counties was formed in July 2018 to bring Lifestyle Financial Planning to Gloucestershire, Herefordshire and Worcestershire. We offer independent advice and are experts at helping our clients through the various stages of their financial life cycle whether that be protecting their families and businesses, looking after their wealth or planning for their retirement.

Belford House HR •

Gloucestershire Member



**H**R advice and support, help with specific projects or “hot topics”, people strategies and planning.

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Bizsmart • [www.biz-smart.co.uk](http://www.biz-smart.co.uk)

Worcestershire Member



The ultimate test of any real business is 'Would someone want to invest in it?'. At BizSmart® we've helped hundreds of businesses to scale and build valuable businesses. 4 Questions: 1. Are you trying to create a valuable business or do you just want to 'own your job'? 2. Do you know if your business is 'investable'? 3. Do you understand how your business measures up against the 8 key drivers of value? 4. Do you know where to focus to increase the value of your business? If you'd like to be able to answer these questions then contact BizSmart® for a free Value Builder Benchmark and Report.

Blackmore Riotech • [www.r3cycle.co.uk](http://www.r3cycle.co.uk)

Bristol & Bath Member



Blackmore Ricotech have been involved in data destruction and secure IT disposal for over 20 years. Under the recent GDPR guidelines you should know exactly where an asset is at all times, thus protecting the data it contains. Most businesses tend to think GDPR only refers to personal data used for marketing and sales purposes, but the GDPR definition of data processing is wide, and a major part of the GDPR includes the erasure and destruction of personal data.

Bluelinemedia • [www.bluelinemedia.co.uk](http://www.bluelinemedia.co.uk)

Gloucestershire Member



We're a web-only design and development agency that build great websites and online applications. Since 2001 we've been applying our methodology to help hundreds of our customers succeed online, and grown steadily on the back of customer loyalty. Whether you're looking to replace your current software, upgrade from spreadsheets and paperwork, or create something new, we can help.

Borwell • [www.borwell.com](http://www.borwell.com)

Worcestershire Member



Borwell are secure software experts. All applications are secure by design. Specialist areas include big data, collaborative working, systems integration and visualisation. Most customer solutions are secure web applications that also work on mobile devices. Desktop applications are provided for big data, geospatial and visualisation projects. Under the Cybx brand, the team provide penetration testing services, cyber security consulting, and managed services to improve the security of businesses. The team can also help businesses achieve Cyber Essentials Scheme certification.





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Brace Creative Agency • [www.brace.co.uk](http://www.brace.co.uk)

Gloucestershire Member



We are Brace; an award-winning Creative Agency based in Gloucester dedicated to transforming our client's online and offline presence through a combination of our diverse skills, including; web design, graphic design and digital marketing. Formerly known as Brobuild, we have a decade's worth of experience and a team full of industry experts to help your business reach new heights. From Website-Design through to Branding and SEO; we do it all. So, how can we help you?

Brewin Dolphin • [www.brewin.co.uk/cheltenham](http://www.brewin.co.uk/cheltenham)

Gloucestershire Member



Brewin Dolphin can trace its Cheltenham roots back to 1985. Our experienced and diverse team prides itself on building enduring and trusted relationships with our clients. We offer a wealth management service that reflects the individual needs of each client. To achieve this we need to get to know our clients well and understand what is important to them.

Brickhampton Court • [www.brickhampton.co.uk](http://www.brickhampton.co.uk)

Gloucestershire Member



Brickhampton Court has a reputation for quality hospitality, great service and professionalism with a wide range of facilities that do not just cater for the golfers. Brickhampton Court Golf Complex provides a friendly and welcoming atmosphere to its members and visitors alike. Meeting the requirements of our clients whether it is; sporting, business or social events serving anywhere between 20 to 120 people by delivering outstanding service.

Brunsdon Financial • [www.brunsdonfinancial.co.uk](http://www.brunsdonfinancial.co.uk)

Gloucestershire Member



Brunsdon Financial is a 100% privately-owned, long-established financial services company incorporating Brunsdon Financial Services Ltd., Brunsdon Employee Benefits Ltd. and Brunsdon Asset Management Ltd. The companies have developed largely through recommendation and long-term client loyalty.





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Bruton Knowles • [www.brutonknowles.co.uk](http://www.brutonknowles.co.uk)

Gloucestershire Member



**B**ruton Knowles LLP is an independently-owned national property consultancy with 12 offices across the UK. Our large multi-disciplinary Commercial team is highly experienced in asset management, sale and purchase, valuation, leasing and strategy. Built on a rich history, our team is established yet agile, ambitious with a stand-out work ethic, delivering high levels of service, built on a reputation of trust, integrity and valued impartial property advice.

Business Doctors Hereford • [www.businessdoctors.co.uk](http://www.businessdoctors.co.uk)

Worcestershire Member



**T**he spark that ignited Business Doctors was lit in 2004 when Matthew Levington and Rod Davies met up for a drink. Recognising that they shared a passion for the world of business, they were inspired to create something different, something that would truly add value for entrepreneurs looking to grow. Successful owners of medium-sized businesses looking for support, could choose either the big four or individual consultants, both expensive options. Spotting a gap in the market Matthew and Rod forged ahead with their innovative concept: Business Doctors.

C2S • [www.circle2success.com](http://www.circle2success.com)



**W**e are a business support organisation that operates Online, In Print and In Person. With over 145 events in 2019, over 2,729 people attending and an annual marketing reach of over 5.1 Million, we offer something for everyone. Operating across the South West and Worcestershire region we have the fastest growing business community covering all sectors and size. We offer a wide range of services from marketing support to our extensive calendar of events which include: Executive Development, Workshops, Thought Leadership, Industry updates, Focus Groups for HR, Finance and Cyber Security, along with Manufacturing, Construction, Socials and many Sporting and Networking events.

CCP • [www.ccp.org.uk](http://www.ccp.org.uk)

Gloucestershire Member



**C**CP exists to improve the lives of children, young people, families and vulnerable adults who have multiple and complex needs. Their priority is to those who have been excluded or have excluded themselves from mainstream services. They work in partnership with the person and other agencies to create a sustainable and portable package of care and support networks, which enable them to realise their aspirations and reach their full potential in life.

# HR & Training Post

from



## Holding Difficult Conversations

Holding difficult & challenging conversations is a subject that crosses both the HR and Training sides of our business. If less difficult conversations were avoided, many of the issues that we are asked to provide HR support for would likely not arise. Consequently, it's a topic that features, to varying degrees, in many of our management training courses.

In our experience, conversations become difficult when they are likely to create either conflict or embarrassment; both of which people generally try to avoid. Whilst we are often asked to support clients in their preparation for holding a difficult conversation, it's the aftermath of the failure to hold them that is the major contributor of calls to our help line.

We've compiled some top tips for holding difficult and challenging conversations below but these are just the top-line points. It's such a hot topic that we have workshops dedicated to the subject. Ask us for dates and venues.

### Top Tips:

- **Be prepared.** Make sure you have as much information as you think you'll need and have a clear idea of the outcome that you are after. Think of a mental flow-chart so you can keep the conversation on track
- **Get on with it.** Preparation is good but don't use it as an excuse for procrastination.
- **Make an appointment.** Don't just call an ad-hoc meeting. Pre-arrange a time and date in a suitable, private environment to add formality to the meeting and gravity to your message. Remember that for disciplinary meetings, 48 hours' notice must be given and representation offered
- **Be direct but use open questions.** Don't beat around the bush. Get to the point of your discussion but use open questions to draw out the subject's views. Eg. "We're meeting today to discuss your sales figures. How do you think you are doing?"
- **Keep emotions in check.** Be aware that the subject of your conversation may make emotions run high. Keep your composure at all times and don't get personal
- **Find a solution together.** Make sure that the outcome is agreed between you and that both parties "buy-into it". Create a written next-steps plan if needed which will aid your position if the issue arises again

## Free - Employment Law Updates

Have you been to one of our updates yet? Our ever popular and free-to-attend meetings provide employers with all the latest essential news and information regarding Employment Law, HR and Health & Safety. We also present on a current hot topic, AND you get breakfast on us!



Meetings open for registration and breakfast at 8.00am; presentations commence at 8.30am and we're all wrapped up by 9.30am. Of course you're welcome to linger if you have any questions or queries.

Meetings run quarterly at venues in:

- Gloucester/Cheltenham
- Worcester
- Swindon/Wiltshire
- Bristol/West of England

As you'd expect these meetings are very popular and we have a limited number of places available so please book your place as soon as possible. A maximum of two delegates per company please.

Latest dates and venues can be found at [www.hrchampions.co.uk/events](http://www.hrchampions.co.uk/events)

## The Importance of Procedure

Unsurprisingly, the disciplinary procedure is the subject that we advise on the most. Not adhering to procedure or procedural inconsistency can be what causes the most frustrating problems among clients.

By law, your disciplinary and grievance policies must be readily available for scrutiny by any employee and will ordinarily reside within your staff handbook. Because your policy is available to all employees, there really is no excuse for failing to follow your own procedure.

Sometimes, eagerness to dismiss an employee can cause an employer to circumvent or omit some stages of the disciplinary process. In such cases, the employee has a claim for wrongful dismissal for what effectively amounts to breach of contract; or unfair dismissal if there is more than two years service. It is the failure to follow procedure which amounts to this breach.

Even when an employee blatantly deserves to be dismissed, failing to follow the correct procedure is like handing them a "get out of jail free card".



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CMD Recruitment • [www.cmdrecruitment.com](http://www.cmdrecruitment.com)

Bristol & Bath Member



Life at CMD started 15 years ago as a small family business with twin Directors, Tim and Dan Barfoot. Our friendly team of specialist Consultants are based across the South-West, with four offices in Bath, Calne, Devizes and Melksham. At CMD we value the clients we work with; our unique expertise paired with our friendly team of specialist consultants ensure we consistently deliver effective recruitment solutions across the UK. We have fine-tuned our recruitment process, ensuring every candidate has the right credentials, understands what's expected of them and is a good fit for the culture of the companies we recruit into.

CR Plus Ltd • [www.crplus.co.uk](http://www.crplus.co.uk)

Worcestershire Member



CR Plus (Cost Reduction Plus) is specialist cost reduction consultancy in the Energy, Environment and Process Improvement sectors with proven capability of identifying, developing and implementing a broad range of savings and income generating projects for businesses. The team consists of Energy Engineering Consultants, Engineering Designers, Project Managers, ESOS lead assessors, Management Systems experts (ISO 50, 14, 18 and 9001) and Utility, Environmental and Waste professionals.

Cass Stephens • [www.cass-stephens.co.uk](http://www.cass-stephens.co.uk)

Gloucestershire Member



We are independent Insurance Brokers, based in the outskirts of Gloucester. We look after the insurances of businesses and individuals throughout the UK. We are an owner managed family business, founded by the late Mike Cass in 1966. Today the business is owned and managed by Mike's two sons James and Matt, together with their fellow director Paul Baldwin. We look after the insurance needs of a wide range of businesses; waste management companies, software developers, independent schools, charities, manufacturers, construction companies, accountants, architects and recruitment companies to name just a few.

Charles Russel Speechlys • [www.charlesrussellspeechlys.com](http://www.charlesrussellspeechlys.com)

Gloucestershire Member



Charles Russell Speechlys is a law firm head quartered in London with offices in the UK, Europe, the Middle East and Hong Kong. We have an unusually broad range of skills and experience across the full spectrum of business and personal needs. This gives us a wider perspective, clear insight and a strongly commercial long-term view.

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

Cheltenham Festivals • [www.cheltenhamfestivals.com](http://www.cheltenhamfestivals.com)

Gloucestershire Member



**C**heltenham Festivals is a charity which feeds the human spirit. Its participation programmes reach out year-round and culminate at the town's internationally-acclaimed Jazz, Science, Music and Literature Festivals. Workplace Investigation specialist. We are committed to working collaboratively and with integrity to: Produce innovative, world-class content across science and the arts; Engage everyone in science and the arts; We are committed to providing a safe and welcoming experience for everyone.

Cheltenham Racecourse • [www.thejockeyclub.co.uk/cheltenham/](http://www.thejockeyclub.co.uk/cheltenham/)

Gloucestershire Member



**C**heltenham Racecourse is situated in the northern outskirts of the historic spa town of Cheltenham. The Home of Jump Racing, is the venue for the worlds pre-eminent Jump meeting. The Festival™ Presented by Magners. A unique venue that boasts 2,600m sq of flexible indoor space and over 360 acres of outdoor space, Cheltenham Racecourse can be updated to suit all of your needs, whatever the size of your event. Cheltenham Racecourse is a stunning natural arena and offers the highest quality action throughout the Jump season.

Cheltenham Town Hall & Pump Room • [www.cheltenhamtownhall.org.uk](http://www.cheltenhamtownhall.org.uk)

Gloucestershire Member



**C**HELtenham TOWN HALL PAST & PRESENT - Rich in heritage, opulence and vibrancy, our much-loved jewel of Cheltenham today sets a stunning backdrop for an impressive all year round events programme, as well as private functions and corporate hospitality. PITTVILLE PUMP ROOM PAST & PRESENT - Breathtaking, unique and radiating regency refinement, Pittville Pump Room is Cheltenham's most spectacular private hire venue. Standing in regal splendour overlooking the sweeping lawns and lakes of Pittville Park two miles from the town centre, it regularly hosts weddings, parties and corporate hospitality.

Cherington HR • [www.cheringtonhr.com](http://www.cheringtonhr.com)

Worcestershire Member



**C**herington HR is a Worcestershire- based HR consultancy renowned for approaching HR issues from an ethical, but pragmatic business perspective and provides practical, affordable solutions to issues. Every business needs to recruit, manage, train and motivate its staff. However, not every business can afford the time required or the cost of employing someone to manage this on a full-time basis. Not all businesses are the same and so each solution is tailored to be the most appropriate for each business within an agreed budget.



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Clarkson Evans Ltd • [www.clarksonevans.co.uk](http://www.clarksonevans.co.uk)

Gloucestershire Member



Clarkson Evans started life as a family business in the eighties when Steve Evans, now Chairman, began trading as S P Evans Electrical Contractor using his spare bedroom as an office. Since then the company has grown beyond recognition, employing around 850 staff and wiring new homes across England and Wales. They work for all the leading house builders and their phenomenal growth is thanks to their drive to continuously improve what they do and to provide first class customer service. To achieve this they recruit the cream of the crop where electricians and apprentices are concerned.

Corinthian Wealth Management • [www.corinthianwealthmanagement.co.uk](http://www.corinthianwealthmanagement.co.uk)

Gloucestershire Member



Corinthian Wealth Management is based in the historic Spa town of Cheltenham in the heart of the Cotswolds. We specialise in meeting the financial needs of Private Clients, Business Owners and Trustees. Our experienced and skilled team ensure our clients enjoy the highest level of service. We pride ourselves on developing lasting relationships with our clients.

Cotteswold Dairy Limited • [www.cotteswold-dairy.co.uk](http://www.cotteswold-dairy.co.uk)

Gloucestershire Member



Cotteswold Dairy is a third generation family dairy processor, supplying households, businesses, foodservice and wholesale customers. They deliver fresh healthy dairy produce, locally sourced from farmers they know and trust, supporting traditional family values, local communities and ensuring quality, customer service and satisfaction first time, every time!

Coutts & Co • [www.coutts.com](http://www.coutts.com)

Bristol & Bath Member



Coutts has a world-renowned reputation for a personal approach to private banking and wealth management. For over three centuries, we have perfected exceptional service. With an unrivalled appreciation of the intricacies of wealth, we understand both the subtlety and the complexity of the lives our clients lead.

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Creative Mettle • [www.creativemettle.co.uk](http://www.creativemettle.co.uk)

Gloucestershire Member



**C**reative Mettle are specialist recruitment advisers in the digital, design and marketing sectors. We operate regionally across the South West and Midlands. We nurture creative talent in those areas advising skilled candidates on their next career move. We also actively promote employers and opportunities to skilled professionals currently resident in other parts of the UK. Put simply, we add value to our clients by providing access to talent unobtainable by other means.

Creed Foodservice • [www.creedfoodservice.co.uk](http://www.creedfoodservice.co.uk)

Gloucestershire Member



**C**reed Foodservice is a founding member of the Country Range Group of independent wholesalers, delivering quality multi-temperature catering products to chefs and caterers since 1972. We have strategically located multi-temperature distribution centres in Cheltenham, Gloucestershire, Ilkeston, Derbyshire and High Wycombe, Buckinghamshire offering national coverage across the UK.

Crowe UK LLP • [www.crowe.co.uk](http://www.crowe.co.uk)

Gloucestershire Member



**C**rowe is a national audit, tax and advisory firm with a long established office in Cheltenham. Local specialist teams provide pragmatic, commercial advice to businesses of all types and sizes, at all stages of their lifecycle. Accountancy advice, strategic planning, tax and compliance services are provided to corporates, professional practices, charities and independent schools. Crowe also provide tax advisory and compliance services for private individuals, directors, entrepreneurs, trusts and clients with generational inherited wealth.

Cyber Security Associates • [www.csa.limited](http://www.csa.limited)

Gloucestershire Member



**C**yber Security Associates Limited (CSA) provides cyber consultancy and cyber managed services which help to detect, protect and educate against the ever-changing cyber threat. CSA has built its team from a foundation of UK HMG (ex-Military) and Commercially experienced specialists all holding current and relevant cyber certifications.

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Domestic Appliance Distributors • [www.dad-online.co.uk](http://www.dad-online.co.uk)

Gloucestershire Member



**D**.AD is the largest member of the Gillmans group and is a major distributor of domestic appliances and consumer electronic goods throughout the UK. Based in Tewkesbury, Gloucestershire, they operate from a large, modern warehouse and are recognised as a significant, reputable and established trade outlet to independent electrical retailers, kitchen specialists, national multiples, house builders, developers and internet websites.

DRP • [www.drpgroup.com](http://www.drpgroup.com)

Worcestershire Member



**D**rp are one of the longest established, trusted and uniquely integrated creative communication specialists, famous for making anything possible as we connect people, build brands and help grow organisations worldwide. We are recognised for creating highly engaging internal and external communications, producing award winning live events and exhibition, compelling video programmes, intuitive digital solutions and visually striking design-led print.

Dean Close • [www.deanclose.org.uk](http://www.deanclose.org.uk)

Gloucestershire Member



**D**ean Close is a flourishing co-educational day and boarding school for pupils aged 3-18 years, located on the largest private land area in Cheltenham. It offers strong academics, extensive opportunities in all creative arts and sport with a national reputation in hockey, drama and equestrianism. A Dean Close education aims not only to get the best out of pupils academically, but to broaden the horizons of each and every one through an array of exceptional facilities, as well as dozens of clubs and societies. As a school with a strong Christian ethos, pastoral care is paramount.

Dowdeswell Estates Ltd • [www.dowdeswellestates.co.uk](http://www.dowdeswellestates.co.uk)

Gloucestershire Member



**B**ased in the Cotswolds, Dowdeswell Estate Building Contractors undertake a wide range of building construction projects, including renovations on historic buildings, public and community structures, commercial developments, as well as smaller builds for both commercial and residential projects. Their workmanship and attention to detail is their number one priority, and they are fully focused on providing a quality service and meeting the requirements and expectations of our clients.



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EBC Group • [www.ebcgroup.co.uk](http://www.ebcgroup.co.uk)

Worcestershire Member



**W**e enable you to run your business, whilst we plan, implement and support your IT and technology. EBC Group is an award-winning managed service provider of IT services and solutions, telecommunications, print solutions and document management services. As an integrated provider of managed services we plan, implement and support our clients IT and technology, enabling them to run their business smoothly and securely.

East India Cafe • [www.eastindiacafe.com](http://www.eastindiacafe.com)

Gloucestershire Member



**S**tep through the doors of our charming restaurant, based in the historic Montpellier area of Cheltenham, and you will be transported to another time and place – India during the British Raj period between 1858 and 1947. We take recipes and creations from that legendary era of culinary innovation and transform them with contemporary twists – providing our guests with a delicious, mouth watering, authentic, taste of Anglo-Indian cuisine.

Encore Communications • [www.encore-communications.co.uk](http://www.encore-communications.co.uk)

Worcestershire Member



**A** new breed of marketing communications consultancy, Encore Communications operates as a 'virtual' agency, bringing together teams of senior marketing, public relations and creative professionals to offer a full range of marcomms expertise at real value for money. Using a variety of traditional and digital techniques, we ensure our clients' voices are heard by the people that matter to them; building reputations, driving new business enquiries, nurturing organisational culture and developing valuable business relationships.

Endsleigh Business Insurance Services • [www.endsleigh.co.uk](http://www.endsleigh.co.uk)

Gloucestershire Member



**W**e were established in 1965, by NUS, to champion affordable insurance designed for students, when others wouldn't. Today, we are still as committed to providing value for money. Using our expertise we have extended our products and services to professionals as well as to commercial and business customers, shaping protection for the things that matter most to our customers. We are proud of our heritage and expertise, aligning our solutions to our core markets of education, property, travel and not-for-profit. We have been part of the Zurich Group since 2008.



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Excalibur Communications • [www.excaliburcomms.co.uk](http://www.excaliburcomms.co.uk)

Swindon & Wiltshire Member



With over 25 years in the IT and communications space the award winning team at Excalibur Communications have the experience needed to deliver an unparalleled service. We focus on helping businesses transform how they harness technology to improve customer experience, enhance employee engagement and ultimately drive growth.

Fig Office Network • [www.figoffices.co.uk](http://www.figoffices.co.uk)

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Benefitting from all-inclusive fully serviced offices, let Fig take the hassle out of your office move. With 30+ offices there is plenty of choice, ranging from 1 person up to 25 person offices. We pride ourselves in offering bespoke packages, tailor-made to suit your business needs. With superfast fibre optic Broadband, comprehensive telephony and contemporary furniture, we can have your business up and running in hours.

First Solution • [www.firstsolution.co.uk](http://www.firstsolution.co.uk)

Gloucestershire Member



First Solution enables and supports the improved productivity and efficiency of our customers business through the delivery of optimally designed technology and managed services to meet their evolving business requirements. What are we to be famous for Rapid deployment of scalable and agile services that are able to change and flex to meet the ever changing requirements of our high growth dynamic customers.

Fresh Nous • [www.freshnous.com](http://www.freshnous.com)

Worcestershire Member



Fresh Nous is a marketing journey and experience agency based in Worcester in the West Midlands. They draw on years of marketing experience from across all marketing disciplines to deliver a range of services including marketing and digital strategy development, content creation and analytics. Fresh Nous work with clients to create brand and marketing strategies to run campaigns online and offline. Utilising data and analytics information as well as customers insights they develop marketing strategies to drive customer engagement and create quality interactions.





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GB Solutions • [www.gbsolutions.co.uk](http://www.gbsolutions.co.uk)

Gloucestershire Member



**A**t GB Solutions, people are at the centre of our business. Our expert recruitment consultancy is centred around our values of People, Passion and Integrity. Operating across six specialist employment divisions: HR+Legal, Finance, Marketing, Technology, Sales & Service and Commerce, we are adept at managing ever-changing employment trends and innovative recruitment solutions

GBE Converge • [www.gbeconverge.com](http://www.gbeconverge.com)

Gloucestershire Member



**W**e provide expert, independent and bespoke Fire, Security and Managed IT Solutions. We design, installation and support. We work across all major market sectors, on major construction projects and with end-user organisations, with an approach that values true collaboration. Our aim is to ensure our customers are more efficient, effective and resilient through the services we provide which we deliver with the highest levels of service and leading-edge technology.

GMS Group • [www.gms-group.co.uk](http://www.gms-group.co.uk)

Worcestershire Member



**G**MS Group of Companies, is a national trusted security specialist who protects the IP and asset infrastructure of leading global brands, delivering excellence in every aspect of our service. At the forefront of security technology, our team of security professionals protect both local and national customer sites, with services ranging from manned guarding, mobile patrol and key holding services to biometric entry systems, advanced CCTV and drone technology.

GillHarrisJames • [www.gillharrisjames.com](http://www.gillharrisjames.com)

Gloucestershire Member



**T**he GillHarrisJames group provides strategic business consultancy for the specific needs and challenges facing ambitious and growth focused SMEs. Our services cover three core competencies in commercial consultancy, delivery and investments, making us one of the UK's most comprehensive SME focused service organisations. Our senior management team has significant expertise in managing ambitious and growing SMEs at every stage of the journey. It allows us to provide relevant, actionable and effective advice based on first hand experience.

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Gillmans Electricls • [www.gillmans.co.uk](http://www.gillmans.co.uk)

Gloucestershire Member



**G**illmans was established in 1969 and is still a family run business to this day. The company specialise in the supply of domestic and commercial appliances for both purchase and rental and are proud to stock some of the biggest and best brands in the industry. Gillmans prides itself on excellent customer service and its highly trained and knowledgeable staff, making them the one stop shop for all your electrical and gas appliance needs. Gillmans were the 2014 winners of the British Manufacturing and Retailing Awards (EMRA) and continue to be recognised for their ongoing success.

Gloucester Rugby • [www.gloucesterrugby.co.uk](http://www.gloucesterrugby.co.uk)

Gloucestershire Member



**G**loucester Rugby founded in 1873 possesses one of the longest and proudest histories in English club rugby. Kingsholm stadium is a state of the art home for the club in the Centre of Gloucester. One of only 3 Rugby clubs to make a profit, whilst challenging for honours.

Gloucestershire College • [www.gloscol.ac.uk](http://www.gloscol.ac.uk)

Gloucestershire Member



**G**loucestershire College is a successful college of further and higher education in Gloucestershire with campuses in Cheltenham, Gloucester, Forest of Dean and Tewkesbury. The college delivers a wide range of education and training programmes to over 15,000 students each year, designed to equip students with the skills for future success and to meet the skill needs of businesses.

Gloucestershire County Cricket Club • [www.gloscricket.co.uk](http://www.gloscricket.co.uk)

Bristol & Bath Member



**G**loucestershire Cricket is one of the 18 first class County Cricket Clubs in the UK. Established in 1870, our first senior match was captained by one of the most influential cricketers and one of our founding members WG Grace. Our home, The Bristol County Ground, is based in the heart of Bristol just off the Gloucester Road in the Bishopston area. In recent years, a complete redevelopment of our facilities has transformed the ground and has enabled us to bring international cricket to Bristol.





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**Circle2Success (C2S)** is the fastest growing business community in the South West region, operating across Bristol & Bath, Chepstow & Monmouthshire, Gloucestershire, Swindon & Wiltshire and Worcestershire. With a printed distribution of over 5,000 and 10,000 digitally, over 145 events in 2019 with over 3,729 people attending, over 25,000 connections including social media and a regional turnover of C2S members in-excess of £8 billion, we provide a wide range of platforms and opportunities to promote your organisation, products and services. This is the publication to advertise your business in, to reach the business leaders of today and tomorrow.

**The Circle2Success (C2S)** magazine is "The Business Magazine for Today's Business Leaders". Our magazine is designed to bring you interesting Interviews, Company Insights, Updates, the Latest News from Manufacturing, Cyber, Construction & HR, Member and Regional News, C2S Leader Profiles, a Calendar of Events and much, much more!

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Godwill Care • [www.godwillcare.co.uk](http://www.godwillcare.co.uk)

Gloucestershire Member



**G**odwill care is a Recruitment and Training Care Agency. It is family run business whose Manager has been in the Healthcare business for over 16 years. We provide bespoke, well trained and qualified staffs to Care home and Home Care across the UK. We specialise in Care Training such as Healthcare Assistant Induction Programme, Care certificate, First Aid, Safeguarding, Risk Management, Dementia, Autism, Medication etc.

Good Energy • [www.goodenergy.co.uk](http://www.goodenergy.co.uk)

Swindon & Wiltshire Member



**2**0 years ago, people in the UK had little choice about where their energy came from. 98% of UK energy was generated from fossil fuels – and with the growing threat of climate change, we desperately needed alternative and more sustainable options. Good Energy was set up to give people the choice to do something about climate change by choosing renewable energy for their homes and businesses – and we've been doing just that ever since.

Grundon • [www.grundon.com](http://www.grundon.com)

Gloucestershire Member



**G**rundon is the UK's largest family-owned supplier of integrated waste management and environmental services. Founded in 1929, we have developed a distinctive approach that has helped us to maintain a leading position within the waste industry. This approach is underpinned by our commitment to quality of service, innovation and technical progress, together with a genuine and demonstrable concern for the environment.

HR Champions • [www.hrchampions.co.uk](http://www.hrchampions.co.uk)

Gloucestershire Member



**H**R Champions are recognised as outstanding providers of Human Resources & Employment Law services, and Management Development Strategy & Training. We operate throughout Gloucestershire, Worcestershire, Wiltshire and beyond, resolving challenges faced by employers across all industries.

Visit our website for more information on our members and forthcoming events [Circle2success.com](http://Circle2success.com)

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Haines Watts • [www.hwca.com](http://www.hwca.com)

Worcestershire Member



**H**aines Watts is a Top 15 firm of chartered accountants who specialise in advising and supporting business owners. Our reputation in Worcestershire has always been based on being 'small enough to give a personal approach, but large enough to be able to give a specialist, professional service. Our fresh thinking and practical business approach underpin our values. We've developed a range of services to cover many of the challenges you'll meet, from business planning, business growth support to acting as your sounding board.

Harrison Clark Rickerbys • [www.hrclaw.com](http://www.hrclaw.com)

Gloucestershire Member



**H**arrison Clark Rickerbys has more than 500 employees and partners based at offices in Worcester, Cheltenham, Birmingham, Hereford, the Wye Valley, the Thames Valley, Cambridge and central London, who provide a complete spectrum of legal services to both business and private clients, regionally and nationwide. The firm also has a number of award winning teams specialising in individual market sectors, including health and social care, education, technology, agricultural and rural affairs, defence, security and the forces, and construction.

Hazlewoods • [www.hazlewoods.co.uk](http://www.hazlewoods.co.uk)

Gloucestershire Member



**H**azlewoods is a UK Top 30 independent Business Advisers and Chartered Accountants, with an established sector expertise that is hard to find elsewhere. Hazlewoods has provided specialist accountancy, tax, audit and business advice to individuals and businesses of all shapes and sizes since the practice was founded by Marcus Hazlewood in 1919. We have over 300 staff in two offices in Gloucestershire who work with our clients locally, nationally and internationally.

Heart of Worcestershire College • [www.howcollege.ac.uk](http://www.howcollege.ac.uk)

Worcestershire Member



**H**eat of Worcestershire College is the largest further education college in Worcestershire County offering a wide range of vocational and technical courses in specialist subject areas alongside a vast array of apprenticeships and higher education courses. From courses for school leavers to affordable higher education and professional qualifications, the College prides itself on delivering job related qualifications in high quality environments to enable students to achieve a positive and bright future.

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

Hewett Recruitment • [www.hewett-recruitment.co.uk](http://www.hewett-recruitment.co.uk)

Worcestershire Member



**H**ewett Recruitment has been established since 1980. We have developed and expanded our services by listening to the needs of both our Clients and Candidates over the years, becoming one of the leading recruitment companies in the area. As you would expect, we subscribe to use the national job boards such as Jobsite, Total Jobs, Reed and CV Library to advertise jobs and to access their CV databases...but that is just a starting point!

Hillside Brewery & Events • [www.hillsidebrewery.com](http://www.hillsidebrewery.com)

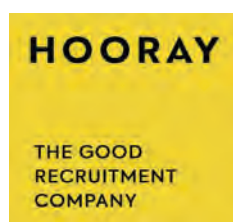
Gloucestershire Member



**H**illside Brewery and Events is set on a stunning 40-acre farm and has an excellent reputation for producing a wide range of award winning beers and hosting amazing events tailored specifically to you. Proud to be a local brewery they have won over 50+ awards since launching in 2014, are a completely green company (run on ground source, solar and air source) and are dedicated to quality and consistency in everything that they do.

Hooray Recruitment • [www.hoorayworks.co.uk](http://www.hoorayworks.co.uk)

Gloucestershire Member



**O**ur Managing Director and Founder, Richard Arthur is a qualified recruiter (DipREC) with 16 years' experience in the industry and a highly successful track record of placing Office Professionals into a variety of corporate and charitable organisations. Having run highly successful desks at large high street recruitment firms and some smaller independent consultancies, Richard then combined his passion for recruitment with making a positive social impact and spent a number of years recruiting office professionals into the dynamic not-for-profit sector.

Hope For Tomorrow • [www.hopefortomorrow.org.uk](http://www.hopefortomorrow.org.uk)

Gloucestershire Member



**H**ope for Tomorrow is a dedicated charity, bringing cancer care closer to patients' homes via our Mobile Cancer Care Units (MCCUs). We provided 14,174 treatments in 2018 across 34 locations working in partnership with NHS Trusts across England. As a cancer charity, we understand that time is a crucial factor for patients, and in 2007 we launched the world's first ever Mobile Cancer Care Unit to bring vital cancer care closer to patients, enabling them to spend more time with family, friends and loved ones.





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House Parties • [www.house-parties.com](http://www.house-parties.com)

Gloucestershire Member



We are a boutique agency offering large, luxury houses across the UK for weekend celebrations and family holidays. We offer a personal service to our customers and property owners in a market which is now dominated by huge corporations who seek high commissions from property owners whilst creating a culture of last minute and discounted bookings amongst customers.

Hughes Paddison Solicitors • [www.hughes-paddison.co.uk](http://www.hughes-paddison.co.uk)

Gloucestershire Member



Hughes Paddison provides a full range of legal services to businesses and individuals. We offer expert advice whether you are buying or selling property, businesses, goods or services or you are in dispute with your neighbour, key supplier or customer, business partner or spouse. Understanding your personal requirements is of paramount importance to us. We want to identify your individual needs and objectives, so that we can work collaboratively with you, and guide you through the legal process every step of the way.

IDR Consultants Ltd • [www.idrconsultants.co.uk](http://www.idrconsultants.co.uk)

Worcestershire Member



As businesses grow, Owners and Managers have to wear many hats and finding enough time in the day to do everything can be a very difficult task. If you find that you are spending your time working in the business rather than working on the business, then IDR Consultants can help. IDR Consultants provides small to medium sized businesses with the services of an outsourced Finance Director working on a part time basis providing as much or as little support as is needed.

Ilec Ltd • [www.ilec-imec.com](http://www.ilec-imec.com)

Gloucestershire Member



Ilec Ltd are an electrical and mechanical building services contractors working across many business sectors including: Health Care, Education, and Hotel & Leisure & Industrial. Over the last 15 years they have grown into a highly respected and award winning company employing over 100 people working across the UK. Recently investing in the development of a new innovative product they have brought to market the Thermarestor system which is a brand new range of products designed to prevent fires within electrical installations from happening. It can be fitted into new and existing consumer units and distribution boards, as well as accessories and outlets.

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ISO Quality Dates • [www.isoquality.com](http://www.isoquality.com)

Worcestershire Member



ISO Quality Services Ltd is an independent organisation that specialises in the implementation, certification and continued auditing of ISO and BS EN Management Standards. We also offer ISO / BS consultancy, training and internal auditing. We are one of the UK's leading 'total solutions' provider and have adopted a simple, cost effective and no nonsense route to BS EN ISO certification. We work with a variety of clients from sole traders to large international companies in a variety of sectors.

Iceblue Marketing & Design Ltd • [www.iceblue.co.uk](http://www.iceblue.co.uk)

Worcestershire Member



Here at IceBlue we are a software development and digital marketing agency with a difference. We have three key areas to our business; a full service digital agency, a cloud software development & IT delivery company and last but not least, we are the founders and promoters of the extremely successful Finditin network. We started our journey when Price Pearson Chartered Accountants required a marketing company to promote and sell their products.

Iguana Group • [www.iguanagroup.co.uk](http://www.iguanagroup.co.uk)

Worcestershire Member



With over 25 years of experience providing exhibition solutions, Iguana Group delivers 100+ projects a year to a global client base at events across Europe, the Middle East, Africa, Asia Pacific and the Americas. Our highly creative team is uniquely positioned to deliver excellence, whatever your requirement

Indectron • [www.indectron.com](http://www.indectron.com)

Gloucestershire Member



Indectron provides colocation data centres that are home for IT infrastructure used in cloud deployments. The flagship Shield House data centre in Gloucester hosts business critical applications providing a secure environment that can be tailored to precise requirements whilst providing scalability. The data centre has been designed to future proof deployments using cutting edge data and communications technology. Indectron can help your business' IT services to evolve in an ever-changing digital landscape.

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Investec • [www.investec.com](http://www.investec.com)

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Investec Wealth & Investment specialises in investing for individual clients, charities, trusts and clients of professional advisers on a bespoke basis, seeking optimal returns on their capital at all times. We provide our services to private clients, financial advisers, charities and intermediaries.

J.C Carpets & Flooring • [www.jccarpets.co.uk](http://www.jccarpets.co.uk)

Gloucestershire Member



With 50 years' expertise behind us, J.C. Carpets has offices in Hereford and Gloucester which are perfectly placed to provide you with the very best flooring supply and installation service available. With no showroom or warehouse, we have few overheads which means we are consistently cheaper than traditional carpet and flooring shops. However, don't expect any less knowledge, customer service or quality. We are well known throughout the region and are extremely proud of our stellar reputation.

John Lewis & Partners • [www.johnlewis.com](http://www.johnlewis.com)

Gloucestershire Member



Continuing to make an impact on Cheltenham's high street, John Lewis & Partners Cheltenham is enjoyed by the local community as not just a shopping destination but as a shopping experience. So much more than an ordinary shop, customers are using Home Designers to help them spruce up their homes, Personal Stylists to revitalise their wardrobes and visiting its vibrant Beauty Hall to achieve the latest looks. Shoppers can also book onto a series of interesting and inclusive events for all ages, from baby groups to tech and craft sessions, hosted daily in the shop. New for 2020, John Lewis & Partners Cheltenham has launched a special pop-up space on its ground floor, hosting local independent businesses and exclusive British brands.

Juice Recruitment • [www.juicerecruitment.com](http://www.juicerecruitment.com)

Bristol & Bath Member



It all began 20 years ago when Emma Summers, Managing Director of Juice Recruitment felt that the recruitment industry required a fresh new, exciting and dynamic approach, one that was customer led and focused on a quality experience for both candidates and clients. Her mission was to create a company that specialises in supplying exceptional candidates that go above and beyond in their passion to succeed in their chosen environment. A company that makes its candidates and clients feel welcomed and provides an unparalleled recruitment experience across every channel.



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K W Bell Group • [www.bellcontracting.co.uk](http://www.bellcontracting.co.uk)



With a workforce of over 400 highly skilled operatives Bell Contracting Limited copes easily with multi-million pound contracts, and generally has up to 30 contracts ongoing at any one time. KW Bell Group Ltd is a group of companies which include Bell Homes. Our other partner companies include Bell Plant, Bell Contracting and Bell Partnerships. To visit our group website please click on the below image.

Kendall Wadley • [www.kwca.co.uk](http://www.kwca.co.uk)

Worcestershire Member



Not only will you benefit from a partner led approach to client care, you will also be safe in the knowledge that you will be working with a team of dedicated professionals who have many years experience, some with the National accountancy firms, and are therefore able to advise you on every aspect of wealth management and business growth.

Kohler • [www.kohler.co.uk](http://www.kohler.co.uk)

Gloucestershire Member



Since 1873, Kohler Co. has been improving the level of gracious living by providing exceptional products and services for our customers' homes and their lifestyles. We believe better business and a better world go hand-in-hand. Whether that is beautiful kitchen and bath products, innovative engines and generators, memorable hospitality offerings or developing clean water, sanitation, and community development solutions around the world.

Laithwaite's • [www.laithwaites.co.uk](http://www.laithwaites.co.uk)

Gloucestershire Member



Laithwaite's began in 1969, when Tony Laithwaite borrowed a van to bring Bordeaux wines where he was working at the time back for family and friends. Their Gloucester Fulfilment Centre is the home to their Call Centre, Distribution Centre and their Wine Shop and staffed with over 500 employees. Laithwaite's began in 1969, when Tony Laithwaite borrowed a van to bring Bordeaux wines where he was working at the time back for family and friends. They continue to keep true to their values by importing wine from a wide range of wine producers from all over the world into their Fulfilment Centre in Gloucester making us the UK's No1 Home Delivery Wine Merchant.

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Land Rover Experience • [www.eastnor.landroverexperience.co.uk](http://www.eastnor.landroverexperience.co.uk)

Worcestershire Member



Experience a team building adventure like no other. Land Rover Experience invites drivers to pit their wits against 66 miles of off road trails within the stunning grounds of Eastnor Castle. Teams can be challenged to navigate ravines, gaping ruts and deep water behind the wheel of some of Britain's most iconic vehicles. Deep in the forest, trails are so varied and technical that they have been used for decades to test the capability of every new Land Rover.

Lawn Doc • [www.lawndoc.co.uk](http://www.lawndoc.co.uk)

Gloucestershire Member



We pride ourselves on our ability to make your lawn look its absolute best throughout the year. With continual treatments using the best products we can ensure your lawn stays healthy and looks great. Our expertise comes from years of working on golf courses, exclusive building projects and domestic lawns and our continued investment into the latest products, techniques and equipment has resulted in the highest quality of service, add that to a competent and well trained workforce and you can see why Lawn doc provide a quality professional service.

Lilian Faithfull • [www.lilianfaithfull.co.uk](http://www.lilianfaithfull.co.uk)

Gloucestershire Member



Lilian Faithfull Care is a charity providing care, support and a 'home for life' for the elderly in Gloucestershire. Established in Cheltenham in 1946 by our namesake Lilian Faithfull. With five care homes and two day hubs we provide a wide range of support to our residents including day care, respite, assisted living, residential and nursing care. Along with specialist knowledge of dementia and end of life care. Lilian Faithfull Care is a charity – so we're in care for the right reasons – not for profit. 97p in every £1 spent is put towards the day to day care of our residents – and all that entails.

Lodders Solicitors • [www.lodders.co.uk](http://www.lodders.co.uk)

Gloucestershire Member



Lodders is a law firm built around outstanding legal advice and exceptional service to regional, national and international private clients. Lodders was established over 230 years ago in the Stratford upon Avon area. We currently have four offices, 25 partners and approximately 130 staff. Lodders' main office is in Stratford upon Avon and houses all the main departments of the firm. We also have a fast-growing office in Birmingham and an office in Cheltenham which offer services to clients in South Warwickshire, the Cotswolds and Gloucestershire. Our Henley in Arden office enables us to service local clients in and around Warwickshire.

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Lucozade Ribena Suntory • [www.lrsuntory.com](http://www.lrsuntory.com)

Gloucestershire Member



Some people just make things happen. They inspire, they go the extra mile and they evolve; continually striving to be the best that they can be. And that's what makes us extra special at Lucozade Ribena Suntory. Every one of us plays a massive part in creating soft drinks brands that stand out from the crowd. And a combination of European, Japanese and British influences make us culturally unique. We're proud to be part of the Suntory Group – one of the most innovative food and drink companies in the world. Founded in 1899, Suntory now employs more than 42,000 people across the globe through its 337 holding companies.

Mecsol • [www.mecsol.co.uk](http://www.mecsol.co.uk)

Gloucestershire Member



We have over 35 years of experience in the commercial & industrial sectors for clients including Shell, Puma Energy, Balfour Beatty & the MOD to name a few. **INSTALLATION & MAINTENANCE:** Our technicians have a wide range of experience, working well as a team to meet specific requirements of our clients. As a team, we all strive to meet deadlines, and provide the best results possible. **TESTING & INSPECTION:** Electrical fixed wiring testing for all types of Industry, providing you with reports that help you maintain a safe environment. We are NICEIC approved, which is recognised by all industries.

Malvern Business Academy • [www.26steps.co.uk](http://www.26steps.co.uk)

Worcestershire Member



26 Steps toolkits enable managers at all levels to learn or re-calibrate the fundamentals of their role, and for an organisation to establish consistency of practice. They are mentored by a colleague who is also provided with guidance. Benefits to your organisation and the individuals include: Direct impact on business performance, enabling value to the bottom line and making them more effective managers; structure for productive conversations and strong performance management; Identify and address high cost issues such as bullying, harassment and absenteeism and more.

Manor By The Lake • [www.manorbythelake.co.uk](http://www.manorbythelake.co.uk)

Gloucestershire Member



Manor By The Lake is an exquisite Victorian Mansion located in the heart of Cheltenham Spa, set in seven acres of award-winning gardens. It combines classic elegance with modern comforts; an exceptionally stylish, picture-perfect venue for Corporate events, Weddings and Celebrations. At Manor by the Lake we are private property, and can therefore offer complete exclusivity and security lock-down. We have 6 flexible venue rooms, and can cater for up to 250 guests.



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Marsh Commercial • [www.marshcommercial.co.uk](http://www.marshcommercial.co.uk)

Worcestershire Member



**W**e are Marsh Commercial; a business with global backing and a local focus, that comes from a reassuring heritage with decades of experience. We're proven and trusted experts. Between 2015 and 2018, Marsh & McLennan Companies purchased both Jelf and Bluefin, and merged the businesses to form one of the biggest insurance brokers in the UK, under a new Jelf brand.

Maybe\* • [www.maybetech.com](http://www.maybetech.com)

Gloucestershire Member



**M**aybe\* helps organisations use social media to deliver results. The patent-pending Maybe\* platform uses AI (Artificial Intelligence) to help organisations listen and engage with their customers through social media, benchmark their results, and optimise the ROI of their activity. Social media is the way to connect with your customers. In just 14 years social media has transformed the way people communicate.

Meantime Media • [www.meantimemedia.com](http://www.meantimemedia.com)

Gloucestershire Member



**M**eantime Media has been producing videos for the public and private sector since 1998. Particular areas of expertise are web video for marketing, PR, training, product promotion and SEO. We have produced countless commercial and broadcast programmes for companies such as John Lewis, Virgin, Whitbread, Lucas Aerospace, Vauxhall, Mencap, Hewlett Packard, BBC, Ch4, STV, Granada, etc. as well as C2S members. We specialise in B2B marketing videos for small, (and sometimes very small) companies in the UK and Ireland.

Mears • [www.mearsgroup.co.uk](http://www.mearsgroup.co.uk)

Gloucestershire Member



**M**ears today employs almost 17,000 people in every region of the UK. In partnership with our social housing clients, they maintain, repair and upgrade the homes of hundreds of thousands of people in communities from remote rural villages to large inner-city estates. Their care teams provide support to around 30,000 people a year, enabling older and disabled people to continue living in their own homes.

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

Memsahib Gin & Tea Bar • [www.memsahibginandteabar.com](http://www.memsahibginandteabar.com)

Gloucestershire Member



The Memsahib Gin and Tea bar is the first of its' kind. Inspired by the British Raj period, during which many Anglo-Indian women, 'Memsahibs', settled in Cheltenham bringing with them new and exciting tastes and flavours. With a broad selection of 55 gins and an array of teas, we have a spectacular menu made with unique flavour combinations to surprise and delight our guests. We infuse 10 varieties of gin, which are then paired with tea to provide a truly mesmerising experience. In order to provide an outstanding taste, we craft our own gin. This gives us ultimate control and you the ultimate experience. Quality and quantity in equal measure. It's Gin'O'clock somewhere!

Menzies Law • [www.menzieslaw.co.uk](http://www.menzieslaw.co.uk)

Bristol & Bath Member



Menzies Law is a specialist employment law and people management business. Our advisory team are all leading regional experts in employment law and we work with our clients, whether HR professionals or business leaders, to find workable and timely solutions to employment law issues/challenges they may be facing. We champion good people management practices including proactive learning and development activities which target the 'root cause' of employment law issues.

Metrasens • [www.metrasens.com](http://www.metrasens.com)

Worcestershire Member



Metrasens is the World's Leading Provider of Advanced Magnetic Detection Technologies. Our innovative products are designed to address deficiencies in conventional screening methods, to make us all safer and more secure. Our mission is to take great science from the laboratory and use it to create revolutionary, award-winning products which meet the real needs of our customers. Metrasens' core technologies have an extremely wide range of potential applications.

Midland Communications Co. Ltd • [www.midlandcomms.co.uk](http://www.midlandcomms.co.uk)

Gloucestershire Member



For over 40 years we have performed at the forefront of the communications industry; constantly evolving, in tune with the market, meeting customer needs and expectations. We offer expert knowledge, the very latest technology and our passion with the delivery of personal service, creating the technical infrastructure for companies that want to make their customer communications their market advantage. We sell a promise; of experience, of knowledge and of care in the delivery of needs based communication solutions.

Visit our website for more information on our members and forthcoming events [Circle2success.com](http://Circle2success.com)

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Mighty • [www.mightycomms.co.uk](http://www.mightycomms.co.uk)

Gloucestershire Member

The logo for Mighty, featuring the word "Mighty" in a bold, pink, sans-serif font.

**W**e're Mighty, a creative communications agency based in Cheltenham and Worcester. We do everything from web development to PR and print design to social media, and almost everything in between. And we do it well. We sometimes work with promising up-and-coming ventures, often with challenger brands, and nearly always with companies in transition. In every case, we help clients with today's business challenges while planning for whatever opportunity tomorrow brings. As a team, we're ambitious, honest and passionate about what we do and we work best with organisations that share these values.

Montpellier Domestic Appliances Ltd • [www.montpellier-appliances.com](http://www.montpellier-appliances.com)

Gloucestershire Member

The logo for Montpellier, featuring the word "Montpellier" in a bold, red, sans-serif font.

**L**aunched in 2012, Montpellier is the most exciting young appliances brand in the UK market, offering a refreshingly friendly, approachable and economical alternative to the mainstream brands. We make appliances for the real world with products that combine technology with function, style and reliability. Whether it's a fridge, oven, freezer, dishwasher, tap or washing machine, every Montpellier appliance is built to our exacting standards and your everyday needs.

Moon Executive Services • [www.moonexecsearch.com](http://www.moonexecsearch.com)

Bristol & Bath Member

The logo for Moon Executive Search, featuring the word "MOON" in a large, blue, sans-serif font, with "EXECUTIVE SEARCH" in a smaller, black, sans-serif font to its right.

**M**oon Executive Search has significant experience of undertaking search & selection for mid to senior management and board level roles in multiple sectors such as Aerospace & Defence, Banking, Charity & Non-Profit, Creative, Digital & Data, Education & Learning, Financial Services & FinTech, Manufacturing & Engineering, Retail & FMCG and Technology & Software.

Move Property Sales & Lettings • [www.move.uk.net](http://www.move.uk.net)

Gloucestershire Member

The logo for Move Property Sales & Lettings, featuring the word "move" in a pink, sans-serif font, with "uk.net" in a smaller, black, sans-serif font to its right, and a pink house icon to the right of the text.

**M**ove Estate Agents have a new and fresh approach to sales and are constantly challenging the traditional methods used by estate agents. Their objective is to improve the way in which the industry has operated for many years. Estate Agency has remained largely unchanged in the UK for decades and they believe both buyers and sellers deserve better. Their goal is to build a reputation for outstanding customer service. Their aim to make selling your property stress and hassle free with their dynamic and clean cut approach. They look to build long term relationships with all of their clients and grow the company through a great reputation for customer care and satisfaction.



[INFO@CIRCLE2SUCCESS.CO.UK](mailto:INFO@CIRCLE2SUCCESS.CO.UK)



03300 536186



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National Star • [www.nationalstar.org](http://www.nationalstar.org)

Gloucestershire Member



**A**t National Star, we're driven by our vision for a world in which people with disabilities are able to realise their potential as equal and active citizens in control of their lives. This sits at the heart of everything we do, from the personalised and world-class learning we provide via National Star College to training, specialist services and our work in the wider community. All of this is underpinned by both our passion to enrich people's lives and by our moral and statutory responsibilities.

Natwest • [www.personal.natwest.com](http://www.personal.natwest.com)

Worcestershire Member



**N**atWest's (Worcester branch) is part of RBS, NatWest is the number one bank and largest lender for SMEs in the UK. We do everything from transaction services, to sector expertise, to specialist finance like invoice finance, asset finance and leasing. Mark Dodwell leads a team of Relationship Managers that work with and support SME customers, across all sectors, in Herefordshire and Worcestershire. We look to help our customers by understanding their business, their strategy, and their future aspirations. I am driven to help them achieve those goals.

Natwest • [www.personal.natwest.com](http://www.personal.natwest.com)

Gloucestershire Member



**N**atWest's key SME-facing businesses for Gloucestershire all operate from under one roof in Cheltenham. The banks corporate, commercial and business banking relationship managers work alongside Lombard asset finance and RBS Invoice Finance specialists at newly refurbished offices in the Quadrangle complex, adjacent to Imperial Gardens. The team works together to support the SME sector in Cheltenham, Gloucester and the wider Gloucestershire community by sharing its customers ambitions, delivering business expertise and making banking simple. NatWest's aim is to be number one for customer service, trust and advocacy in its chosen markets by 2020.

Neoperl • [www.neoperl.net/en/start.html](http://www.neoperl.net/en/start.html)

Worcestershire Member



**T**he Neoperl Group is a German-Swiss company and offers innovative solutions regarding drinking water for the plumbing industry. Neoperl offers products that shape the water stream, regulate the flow rate and protect drinking water. Neoperl is an international company and employs more than 1,800 employees in 17 countries all over the world. The headquarters is located in Müllheim, Germany and Reinach-Basel, Switzerland. The research & development department is located in Müllheim. The extensive logistics infrastructure consists of a total of 12 production plants in Europe, Asia and the United States as well as sales subsidiaries in all the main markets.

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Offsite Servers • [www.offsiteservers.com](http://www.offsiteservers.com)

Worcestershire Member



Offsite Servers' professional reputation has developed as a result of its excellent commitment, depth of knowledge and ability to consistently meet the needs of its clients. When you work with us you will be dealing with experienced and responsive IT professionals. We are ISO9001 and ISO27001 Certified which means we are confident that you will receive a quality service from our team.

Omega Resource Group • [www.omegaresource.co.uk](http://www.omegaresource.co.uk)

Gloucestershire Member



Omega Resource Group is a specialist recruitment and resource solutions business. Alongside its two sister businesses, Datum RPO and Omega Engineering Services Ltd, the Group employs in excess of 120 staff across seven UK locations. Collectively these businesses support many key regional and national businesses through the provision of recruitment services, outsourced recruitment supplier management programmes, and in-house engineering design and manufacturing services. The Group is ISO 9001, 14001, AS 9100, CHAS and SC21 accredited and is a true Gloucestershire business.

One Creative Environments Ltd • [www.oneltd.com](http://www.oneltd.com)

Worcestershire Member



One Creative Environments Ltd. (One) is an integrated building design business with a dynamic multi-disciplinary team comprising of architecture, landscape architecture, masterplanning, civil and structural engineering, building services, interior design, all working together at the forefront of Building Information Modelling (BIM) – the future of intelligent building design. We work with fantastic clients, on some really exciting projects, both in the U.K. and overseas.

One More One • [www.onemoreone.co.uk](http://www.onemoreone.co.uk)

Gloucestershire Member



We are a consultancy service specialising in Foreign Direct Investments & Residency Process, Restaurant & Bar Start-ups, Hospitality Project Management. We are constantly immersed in the industry, through our own well-respected establishments and continual engagement with the restaurant, bar and event planning business community, through every available platform. In doing so we ensure the pertinence of our guidance with relation to current and emerging trends while maintaining an enviable pool of hospitality industry contacts to call upon.

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PES • [www.wearepes.co.uk](http://www.wearepes.co.uk)

Bristol & Bath Member



**P**ES specialises in making sure that businesses shape their employees' experience so that the organisation thrives. Our mantra is simple: happy people, happy business. Our clients range in size from a few dozen to a few thousand employees. What makes us different? A unique combination of employee benefits, HR support and a holistic approach to employee wellbeing. No other organisation can offer integrated expertise in all of these areas. Yet each complements the other to create a working environment that maximises employee happiness and productivity.

PSU Technology Group • [www.psu.co.uk](http://www.psu.co.uk)

Gloucestershire Member



**W**e are business technology specialists with over 30 years' experience in the industry. From our HQ in Cheltenham, we offer solutions across IT managed services, connectivity, telephone systems, unified communications and mobiles. Our depth of expertise across all these areas makes us stand out from the crowd, while our ability to integrate both IT and telecoms makes us the ideal partner to support your business.

PwC • [www.pwc.co.uk](http://www.pwc.co.uk)

Bristol & Bath Member



**P**wC is a leading professional services firm, providing audit, tax, consulting, deals advisory and many other services. They have a long standing history working with businesses in the South West and have over 400 people based in the region. They work with many of the growing and successful private businesses, family businesses and entrepreneurs who make up over two thirds of their clients. They help businesses spot opportunities for growth, manage risk, save money and create value and work with them to put all the pieces together.

Parallel Lines Ltd • [www.pl-linemarking.co.uk](http://www.pl-linemarking.co.uk)

Worcestershire Member



**P**arallel Lines are a line marking and surface preparation company based near Kempsey in Worcestershire, established in 2009. Keeping up with the latest technology and products, and collaborating with suppliers to trial new advances in the industry has increased the services on offer to include indoor and outdoor floor and surface preparation, shot blasting, factory and warehouse markings, car park and safety markings.



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Pied Piper • [www.piedpiperappeal.co.uk](http://www.piedpiperappeal.co.uk)

Gloucestershire Member



**P**ied Piper Their work as the county's leading children's charity is as vitally important today as when they started out in 1992. Their biggest achievement to date is helping to fund a brand new children's hospital wing. Today, not a month goes by without them being asked to help fund life-changing medical and practical equipment that can transform the lives of sick and disabled children in Gloucestershire.

Premier Forest Products • [www.premierforest.co.uk](http://www.premierforest.co.uk)

Gloucestershire Member



**T**he Premier Forest Group is one of the UK's leading vertically integrated group of timber companies; operating from 15 sites within the UK and Eire and principally engaged in sawmilling, processing, importation, and the distribution of timber and associated products.

Premiere Kitchens & Furniture • [www.premierekitchens.co.uk](http://www.premierekitchens.co.uk)

Gloucestershire Member



**P**remiere supply kitchens and furniture to a variety of home developers, along with the social, student, hotel and care sectors. As part of the Markey Group, the company is uniquely placed within the furniture industry to be able to draw upon its sister companies and ever changing market needs and produce furniture that, whilst built to the highest quality and service standards, is sympathetic to the needs of the supply chain from contractor to end user via the facilities management team.

Prestbury Marketing & Consulting • [www.prestburymarketing.co.uk](http://www.prestburymarketing.co.uk) Gloucestershire Member



**P**restbury Marketing & Consulting offer a wide range of Marketing and PR services in recognition of the fact that many businesses do not have the marketing resources or expertise that they ideally need. What sets us aside from others is our total focus on practical solutions that deliver an excellent return on investment and the fact that from the first minute we start work with you, it is as though we are part of your business. The key principle behind Prestbury Marketing & Consulting is to offer access to Senior level Marketing and PR resource in 'bite size chunks'. We work with our clients to improve the effectiveness of their activities and to deliver solutions bespoke to them which are practical, effective and on budget.

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Protrack Solutions • [www.protrack-group.com](http://www.protrack-group.com)

Gloucestershire Member



**P**rotrack Solutions based in Gloucester supply a full range of tracking devices and systems. Protrack offers the knowledge, flexibility and after sales support that their highly skilled team of professionals consistently provide. The Protrack Solutions product range includes GPS vehicle tracking systems for cars both private and fleet requirements; sophisticated HGV tracking which can help to optimize efficiency and reduce running costs and public transport tracking which also provides essential data to the operator.

Quantum R&D Tax Ltd • [www.quantumtax.co.uk](http://www.quantumtax.co.uk)

Worcestershire Member



**W**e are in the business of boosting your business Based in Worcestershire and operating across the country, we are one of very few R&D specialist organisations regulated by the ACCA. Our independent specialists in tax relief are industry and business experts, with diverse knowledge and understanding across multiple sectors. This means we speak your business language, so we will maximise your R&D tax credit entitlement.

RE Resource Group • [www.reresourcegroup.co.uk](http://www.reresourcegroup.co.uk)

Gloucestershire Member



**R**E Resource Group are a specialist provider of temporary and permanent staff. We have six specialist recruitment sectors Industrial & Warehousing, Food & Agriculture, Transport, Commercial, Catering & Hospitality. We also offer bespoke On-site Solutions tailored to your business which can handle large volumes contracts. We have been operational for over 15 years and have numerous master vendor agreements with clients which have been awarded to RE Resource Group due to service and commitment which we've maintained for over 15 years.

Randall & Payne • [www.randall-payne.co.uk](http://www.randall-payne.co.uk)

Gloucestershire Member



**R**andall & Payne are a leading independent firm of chartered accountants, business advisers and tax specialists working with clients across Gloucestershire, throughout the UK and internationally. This established firm dates back to 1879, when George Payne and John Randall first formed their partnership in Stroud. Today they are a 50-strong professional team, based at Chargrove House in Shurdington. As a business themselves, they understand the challenges involved in making an enterprise succeed.

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Reach Solutions • [www.bringmesolutions](http://www.bringmesolutions)

Gloucestershire Member



We are Reach because it's what we do. Every day our trusted and respected news brands – national and regional, online and in print – reach millions of people up and down the country. We are the UK's largest news publisher, with influential national news brands such as the Daily Mirror, Daily Express, Sunday People, Daily Record, and more than 100 distinguished regional titles including the Liverpool Echo and Bristol Post. At Reach Solutions we work closely with SME clients and agencies to create strong and meaningful connections between our valuable audience and your business or brand.

Renishaw • [www.renishaw.com](http://www.renishaw.com)

Gloucestershire Member



Renishaw is one of the world's leading engineering and scientific technology companies, with expertise in precision measurement and healthcare. Expertise in precision measurement and healthcare. The company supplies products and services used in applications as diverse as jet engine and wind turbine manufacture, through to dentistry and brain surgery. It is also a world leader in the field of additive manufacturing (also referred to as 3D printing), where it is the only UK business that designs and makes industrial machines which print parts from metal powder.

Ricoh • [www.ricoh.co.uk](http://www.ricoh.co.uk)

Gloucestershire Member



Ricoh is a trusted technology leader, with an impressive track record for innovative and sustainable business solutions. Innovation is at the heart of the business and they are inspired by the individual needs of their customers, from small start-ups to major corporations. They are a total document and IT solutions provider offering a range of services tailored to your specific needs, from streamlining costs, to enhancing business processes and increasing staff productivity. For eight years running, Ricoh has been named as one of the Global 100 Most Sustainable Corporations in the World.

Robert Hitchins • [www.robert-hitchins.co.uk](http://www.robert-hitchins.co.uk)

Gloucestershire Member



Robert Hitchins Group specialises in the acquisition and delivery of consented land to housebuilders and in the investment and development of land and properties for the commercial property market, the Robert Hitchins Group is a long established family owned property company with an enviable reputation and track record of creating innovative land and property solutions that maximise returns for land owners, occupiers and investors. Operating across the South West, Midlands and South Wales, Robert Hitchins is a well trusted, well-funded and dynamic property company that provides the complete development solution.



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SEER International • [www.seerinternational.com](http://www.seerinternational.com)

Gloucestershire Member



**S** EER INTERNATIONAL provides advisory and consulting services to businesses seeking to grow. It operates both domestically and internationally and has a network of Associates in the UK, Central and Eastern Europe and the Middle East. SEER INTERNATIONAL is an Authorised Partner of IFS.

SK Heating & Cooling • [www.skheatingandcooling.co.uk](http://www.skheatingandcooling.co.uk)

Gloucestershire Member



**S** K Heating and Cooling Ltd, are independent Heating, Ventilation, Air Conditioning and Refrigeration Engineers working primarily throughout Gloucestershire and the surrounding counties. Their clients include companies from Retail, Industrial, Commercial, Education, Healthcare and Food industries. The company was formed in 1993 and has steadily grown over the past 22 years. As well as retaining many of the original staff the company has evolved to include an experienced team of Project Managers, Engineers and Designers offering Installation, Service and Maintenance for a wide range of Mechanical and refrigeration applications.

Sadie Skipworth •

Worcestershire Member



**S** adie Skipworth Social Media has run her own successful business for over 2 years. She found a niche in the market to become people's/businesses personalities online via Twitter, Facebook and LinkedIn, raising profile and presence. Sadie has experience across many sectors NHS to Construction. Sadie has built her own reputation via her own platforms purely to help her clients. Twitter 15k, Facebook 4k, LinkedIn 30k. Sadie truly believes "Art of Conversation gets you remembered".

Safehands Recruitment • [www.reresourcegroup.co.uk](http://www.reresourcegroup.co.uk)

Gloucestershire Member



**S** afehands Recruitment is a specialist agency providing temporary and permanent solutions in Health and Social Care Recruitment throughout Gloucestershire, Herefordshire, Worcestershire, Cardiff, Shropshire and Wiltshire. As Health & Social Care Recruitment Specialists we supply staff into a range of different settings and organisations which include; Nursing Homes, Residential Homes, Day Centres, Specialist Schools and Colleges, Private Care Providers, Supported Living Settings, Hospitals and Charities.



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Salubrium • [www.salubrium.co.uk](http://www.salubrium.co.uk)

Gloucestershire Member



**S**alubrium gets companies working well. We help move a company's approach to health from something that is reactive to something that is proactive – even in traditionally 'reactive' areas like rehabilitation. We are skilled at identifying specific areas for attention, but also specialise in an 'Interlinked Whole' approach that treats the organisation as one – with powerful results.

Sandler Training • [www.brunel.sandler.com](http://www.brunel.sandler.com)

Bristol & Bath Member



**S**andler Training is globally renowned for Sales innovation training and consultancy. Over the decades Sandler has evolved into the largest company in the world in its space. Growing companies can suffer with a variety of issues including skills deficiencies, incorrectly on-boarding new team members, lack of coaching and not ensuring a growth culture runs throughout their organisation. At Sandler we partner with companies to support and help develop their planned goals.

Saracen Care Services • [www.saracencare.co.uk](http://www.saracencare.co.uk)

Gloucestershire Member



**S**aracen Care provides high quality, personalised, doctor-led care in people's own homes or in supported accommodation. We specialise in tailor made care packages, developing specific solutions for each individual. We always seek to empower and provide choice and opportunity, along with the respect and dignity everyone deserves.

Sevenside Software Ltd (SSL) • [www.ssl-uk.net](http://www.ssl-uk.net)

Gloucestershire Member



**S**evenside Software Ltd. (SSL) have been providing IT solutions to businesses for over 20 years. We are able to provide IT support to companies that do not have their own IT department and also full software development services. Their clients work takes them all over the world. Creation of good coaching habits for 1:1s.

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Simplicity • [www.simplicityinbusiness.co.uk](http://www.simplicityinbusiness.co.uk)

Gloucestershire Member



**S**implicity are the 'go to' Growth Partners for start-up and existing recruitment businesses. We help recruiters achieve Faster, Smarter Growth by removing barriers and providing all of the critical tools needed to run long term, successful and profitable businesses. Time is a valuable asset to you and your business. Partnering with Simplicity will give you all the time you need to focus on what you do best; win new business, manage existing clients and source the best talent, to make your business a success and achieve your growth aspirations.

Staylets • [www.staylets.co.uk](http://www.staylets.co.uk)

Gloucestershire Member



**W**e all want comfort, value and flexibility when we're looking for accommodation these days, no matter the reason whether it is business or pleasure. If you're tired of scruffy "budget" accommodation, dusty B&Bs, or the rules and restrictions that come with often characterless hotels, then look no further than Staylets. Our aim is very simple – to provide you with accommodation that offers quality, comfort, value for money and that feeling of being appreciated. At Staylets you aren't just another number, or a nuisance, like many hotels make you feel. You are our guest.

Sixways Stadium • [www.sixwaysstadium.co.uk](http://www.sixwaysstadium.co.uk)

Worcestershire Member



**S**ixways Stadium is the ultimate destination in the West Midlands and Worcestershire for conferencing and events. Conveniently located at Junction 6 (Worcester North) of the M5 and with excellent road, rail and air links, Sixways Stadium is the perfect venue, providing exceptional services and versatile facilities for large stadium events, business conferences, exhibitions, meetings, weddings, private dinners and parties from two to 12,000 guests. There are also several hotels close by.

Spirax Sarco Engineering PLC • [www.spiraxsarcoengineering.com](http://www.spiraxsarcoengineering.com)

Gloucestershire Member

Spirax-Sarco Engineering plc

**S**pirax-Sarco Engineering plc is a multi-national industrial engineering group that has its headquarters in Cheltenham, England. The Group comprises two world-leading businesses: Spirax Sarco for steam and electrical thermal energy solutions and Watson-Marlow for niche peristaltic pumps and associated fluid path technologies. We serve a wide range of industries and have a great diversity of end markets and customers. This diversity insulates us from much seasonal and cyclical demand.



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Spitfire Consultancy • [www.spitfireconsultancy.com](http://www.spitfireconsultancy.com)

Gloucestershire Member



Our strength lies in the knowledge, skills and capability of our team. We provide an unrivalled level of operational expertise to deliver sustainable change, reflected in our achievements to our clients. With an average of 20 years industry experience, each of our senior professionals has personally led and successfully delivered significant change programmes. Our core knowledge and experience comes from working directly in senior operational roles at Toyota, Nissan and other world-class organisations.

Ssangyong • [www.ssangyonggb.co.uk](http://www.ssangyonggb.co.uk)

Gloucestershire Member



We are an Importer and Distributor of Korean SUV, 4x4 and pick-ups. The vehicles are superb in quality, robust and great value-for-money, and with exceptional warranties. SsangYong is currently less well-known outside Korea, but this will change with upcoming new products. We are the Korean Land Rover.

Stanbrook Abbey • [www.handpickedhotels.co.uk/stanbrookabbey](http://www.handpickedhotels.co.uk/stanbrookabbey)

Worcestershire Member



Dating back to the early 16th century, Stanbrook Abbey Hotel, a former Grade II listed monastery lives on through the original architecture – from the dramatic stone cloisters to the gothic stained-glass windows – offers guests a chance to experience a unique taste of what life in an abbey was once like. A recent £4.2m renovation, meticulously designed to celebrate the hotel's heritage, brings with it the new brasserie-style dining experience in The Refectory restaurant, situated in the site of the original nun's cafeteria.

Sterling & Law • [www.sterlingandlaw.com](http://www.sterlingandlaw.com)

Gloucestershire Member



Over the years, we have worked to provide the highest standards of advice and service by ensuring that we listen and understand what is important to you, consistently delivering on our promises and keeping you up to date and well informed. We aim to offer you: An efficient, first-class, professional service while retaining the personal touch; The benefit of our years of experience and in-depth knowledge; A plan tailored to your specific requirements, reviewed and adjusted over time and more.

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Stilo • [www.brandstilo.co.uk](http://www.brandstilo.co.uk)

Worcestershire Member



At Stilo, we are passionate about finding interesting, impactful and innovative ways for businesses to engage with their audience. Whether that's creative design for printed literature, a company video with motion graphics to showcase your expertise, or our innovative offline digital interactive sales presentation tool – StiloTouch. Creative Director Ian Woodley brings 25 years experience, and heads up an agile and highly experienced team, having worked with local, national and international brands. So, if you're looking for fresh thinking to engage with your customers, let's start a conversation. We deliver a genuine end-to-end managed services designed for the entire life-cycle of a facility, with a philosophy that always places our customers at the core of our business.

Sustainable Direction • [www.sustainabledirection.com](http://www.sustainabledirection.com)

Gloucestershire Member



Sustainable Direction Ltd (SDL) is a specialist environmental and sustainability consultancy with a different approach. Their focus is to help organisations identify, prioritise and take action to move in a sustainable direction. This is much more than just environment, it is people and about you, your company and who you are. We start with why to help you understand this and have helped companies reinvent themselves, regaining purpose and delivering sustainable businesses.

Sutcliffe & Co • [www.sutcliffeinsurance.co.uk](http://www.sutcliffeinsurance.co.uk)

Worcestershire Member



Since 1984 Sutcliffe & Co has been trusted with arranging insurance for many thousands of business and private clients across the UK. The Sutcliffe Family have been insurance professionals for 4 generations and recognise the importance of personal service. Sutcliffe & Co have a highly experienced team of specialist insurance brokers to look after your insurance requirements and take the burden of insurance off your shoulders. Our goal is to always provide you with the right insurance at the right price.

System 15 • [www.system15.co.uk](http://www.system15.co.uk)

Gloucestershire Member



System 15 provide agile and innovative IT solutions. We specialise in developing custom software and providing IT support services for private and public sectors. Our reputation has been built on trust, as we always take time to carefully understand client requirements. We pride ourselves on our open, honest and ethical approach to problem solving, ensuring we implement the most appropriate solution for each budget and specification.

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We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

Target PR • [www.targetgroup.co.uk](http://www.targetgroup.co.uk)

Gloucestershire Member



**T**arget PR is an award-winning agency that helps organisations to communicate brilliantly. In a fast-changing, noisy world each business must find its distinctive voice and a compelling message that elicits action. From the most advanced engineers, to daringly disruptive innovators, or much-loved market leaders; we help clients to be understood, distinctive and chosen by the people that matter to them. For more than 40 years, we have been combining real world strategic advice with creative hands-on help to support businesses of all shapes and sizes to achieve their goals through excellent communications.

TasteTech • [www.tastetech.com](http://www.tastetech.com)

Bristol & Bath Member



**T**asteTech are a family business based in Bristol who specialise in the manufacture of controlled release food flavourings and ingredients. Since they began in 1992, they have been at the forefront of microencapsulation technology, pioneering solutions to leading food manufacturers worldwide. They offer creative solutions to the bakery, confectionery, chewing gum and nutrition markets and are always looking for new businesses and sectors that might benefit from their expertise.

Tech Op • [www.techop.cp.uk](http://www.techop.cp.uk)

Gloucestershire Member



**C**ustomer service comes first for Tech OP. They make sure that they listen to your needs, that they understand your business, that they build a relationship of mutual trust and that they respond to your issues. They can then put the right technology in place to support your growth and success.

Tewkesbury Printing • [www.tewkesburyprintingcompany.com](http://www.tewkesburyprintingcompany.com)

Gloucestershire Member



**T**ewkesbury printing services have been offering a cost-effective printing service for businesses and individuals with colour printing requirements in Cheltenham, Gloucester, Bristol, Bath, and surrounding areas for over 30 years. Whether it is printing business cards, brochures, envelopes, point-of-sale material large format or leaflets, we will always ensure that we provide our clients with the most environmentally-friendly printing option.



We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

The 79 Group • [www.79group.co.uk](http://www.79group.co.uk)

Gloucestershire Member



**7**9 Group is one of the UK's leading experts in fully integrated end to end design and mechanical and electrical installation for professional environments. Our holistic and people led approach combines all aspects of environmental design and aligns it with your wider business objectives. We balance each constituent part of the process with the day to day reality of having to deliver improved performance and measurable results.

The Channel Partnership • [www.the-channel-partnership.co.uk](http://www.the-channel-partnership.co.uk)

Bristol & Bath Member



**T**he Channel Partnership (formerly LDPA Credit Insurance) is a specialist credit insurance broker and surety bond advisor. We are experts in our field, work with a large number of clients across a wide range of sectors, and have established relationships with the majority of UK insurance providers. What makes us different: we have a genuine interest in our clients; everything we do and advise is on the basis of our conversations with our clients to get a true understanding of your business and your needs.

The Cheltenham Trust • [www.cheltenhamtrust.org](http://www.cheltenhamtrust.org)

Gloucestershire Member



**T**he Cheltenham Trust is a charity that enriches the lives of visitors and residents of Cheltenham and beyond through art, heritage, sport and play. We work hard in the community with our partners to make a positive change to people's lives, of all ages and backgrounds. From applying for funding for community projects, right through to delivery, our goal is to increase awareness and access to culture, art, heritage, sport, health & wellbeing.

The Clarence Social • [www.theclarence.social](http://www.theclarence.social)

Gloucestershire Member



**T**he Clarence Social is a newly opened, proudly independent venue in Cheltenham. Across 3 floors, our interiors are elegant yet playful, inspired by regency design 'with a twist' – with spaces available to book for eating, drinking, meeting or private parties. Our team of creative, passionate staff, serve our customers from brunch, lunch, through to dinner and late night drinks.

Visit our website for more information on our members and forthcoming events [Circle2success.com](http://Circle2success.com)

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

The Development Manager • [www.thedevelopmentmanager.com](http://www.thedevelopmentmanager.com) Worcestershire Member



The  
Development  
Manager Ltd.

**T**DM responsibly access UK taxpayer's money and employer budgets to start and further workplace learning journeys which: enhance social and career mobility; delight employers with their positive impacts; positively impact upon regional and national economies; and respond usefully to regional and national skills development priorities. We coach and train. We continuously renegotiate individual learning plans.

The Ivy Clifton Brasserie • [www.theivycliftonbrasserie](http://www.theivycliftonbrasserie)

Bristol & Bath Member



**T**he Ivy Clifton Brasserie is open in the heart of Clifton Village, Bristol, located on the corner of Caledonia Place and The Mall, overlooking The Mall Gardens. Open seven days a week, The Ivy Clifton Brasserie offers accessible all day dining for local residents, businesses, shoppers and visitors to the area, and brings some of the familiarity of The Ivy brand to ceaselessly chic Clifton Village.

The Mount Pleasant Hotel • [www.mountpleasanthotel.co.uk](http://www.mountpleasanthotel.co.uk)

Worcestershire Member



**L**ocated in the heart of Malvern Hills and its quintessential town, Great Malvern, is the Mount Pleasant hotel, a family run- business whose reins have been in the hands of AJ Bains for the last 16 years. With its incredible views and direct access to the hills, the hotel has 18 bespoke en-suite bedrooms, Mulberry Tree Restaurant & Bar and three elegant function rooms for private dining and events. Many bedrooms and public rooms overlook the stunning view of the Malvern Priory and eastwards over the Vale of Evesham towards the Cotswolds. Newly re-branded Mulberry Tree Restaurant & Bar offers an exquisite culinary experience in a contemporary setting and a welcoming atmosphere offering seasonal menus capturing the very best local produce.

The Value Innovator Ltd • [www.thevalueinnovator.co.uk](http://www.thevalueinnovator.co.uk)

Worcestershire Member



**A**fter 30 years with best in class, blue chip companies, selling bars of soap to bars of gold – some with turnover in the billions and profits in the millions; I am now sharing my knowledge, experience and expertise with ambitious SMEs who want to improve the performance of their business. My valuable experience has taught me that the three most common challenges facing Directors and CEO's – irrespective of their business size, shape or sector, are how to improve: The performance of their people; The profitability of their products; The productivity of their processes.

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

The Wilson • [www.cheltenhammuseum.org.uk](http://www.cheltenhammuseum.org.uk)

Gloucestershire Member



**W**elcome to The Wilson, Gloucestershire's premier art gallery and museum. We're part of The Cheltenham Trust, a charity (No. 1158606) dedicated to enriching the lives of residents and visitors through art, culture, heritage, sport, play and performance. The Wilson houses an internationally significant museum collection of exceptional quality and variety, changing displays of our Designated Arts and Crafts Movement collection and fine art collections.

Thermarestor • [www.thermarestor.co.uk](http://www.thermarestor.co.uk)

Gloucestershire Member



**T**hermarestor® represents a step change in fire safety. By permanently monitoring the temperature of electrical connections and components, it actively prevents fires from being caused by anything that uses electricity. In the event that excessive heat is detected it provides very early warning and automatically notifies the maintenance team through MetaCom, a bespoke GSM communicator, so that an emergency is transformed into a maintenance issue instead. This exciting and innovative fire prevention product is attracting interest from across the globe and has been specified and installed not only here in the UK, but Europe, South America and the Middle East as well.

Three Counties • [www.threecounties.co.uk](http://www.threecounties.co.uk)

Gloucestershire Member



**T**hree is our lucky number! Three Counties, based in Malvern, is a three-part organisation: it offers a 90-acre purpose-built showground with conference and exhibition centre; it is an organiser of national events and it is a charity with educational mission. A million people a year pass through the showground which contributes over £35 million to the local economy. Three Counties Showground is available to hire throughout the year for conferences, exhibitions, rallies and festivals. Just 10 miles from M5 and M50, it enjoys unrivalled views of the Malvern Hills – visitors always comment on the sense of space and scalability of the facilities.

Thursfields • [www.thursfields.co.uk](http://www.thursfields.co.uk)

Worcestershire Member



**W**ith over 155 staff in eight offices across Worcestershire and the West Midlands, we have the resources and expertise to provide a full range of legal services to you and your business. Our passionate team of lawyers span every legal field including property, family, employment and commercial law as well as probate and litigation. We pride ourselves on being your local legal specialists and have offices right across the region including Kidderminster, Halesowen, Sedgley, Stourport, Birmingham, Solihull and Worcester. Find the contact details of all our offices here.

Visit our website for more information on our members and forthcoming events [Circle2success.com](http://Circle2success.com)

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Tidal Direct • [www.tidaltrainingdirect.co.uk](http://www.tidaltrainingdirect.co.uk)

Gloucestershire Member



Our national team of State Registered Paramedics teach everything first aid training related. This includes our monthly open first aid course here in Cheltenham to support SMEs and local businesses and our coverage of England and Wales supporting businesses, charities and public bodies onsite at their workplace on a group basis. All our first aid training courses are fully accredited and nationally recognised qualifications in RQF Level 3 Awards through Qualsafe Awards, regulated by Ofqual.

Tidal Training • [www.tidaltraining.co.uk](http://www.tidaltraining.co.uk)

Gloucestershire Member



Operating from our head office in Royal Mews, Cheltenham. Tidal Training Ltd provides the highest quality of healthcare, medical, clinical training and first aid training to our customer base nationwide. The company was founded in 2012 by Colin Frensham (Director). Colin has over 19 years management and training experience in the healthcare sector and had previously worked at management level for national and multi-national organisations.

The University of Gloucestershire • [www.glos.ac.uk](http://www.glos.ac.uk)

Gloucestershire Member



We're helping businesses to realise their ambitions for growth. Our School of Business and Technology provides a state-of-the-art centre complete with boardrooms, business incubation centre, Thompson Reuters trading rooms and a moot court. All these facilities are available for business hire. Our apprenticeships and professional courses are helping employers to develop their talent, while our expert consultancy services and knowledge transfer partnerships are enabling organisations to benefit from working with the leading academies.

University of Worcestershire • [www.worcester.ac.uk](http://www.worcester.ac.uk)

Worcestershire Member



The University of Worcester is a close-knit and high-achieving community where students are supported to succeed at every level. The University is a truly inclusive place where every person counts as an individual. From designing imaginative facilities to providing practical support and tailored learning, we strive to help people of all backgrounds and abilities to achieve their own rich potential. We work hard to break down barriers and provide opportunities for all.



[INFO@CIRCLE2SUCCESS.CO.UK](mailto:INFO@CIRCLE2SUCCESS.CO.UK)



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Utility Helpline • [www.utilityhelpline.co.uk](http://www.utilityhelpline.co.uk)

Worcestershire Member



Utility Helpline is an independent multi-award-winning business energy consultancy. We are proud to have been helping businesses of all size to make informed decisions about their energy for over 13 years. We offer a comprehensive range of services to help businesses to reduce and manage their ongoing energy costs. This could be anything from helping to renegotiate contracts, identify savings through billing mistakes to how to use less energy.

Viper Innovations • [www.viperinnovations.com](http://www.viperinnovations.com)

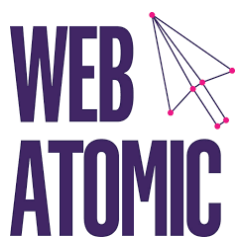
Bristol & Bath Member



Viper Innovations provides distribution solutions for global industries including subsea and rail. Our product and service offering covers the full project lifecycle from providing expert system level input at FEED study, to the design and supply of hardware, and on to asset integrity management of the installed equipment. Viper Innovations takes pride in providing cutting edge distribution technology and expert level consultancy services to provide practical solutions for the real problems our clients experience on a day to day basis.

Web Atomic • [www.webatomic.co.uk](http://www.webatomic.co.uk)

Bristol & Bath Member



Web Atomic is a scientific PPC agency, whose approach to managing PPC campaigns started back in 2003 – just after Google AdWords launched in the UK. However, the fundamental principles applied back in 2003 are the same that apply at Web Atomic today: Use the most cutting edge techniques available to gain maximum advantage over competitors; Make the PPC campaigns as measurable and accountable as possible; The PPC campaigns should be made to fit the business – not the other way around.

Whitelight Hosting • [www.whitelighthosting.co.uk](http://www.whitelighthosting.co.uk)

Gloucestershire Member



A great service to suit you with white light hosting, you can find your perfect hosting package to fit your needs. whether its just a small personal hosting package that you are looking for, or you have a business that is looking for centralise your hosting to a dedicated server, we have a plan for you.

Visit our website for more information on our members and forthcoming events [Circle2success.com](http://Circle2success.com)

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

Willans • [www.willans.co.uk](http://www.willans.co.uk)

Gloucestershire Member



Established in 1947, Willans LLP delivers the highest quality legal advice in an approachable, straight-talking way. We act for businesses, private individuals, charities and not-for-profit organisations based locally, nationally and internationally. With around 80 people, we are large enough to provide first-class specialist advice, yet small enough to give a genuinely personal service. We are also consistently rated year-on-year by national legal guides such as The Legal 500 and Chambers which draw on client feedback.

Worcester Cathedral • [www.worcestercathedral.co.uk](http://www.worcestercathedral.co.uk)

Worcestershire Member



The Cathedral Church of Christ & the Blessed Mary the Virgin, of Worcester is the mother church of the Diocese of Worcester and the seat of the Bishop of Worcester. The Chapter oversees the day-to-day life of the cathedral and the staff appointed by them. It is responsible for the strategic direction of the cathedral's mission and ministry and monitors the results.

Worcester Racecourse • [www.worcester-racecourse.co.uk](http://www.worcester-racecourse.co.uk)

Worcestershire Member



The home of summer jump racing. Set in a stunning location in the heart of Worcester city centre by the River Severn, hosting 20 National Hunt jump racing fixtures from May - October every year with highlights including Ladies Day in June, two Family Fun Days in June & September and The Big Macmillan Coffee Morning Raceday in September. When we are not racing we are open all year round for conferences, events, parties and much more.

Worcester Warriors • [www.warriors.co.uk](http://www.warriors.co.uk)

Worcestershire Member



Worcester Warriors are one of England's leading rugby union clubs but there is more to their Sixways Stadium than just top-class rugby. The stadium has first-class facilities and is ideally situated next to Junction 6 of the M5 with ample parking which makes it a popular venue for concerts, conferences, meetings, parties and wedding. The stadium itself has three large LED screens, two of them linked by digital ribbons, state-of-the-art floodlights, high-speed free public wi-fi and a new EBC-sponsored Fanzone.

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

Worcestershire County Cricket Club • [www.wccc.co.uk](http://www.wccc.co.uk)

Worcestershire Member



**A**cross four main venues Blackfinch New Road offers a broad range of rooms and facilities to cater for any function for up to 250 guests. Our modern and versatile venue lends itself equally to both large and more intimate functions, with our expert team on hand to help to create a truly bespoke event. From Meetings and Conferences to Weddings and Proms, the team at Blackfinch New Road Events will ensure all your requirements are met to the smallest detail.

Worcestershire LEP • [www.wlep.co.uk](http://www.wlep.co.uk)

Worcestershire Member



**T**he Worcestershire Local Enterprise Partnership (WLEP), one of 38 in England, is responsible for creating and delivering economic growth and jobs in the County. This is achieved through a partnership approach with business, local government, the third sector and higher and further education working together with a common, shared purpose. The WLEP is responsible for developing and delivering Worcestershire's 10-year Strategic Economic Plan which was agreed by all partner organisations and submitted to Government in March 2014. The WLEP is working to: Create 25,000 jobs; Increase Gross Value Added (GVA) by £2.9bn; Contribute towards the delivery of 21,500 new homes by 2025.

WSP Solicitors • [www.wspsolicitors.com](http://www.wspsolicitors.com)

Gloucestershire Member



**M**aking life less complicated since 1758. WSP Solicitors are an independent, multi-site legal firm, with offices in Stroud, Dursley and Gloucester. We have been offering straightforward legal advice and support to local people and businesses for over 250 years. We listen, we understand and we advise. So when situations in your life become difficult, we can help you make everything easier again.

Zentano • [www.zentanogroup.com](http://www.zentanogroup.com)

Worcestershire Member



**W**e are experts in high performance thinking Ask yourself the question: Do you use your brain as a sharp and efficient tool? Our approach is based on an understanding of how the human mind works, that our brains can be our greatest asset and at the same time can also be our biggest barrier to progress. If you are looking for trusted partner, someone who has your back and can provide practical ways to make your vision become a reality then Zentano could be for you.

## ASSET BANK


AVAILABLE RESOURCE  
FOR MEMBERS



We have created an Asset Bank on our website for Circle2Success members, as a valuable resource, making it easy for you to access a wealth of information and knowledge in one place. In the Asset Bank you will find attendees lists and slides from events, videos, useful links, white papers, infographics and recommended reading, on interesting topics and subjects that add value to your business.

**BUSINESS SUPPORT . ONLINE . IN PRINT . IN PERSON**



The background features a dark gray field with a series of concentric circles and a spiral pattern in a lighter gray shade, creating a sense of depth and movement.

Welcome to  
Circle2Success  
Club Members

# Circle2Success Club Members



**C**ircle2Success (C2S) works with SME's, Entrepreneurs, National and Global organisations based across the South West Region and Worcestershire. A membership organisation, C2S caters for all levels within a business.

We hold regular events addressing all aspects of business topics and challenges including our HR Focus, Cyber Focus, Leaders Forums, Executive Forums, Thought Leadership, Workshops, C2S Socials and our sector specific groups: Manufacturing & Engineering Focus and Construction Focus. We also hold non-member events allowing new businesses to be involved and experience first-hand how we support the business community.

**A C2S Leader** is a CEO, MD, Director or Senior Partner within an organisation driving the business forward and setting the strategy.

**A C2S Executive** is a senior or middle manager looking to develop their leadership and management skills and can include your rising stars.

**A C2S Club** member can be an organisation or an individual from a small or large business looking to network.

If you would like to find out more about how you and your organisation can get involved and benefit from being part of Circle2Success, please get in touch.

**PROUD TO BE WORKING WITH  
THIS NETWORK OF GROWTH BUSINESSES**



INFO@CIRCLE2SUCCESS.CO.UK



03300 536186



CIRCLE2SUCCESS.COM

Follow us



## C2S Club Members

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24 Keys • [www.24keys.co.uk](http://www.24keys.co.uk)

Gloucestershire Member



**2**4 Keys was formed in 2014 with an idea that we would create an agency with a difference. People like what we do and we continue to work with some of the best hotels and food and drink companies around. Whether engaging new customers, creating inspiring content or a visually impactful ad campaign, we've found that clients like our spirit, skill, imagination and desire to produce great work. We think you will too.

Action Coach • [www.actioncoach.com](http://www.actioncoach.com)

Gloucestershire Member



**A**t ActionCOACH we coach Business Owners & Executives how to get more TIME, better TEAMS in their companies and more MONEY on their bottom line. ActionCOACH has grown to be the number one Business Coaching firm in the world, with hundreds of proven systems and strategies that are guaranteed to get results. Over 25 years of our history we have coached more clients, won more awards, gained more recognition and produced more profits than any other coaching company of its kind in the world.

Andoversford Races • [www.andoversfordraces.co.uk](http://www.andoversfordraces.co.uk)

Gloucestershire Member



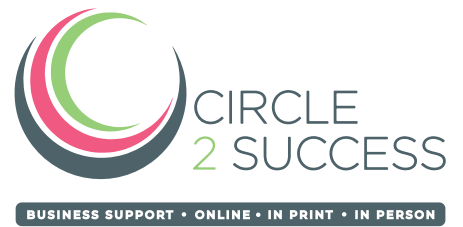
**G**loucestershire is a county where horse sports dominate. Whether it's top flight steeplechasing at Cheltenham, polo at Cirencester or equestrianism at Badminton, the county excels above all others in matters equine. Andoversford Races sits at the heart of that sporting excellence in a venue where our feature race – The Robert Hitchins Andoversford Grand Annual Chase, was first run on the same site back in 1834, 65 years before Cheltenham Racecourse was even a figment of Lord Ellenborough's imagination.

BookCheck • [www.bookcheck.co.uk](http://www.bookcheck.co.uk)

Gloucestershire Member



**O**ur service is Sage or Xero Bookkeeping together with Management Accounts + a Payroll with Pension auto enrolment bureau – that's on the tin and nothing else. Not just Bookkeeping and not just Management Accounts but the two together. This is what differentiates us from a firm of bookkeepers or a firm of accountants with our guarantee that all our Management Accounts are both thoroughly checked and issued personally by a qualified accountant. We have eight qualified accountants in our Team but we never act as a firm of accountants.



## MEMBER 2 MEMBER OFFER

OFFERING VALUE TO  
OTHER MEMBERS

**Circle2Success (C2S) Member 2 Member Offers** – Opportunity for all members to make great offers to other members and their employees. Add your Member 2 Member offer on the Circle2Success website where only members can access these exclusive offers. With an average of over **43,000 website page views** per quarter and **65,000 people** employed by C2S members this is a great new business opportunity for members to promote their products and services across the South West & Worcestershire.

Members can offer discounts, added value, expert advice and special offers, which can be updated and changed as often as you like! **C2S had a combined marketing reach of over 5.1 million** last year so this is a great way to create new opportunities and sales.

Please submit your **Member 2 Member Offer** via our website [www.circle2success.com/members/value-add/](http://www.circle2success.com/members/value-add/) and promote your offer in our newsletter.

**BUSINESS SUPPORT . ONLINE . IN PRINT . IN PERSON**

**BRISTOL & BATH | GLOUCESTERSHIRE | SWINDON & WILTSHIRE | WORCESTERSHIRE**

☎ 03300 536 186    ✉ [info@circle2success.co.uk](mailto:info@circle2success.co.uk)    💻 [circle2success.com](http://circle2success.com)



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Calcot Manor • [www.calcot.co](http://www.calcot.co)

Gloucestershire Member



Set in over 220 acres of beautiful Cotswolds meadowland, you'll find plenty to fill your time during your stay with us. We have a choice of over 35 individually-designed rooms to choose from, ranging from suites to couples, and dedicated accommodation for families. You can choose between The Conservatory restaurant for fine dining and complete relaxation, or The Gumstool Inn for a cosy welcome and excellent pub food.

Cheltenham International Film Festival • [www.cheltfilm.com](http://www.cheltfilm.com)

Gloucestershire Member



The Cheltenham International Film Festival is screening new films and drawing the elite of the film industry; both, highly regarded film industry professionals and widely-known "names". One of Britain's greatest directors, Mike Leigh, is coming as is Josie Rourke, director of Mary Queen of Scots, legendary *Enfant Terrible*, Steven Berkoff, and well-known directors from Poland, including the respected filmmaker, Jan Komasa. The Festival opens with a preview of *Sometimes Always Never*, starring Bill Nighy, who may open the Festival along the film's producers and directors.

Colour Connection • [www.colourconnection.co.uk](http://www.colourconnection.co.uk)

Gloucestershire Member



The Colour Connection team are design and print experts with over 35 years of experience. Not only do we take pride in our work, we've worked really hard to develop great, longstanding partnerships with many of our clients; delivering with professionalism and a huge dollop of personality. As 'specialists not generalists' our clients are taken on a collaborative journey with our team of experts to achieve their goals.

Contracts Wise Limited • [www.contractswise.com](http://www.contractswise.com)

Gloucestershire Member



Effective management of contracts is an essential element in running any successful enterprise and our unique, very easy to use software is designed to help. Designed by experienced contract management professionals our cloud based software is affordable for all business of any size and is easily scalable and configurable to meet your needs. ECAS – designed specifically for any enterprise that wants to have all its contract information and documents stored centrally, be easily accessible and have access to a range of easy to use tools and alerts.

Visit our website for more information on our members and forthcoming events [Circle2success.com](http://Circle2success.com)

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Cotswold Grange Hotel • [www.cotswoldgrangehotel.co.uk](http://www.cotswoldgrangehotel.co.uk)

Gloucestershire Member



**C**otswold Grange is located in a beautiful historic part of Cheltenham called Pittville, on a tranquil tree-lined avenue between The Racecourse and Town Centre. Our rooms offer stylish and comfortable en-suite bedrooms with fantastic bathrooms while we also host Celebrations and Events in the beautiful Drawing Room Restaurant.

Cotswold Motor Group Ltd • [www.cotswoldgroup.co.uk](http://www.cotswoldgroup.co.uk)

Gloucestershire Member



**E**stablished in 1995 Cotswold Motor Group is a privately owned group. Currently owned by two share holders, Peter Harris and Andrew Hulcoop (Managing Director). The Group consists of Retail Centres across the Cotswolds, including BMW and MINI Centres in Cheltenham in Gloucestershire and Hereford in Herefordshire, BMW Motorrad in Cheltenham, plus an Approved Bodyshop and PDI Centre in Tewkesbury. In May 2017 Cheltenham and Gloucester Centres came together as one large flagship Cotswold BMW, MINI and Motorrad Retail Centre in a new location in Cheltenham.

Cowley Manor • [www.cowleymanor.com](http://www.cowleymanor.com)

Gloucestershire Member



**W**ith 31 bedrooms, a stunning restaurant, meeting and event spaces with natural light and sweeping views, Cowley Manor is perfect for all manner of events. Add an award-winning spa all set in 55 acres of Grade II listed gardens, just outside Cheltenham and you have a truly inspiring venue. For product launches to private parties or incentive getaways, exclusive-use of Cowley Manor makes for an unforgettable occasion. Take over the whole of Cowley, including all 31 bedrooms, the gardens, Main House and Stable Block for a truly memorable event.

DBpixelhouse • [www.dbpixelhouse.com](http://www.dbpixelhouse.com)

Gloucestershire Member



**2**4 years exceeding expectations We combine the energy and ambition of a start-up with the reassurance of a well-established business—to us, nothing is impossible.

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

Desert Springs • [www.desertspringsresort.es](http://www.desertspringsresort.es)

Gloucestershire Member



The Almanzora Bay Group is a Spanish group of companies including Desert Springs S.L., Bahia del Almanzora SL, Villaricos SL and Playas del Almanzora SL. It is a separately owned sister group to The Robert Hitchens Group in the UK, one of the country's most consistent and successful private residential and commercial developers. The objectives of the Almanzora Bay Group in the Almanzora are the creation of a wide range of opportunities for a better quality of life for both residents and visitors alike and the development of high quality residential tourism as a viable long-term alternative economy for the Almanzora, its people and its new residents.

DoubleTree By Hilton Cheltenham • [www.doubletree3.hilton.com](http://www.doubletree3.hilton.com)

Gloucestershire Member



Welcome to DoubleTree by Hilton Cheltenham, with a lush, idyllic setting overlooking Lilley Brook Golf Course. A perfect location for exploring The Cotswolds, our charming hotel is just 2 miles from the famous festivals in Cheltenham Town Centre, 3.5 miles to Cheltenham Racecourse, and 5 miles from GCHQ. Enjoy free parking and easy transport links, with a city bus stop near our entrance and the M5 motorway close by.

Ease Training • [www.easetraining.co.uk](http://www.easetraining.co.uk)

Gloucestershire Member



Ease Training provides training and consultancy for Trustees and Governors in the Voluntary and Education sectors through regular training events with professional partners, normally specialist solicitors and accountants from the charity and education sectors. In addition the team offers bespoke training and development to school governing bodies and senior management teams, and to individual charities.

elmrep office solutions • [www.elmrep.co.uk](http://www.elmrep.co.uk)

Gloucestershire Member



WElmrep was founded in 1984 at Elm House, in a little village just outside of Gloucester, as a company supplying and servicing Reprographic Equipment (hence our name elmrep – ElmHouse Reprographics). We pride ourselves on our reputation of being an honest and dependable customer focused company. We passionately believe in the benefits that a personal service brings. This is why when you call us, you dial directly through to a team member, not a call centre, nor an automated call handling system.

Visit our website for more information on our members and forthcoming events [Circle2success.com](http://Circle2success.com)

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

Eurolink Connect Ltd • [www.eurolinkconnect.com](http://www.eurolinkconnect.com)

Gloucestershire Member



**E**urolink is a business infrastructure partner, supporting clients with IT, telecommunications and network provision to achieve commercial objectives, improve efficiencies and maximise return on investment. We can deliver full, end-to-end remits, or specific, project-led outcomes, and are an ISP in our own right giving us greater supply chain control and problem-solving abilities.

Evenlode Films & Event Production • [www.evenlodefilms.com](http://www.evenlodefilms.com)

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Evenlode  
Films | Productions

**E**venlode Films and Productions are the No.1 Media Production House in Cheltenham. From concept to delivery, we not only provide quality-driven Video Production Services for advertising, marketing, training, social media, conferences; we produce Ground-Breaking Events. Best known for our Cheltenham Remembers WWI Projection-mapping animation onto the Municipal Offices and White Witch Parade. As BBC trained experts with over 12yrs working in the Maida Vale Studios and Broadcasting House London, we provide you with the best creative content.

First Aid & Trauma Training • [www.firstaidandtraumatraining.co.uk](http://www.firstaidandtraumatraining.co.uk)

Gloucestershire Member



**W**e are an independent training supplier specialising in First Aid and Trauma Training in the Gloucestershire area. We pride ourselves on being able to offer you the very latest in first aid and trauma training. Because of our independence from larger companies we can offer your business, organisation or group a bespoke first aid course that incorporates the most common risks that are found in your area of work, at a very competitive price.

First Base Employment Ltd • [www.first-base.co.uk](http://www.first-base.co.uk)

Gloucestershire Member



**W**e're far more interested in learning what you do and in helping you to find the staff you need for the jobs you have, when and where you want them. If you're looking for senior appointments, permanent staff, temporary, contract or interim workers then you've come to the right place. Our business was established in 1997 and since then we have placed well over 13,000 people into employment in a wide cross section of industry sectors throughout the M4/M5 corridor. Meet with us and we'll be honest about what we can do. You'll find us easy to do business with.



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First Choice Conference & Events • [www.firstchoice-ce.co.uk](http://www.firstchoice-ce.co.uk)

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**F**irst Choice Conference & Events is an award winning venue finding agency and event management company. Our aim is to enable businesses to save time and money by finding the right venue at the right price. The company was formed in 1995 by the Managing Director and owner Penny Banyard, today the Cheltenham-based HQ is home to a 12 person strong team.

Forest Green Rovers • [www.fgr.co.uk](http://www.fgr.co.uk)

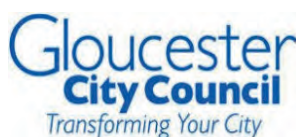
Gloucestershire Member



**F**orest Green Rovers was founded on principles of local community and social responsibility, and that still rings true today. Within our official community trust, which we call FGR Community, we support local schools and young players using the unique power of sport to bring people together and educate, motivate and inspire positive change.

Gloucester City Council • [www.gloucester.gov.uk](http://www.gloucester.gov.uk)

Gloucestershire Member



**G**loucester is a transforming and growing City, with major regeneration sites in the city centre, and significant investment opportunities for business. Gloucester City Council is pro-development, and is keen to assist businesses that want to expand or relocate into the City. Whether it's overcoming barriers to investment or identifying opportunities the Economic Development team of the Council is on hand to help.

Gloucestershire Arthritis Trust • [www.glosarthritis.org](http://www.glosarthritis.org)

Gloucestershire Member



**G**AT is dedicated to helping the 80,000 people, throughout Gloucestershire, who are affected by the constant pain of Arthritis get their lives back on track. We do this by providing specialist medical equipment for our local hospitals to support the work of Orthopaedic surgeons, their medical staff and Physiotherapists. Thanks to our members and volunteers, we know that our grants help up to 3,000 patients get their lives back on track every year. This drives our passion to help even more people.

Visit our website for more information on our members and forthcoming events [Circle2success.com](http://Circle2success.com)

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Gloucestershire Gritting • [www.gloucestershiregritting.co.uk](http://www.gloucestershiregritting.co.uk)

Gloucestershire Member



**G**loucestershire Gritting Ltd delivers Winter Gritting and Snow Clearing Services in Gloucestershire and Swindon as part of Nurture Gritting Ltd. We service many sites overseen by facilities management companies (both National and Local). Being a locally-based business, we are well equipped to deliver these services to individual businesses in the area that manage their own sites. The service provided can be tailored to suit the needs of each specific business and should an unexpected weather event occur then we can (and do) react promptly.

Go Vehicle Services • [www.govehicleservices.co.uk](http://www.govehicleservices.co.uk)

Gloucestershire Member



**W**e are Gloucestershire's leading vehicle services business. We are your local experts in Vehicle Rental, Vehicle Repairs and Vehicle Sales of both new and used Vans. With a team of over 100 members of staff, and a fleet of hundreds of vehicles, we'll always keep you moving.

Hartpury College & University • [www.hartpury.ac.uk](http://www.hartpury.ac.uk)

Gloucestershire Member



**H**artpury is a specialist educational provider located in Gloucestershire with more than 3,600 college and university level students studying PhDs, postgraduate and undergraduate degrees, diplomas in the areas of sport, equine, animal, agriculture and veterinary nursing, and A-levels. Students have access to the largest equine educational establishment in the world, cutting-edge sports facilities, an extensive animal collection, an animal therapy centre, science laboratories with industry standard equipment and fully working farm.

Hatherly Manor Hotel • [www.hatherlymanor.co.uk](http://www.hatherlymanor.co.uk)

Gloucestershire Member



**T**his elegant 17th-century manor house in the Cotswold countryside is within a 10-minute drive from Gloucester town centre or a 20-minute drive away from Cheltenham town. The 4-star, AA Hotel features an elegant restaurant, a cosy lounge bar within the original beams of the manor, a luxurious state of the art Spa and elegant rooms with 24-hour room service and free Wi-Fi. Guests can relax, unwind and enjoy luxurious treatments by our highly trained therapists in our new state of the art Spa. We have all the facilities you need to come and have a relaxing and enjoyable stay.

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

Hawkwood College • [www.hawkwoodcollege.co.uk](http://www.hawkwoodcollege.co.uk)

Gloucestershire Member



**H**awkwood is an ethical centre providing courses, facilitating training and offering venue hire, set in a beautiful location in the Cotswolds. Situated in a Grade II listed 19th Century country house, Hawkwood is surrounded by 42 acres overlooking the Severn Vale, and includes sustainably managed woodland, gardens and farmland located in an Area of Outstanding Natural Beauty.

Hotel Du Vin • [www.hotelduvin/locations/cheltenham](http://www.hotelduvin/locations/cheltenham)

Gloucestershire Member



**H**otel du Vin in Cheltenham embodies the character and style of a famous Spa town. An iconic white building housing a bar and bistro, featuring 49 stylish guest rooms, meeting and private dining rooms, beautiful spa and an outdoor courtyard. A truly prestigious and inviting hotel in Cheltenham.

Longfield • [www.longfield.org](http://www.longfield.org)

Gloucestershire Member



**L**ongfield is a charity that provides support to adults in Gloucestershire who are affected by life-limiting illness, whether as a patient, a carer or having been bereaved. It offers separate counselling, complementary therapy and art therapy, or a 12-week course of Day Therapy, plus specialist groups for people with fatigue and breathlessness, heart failure or who have been bereaved and a range of courses specifically for family and other carers.

Malmaison • [www.malmaison.com/locations/cheltenham](http://www.malmaison.com/locations/cheltenham)

Gloucestershire Member



**M**almaison, the iconic boutique hotel brand, in sixteen cities across the UK. The spirit of Mal life is within our super stylish private dining and meeting rooms. High-octane bars with cocktails and bubbly so dangerously tempting for a school night. Divine dining in the Chez Mal Brasserie where fresh ingredients meet fresh thinking, as our expert chefs serve up iconic dishes with a Mal twist. Great beds for sleepy heads; power showers, flat screen TVs, serious wines and naughty nibbles.

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We have a weekly **digital newsletter** sent out every Sunday full of interesting updates, tips and conversations on **Leadership, HR, Technology & Cyber and Finance**, along with **Leader Profiles, News, Events, Member Offers, Vacancies** and much more. Please sign up for our **FREE** newsletter now if you do not already receive it [www.circle2success.com/news](http://www.circle2success.com/news) and please send in your news stories, we keep you better connected and better informed.

All stories are published on the Circle2Success website, some through our social media channels and our weekly newsletter and some make it through to our magazine. With an average of over **43,000** page view per quarter to our website, 65,000 people employed by C2S members and a combined marketing reach of over **5.1 Million 2019** this is a great opportunity to get your news stories into the business community.

Please submit your news stories **FREE** through our easy access portal on the front of our website – **SUBMIT YOUR STORY NOW!**

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Nimble E-Learning • [www.nimble-elearning.com](http://www.nimble-elearning.com)

Gloucestershire Member



**N**imble is no ordinary e-learning website; we've made it super simple to create engaging courses and share them with your teams. Create e-learning your teams will love with our super-easy course editor. Publish courses that work on every device and on every LMS. Effortlessly manage your learning programme with our beautifully simple LMS. Effortlessly manage your learning programme with our beautifully simple LMS.

Orchard Trust • [www.orchardtrust.org.uk](http://www.orchardtrust.org.uk)

Gloucestershire Member



**K**indness, Respect, Individuality and Working Together The Orchard is an independent charity est. 1989 to support the involvement, independence and development of people with disabilities. We do this through residential care, respite, supported living, day care services and a range of internal and external training. The Trust has a number of care homes and supported living homes in the Forest of Dean, supporting people across Gloucestershire, Monmouthshire and Herefordshire areas.

Pact Property & Assets • [www.pactproperty.co.uk](http://www.pactproperty.co.uk)

Gloucestershire Member



**P**ACT is a refreshingly new property & assets advisory service led by two highly experienced and talented property consultants Patrick Downes MRICS FAAV and Chris Price BSc MRICS. Whilst being fully qualified Patrick & Chris are also successful business men and understand how all assets must work hard for clients. We MAXIMISE VALUE FROM CHANGE with our clients, meaning that when businesses are changing (growing, merging, selling, moving, restructuring or maybe retiring) their property has to be made to be flexible and changeable, to properly support new initiatives.

PI Accountancy • [www.pi-accountancy.co.uk](http://www.pi-accountancy.co.uk)

Gloucestershire Member



**A**t Pi we specialise in dealing with small to medium sized owner managed businesses. With our experiences in this sector, it has helped us to understand the specific needs of and the day to day problems facing owner/managers. With this in mind we aim to work with you and your business as pro-actively as you will allow us. Our aim at Pi accountancy is to be more than a compliance service provider we want you to use us as business advisers and be an asset to your business.

Visit our website for more information on our members and forthcoming events [Circle2success.com](http://Circle2success.com)

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PinPoint Media • [www.pinpoint-media.global/](http://www.pinpoint-media.global/)

Gloucestershire Member



From our humble beginnings operating out of a bedroom in 2013 we now conduct our business from our Head Office in Cheltenham having become one of the most trusted British production companies for video and animation in the UK. We take pride that we have mastered the art of providing an affordable service without ever compromising on quality, a key focus and differentiator for us, is our robust quality control process, which is the key to guaranteeing the highest of standards from conceptualisation through to completion for our clients.

Printwaste • [www.printwaste.co.uk](http://www.printwaste.co.uk)

Gloucestershire Member



Established in 1983, by brothers Don and Geof Robins, Printwaste originated as a waste paper collection service for local printers. In the early 1990s, as public attitude became increasingly eco-conscious, the brothers decided to majorly expand their recycling service – beginning the business' transformation into what it is today. During Printwaste's evolution, the need for destruction of confidential data material also increased, reinforced by the 1998 Data Protection Act. Achieving ISO 9001 accreditation in 2002, the business consequently became Printwaste Recycling & Shredding.

Queens Hotel Cheltenham • [www.queenshotelcheltenham.co.uk](http://www.queenshotelcheltenham.co.uk)

Gloucestershire Member



Queens Hotel was opened on the 21st of July 1838, named in honour of Queen Victoria whose coronation fell in the same year. While she has predominantly retained her purpose as a fine hotel, gratified by the visits of such eminent figures as General Sir Charles Napier, Edward Elgar and Sir Arthur Conan Doyle, she has also served as a social refuge for women in WWI and a military hospital.

RRA Architects • [www.rraarchitects.com](http://www.rraarchitects.com)

Gloucestershire Member



Established in 1986, RRA Architects has built a strong reputation for delivering design excellence in architecture. Our diverse range of national projects includes commercial buildings, private houses, offices, ecclesiastical, conservation, retail, mixed use development, education buildings and schemes for both private and public clients. With offices in Gloucestershire, Herefordshire and Ludlow, we offer a broad range of services from initial designs and feasibility studies to full architectural stages from concept to completion.

We have the best conversations, the best opportunities and the best network. Join us and be inspired, motivated and develop quality relationships.

Sanctus Training • [www.sanctustraining.co.uk](http://www.sanctustraining.co.uk)

Gloucestershire Member



**W**e offer a large range of training courses, including Heating, Ventilation, Air Conditioning & Refrigeration, Utilities, Asbestos, Health and Safety, i.e.. First Aid, Fire Safety, Site Safety Plus courses. We can offer open courses or we have run bespoke packages for your company. We also offer a range of professional development courses and packages.

Smart Communications • [www.smart-comms.co.uk](http://www.smart-comms.co.uk)

Gloucestershire Member



**S**mart Communications are a print and communications specialist. We offer a range of B2B services to clients in Gloucestershire and beyond that include: Printing & design services; Signage and banners; Branded promotional products; Website design & development; Telecommunications services (Includes mobile, fixed landline & hosted telephony (VOIP); Merchant services (credit & debit card payment terminals). The ethos of the business is to provide a personal, professional and efficient service, whilst ensuring our clients are accessing extremely competitive prices, saving them both time and money!

The Ideas Agency • [www.theideasagency.com](http://www.theideasagency.com)

Gloucestershire Member



**T**HEIA – We transform the future of the world's most ambitious businesses, by developing new products and services for them. We have three services; Idea Decks. Developing feasible creative solutions to your business challenges. Idea Labs. Teaching your teams the same creative processes that brands like Google use to develop ideas that stay ahead of the competition. Idea Launch. Prototyping, testing and launching new product and service ideas to market.

The Ivy Brasserie • [www.theivycheltenhambrasserie.com](http://www.theivycheltenhambrasserie.com)

Gloucestershire Member



**I**vy Montpellier Brasserie in Cheltenham offers relaxed yet sophisticated all-day dining with an all-encompassing menu serving modern British and international classics in the popular town in Gloucestershire. Located in the stunning grade I listed Montpellier Rotunda building, the restaurant is open seven days a week, the modern British menu will be available from dawn till dusk for local workers, residents, shoppers and visitors to enjoy, serving breakfast, elevenses, lunch, weekend brunch, afternoon tea and dinner and features a private dining room and a beautiful central bar.







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**Circle2Success (C2S)** – Run quarterly Focus Groups open to both members and non-members. They are designed to provide the opportunity to bring people together to discuss, share and update each other on key challenges, drive positive change and make a real difference. We champion excellence and showcase best practice.

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**The Little Jet Company • [www.thelittlejetcompany.com](http://www.thelittlejetcompany.com)**

**Gloucestershire Member**



**T**he Little Jet Company provides a wide range of aviation services incorporating luxurious privately owned executive jets for charter, helicopter charter, aircraft management and ground handling services – from our own private hangar with passenger lounge at Gloucestershire Airport – in the heart of the Cotswolds. The Little Jet Company was founded after many years of listening to what clients require. We have tailored our services to deliver their expectations.

**The Logical Utilities Company • [www.logicalutilities.co.uk](http://www.logicalutilities.co.uk)**

**Gloucestershire Member**



**F**ounded in 2009 we have become the UK market leaders in energy consulting and support services specialising in multi-site and large commercial business sectors. We operate in a highly fragmented market where most providers concentrate on what they do and how they do it. Our success is attributed to our focus on “why” we do what we do; we challenge the status quo in the energy market. We believe we can improve a clients’ bottom line whilst removing highly complex tasks associated with energy from within their facilities and finance departments, and we are driven by sharing in this success.

**The Mayflower Restaurant • [www.themayflowerrestaurant.co.uk](http://www.themayflowerrestaurant.co.uk)**

**Gloucestershire Member**



**I**n October 1982, The Mayflower Restaurant opened its doors in the Regency Spa Town of Cheltenham. Introducing Chinese style, home cooking at its best. Over the years, the Kong family started to develop and introduce new and original family recipes such as the Famous Crispy Duck with pancakes, the Mandarin Spare Ribs and Fillet Steak Cantonese are just amongst some of the popular favourites. Set in a friendly relax surroundings, you can almost guarantee what we provide is simply good food with great service. Presently, we are very proud to say, it is still a family owned business and is one of the longest running Chinese restaurants in Gloucestershire and remains as one of the most reputable in town..

**Thousand World Media • [www.thousandworldmedia.com](http://www.thousandworldmedia.com)**

**Gloucestershire Member**



**T**housand Word Media is a vibrant photographic agency and video production team. TWM provide PR, Corporate, News, Sport, and Feature photography and video to a vast range of clients in the private and public sectors. Based in Gloucestershire, our photographers predominantly cover the South West, Midlands and London, although we regularly accept commissions for photography and video work throughout the UK and Europe.

Visit our website for more information on our members and forthcoming events [Circle2success.com](http://Circle2success.com)

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Tivoli Wines • [www.tivoliwines.co.uk](http://www.tivoliwines.co.uk)

Gloucestershire Member



**T**ivoli Wines is an online and retail wine store based in the picturesque regency town of Cheltenham on the edge of the Cotswold hills. There's been a wine shop at 56 Andover Road since the 1980s, and our Tina has been here most of that time. It became Tivoli Wines in 2010 before David and Helen Dodd took over in 2016. Tivoli Wines is based on three core values: Quality, Value and Education. We refuse to sell wine of substandard quality; supermarkets exist to fulfil that purpose, and all of our wines are tasted by the team before they hit the shelves.

UK Mailing • [www.theideasagency.com](http://www.theideasagency.com)

Gloucestershire Member



**E**stablished in 2001, we are successful because we work in true partnership with our clients to offer the best advice, products, service and price at all times. Offering a complete in-house solution, including data cleansing, print, precision insertion, mail sorting and email marketing, we ensure your engagement is targeted, accurate, to a very high standard, competitively priced and on time.

Unique Cleaning Group • [www.uniquecleaninggroup.com](http://www.uniquecleaninggroup.com)

Gloucestershire Member



**U**nique Cleaning specialises in End of Tenancy and Pre Occupation Cleaning for Luxurious Properties which means you're more likely to get your deposit returned. We use Organic and Animal Cruelty-Free Products. We train our staff to be skilled eco-friendly technicians that pay close attention to detail. At Unique cleaning we all take pride in our work, ensuring excellent results. Unique Cleaning carries out End of Tenancy, Preoccupation, Office Cleaning and Builders Cleans throughout.

Utility Warehouse • [www.pocketthedifference.co.uk](http://www.pocketthedifference.co.uk)

Gloucestershire Member



**H**ere at Utility Warehouse, we're different from the rest. In fact, we're unique! We're the only place you can get your Energy, Home Phone, Broadband and Mobile services, all bundled together. By combining services, we're able to keep costs low and make life easier for our members. You'll have just one monthly bill for all your utilities, making budgeting easier and putting you in control of your spending.



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