



Thought Leadership PR

Our Client Coverage for September 2020 to March 2021

info@thoughtleadership.com

37

PIECES OF COVERAGE:

1.15B

ONLINE READERSHIP:

889K

ESTIMATED COVERAGE VIEWS:

818

SOCIAL SHARES:

51

AVERAGE DOMAIN AUTHORITY:

Press Coverage

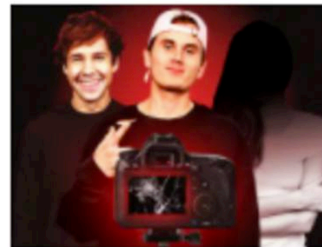
14 books that help founders do everything better, recommended by 10 successful VCs

Robin Madell Nov 21, 2020, 4:45 PM



Amazon

POPULAR WITH SUBSCRIBERS



David Dobrik Vlog Squad video extra says Durte Dom raped her

(EST.) MONTHLY VISITS:

150M

(EST.) COVERAGE VIEWS:

132K

DOMAIN AUTHORITY:

94



80



58



1

- When VCs invest in a startup these days, those startups tend to get more than capital. They get a partner with an interest in helping them do well.
- With that in mind, Business Insider asked 10 VCs to name the books they share with their founders that help them succeed at business.
- They recommended a variety of books and not just on business skills, but also books that dive into culture and tales of inspiration.
- Visit [Business Insider's homepage](#) for more stories.

One of the main benefits of raising funds from a venture capitalist — besides the money — is the guidance VCs can give to founders as they build companies.

Nov 21, 2020

(IMAGE 2 OF 2)

Hea Nahm



Mar Hershenson, founding managing partner Pear VC Pear VC

Mar Hershenson is cofounder and managing partner at Pear Ventures, a pre-seed/seed stage VC fund in Silicon Valley that was an early investor in Dropbox, Doordash, Branch, and Guardant Health.

After earning a PhD in electrical engineering from Stanford University in 1999, Hershenson developed a groundbreaking technique for optimizing the design of analog semiconductors. Having combined a hardware/software focus during her studies, she spent the next 13 years cofounding three startups in the mobile/e-commerce, enterprise software, and semiconductor industries — work that led to 14 patents and an armload of industry awards and honors.

Hershenson recommends Survival to Thrival: Building the Enterprise Startup - Book 1: The Company Journey, by Bob Tinker and Tae Hea Nahm, and gives it to all of her firm's portfolio founders.

POPULAR WITH SUBSCRIBERS



Associate exits at Apollo Global mount as workload wears during remote work

(EST.) MONTHLY VISITS: 150M

(EST.) COVERAGE VIEWS: 132K

DOMAIN AUTHORITY: 94



80



58



1

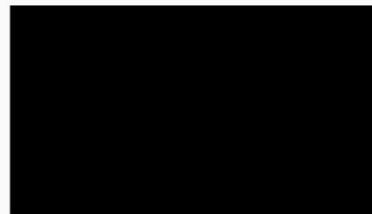


Nov 30, 2020, 11:35am EST | 1,157 views

My Space: Where Do You Work?



David Howell Contributor
Small Business



(EST.) MONTHLY VISITS:

131M

(EST.) COVERAGE VIEWS:

96.6K

DOMAIN AUTHORITY:

95

- f
- t
- in

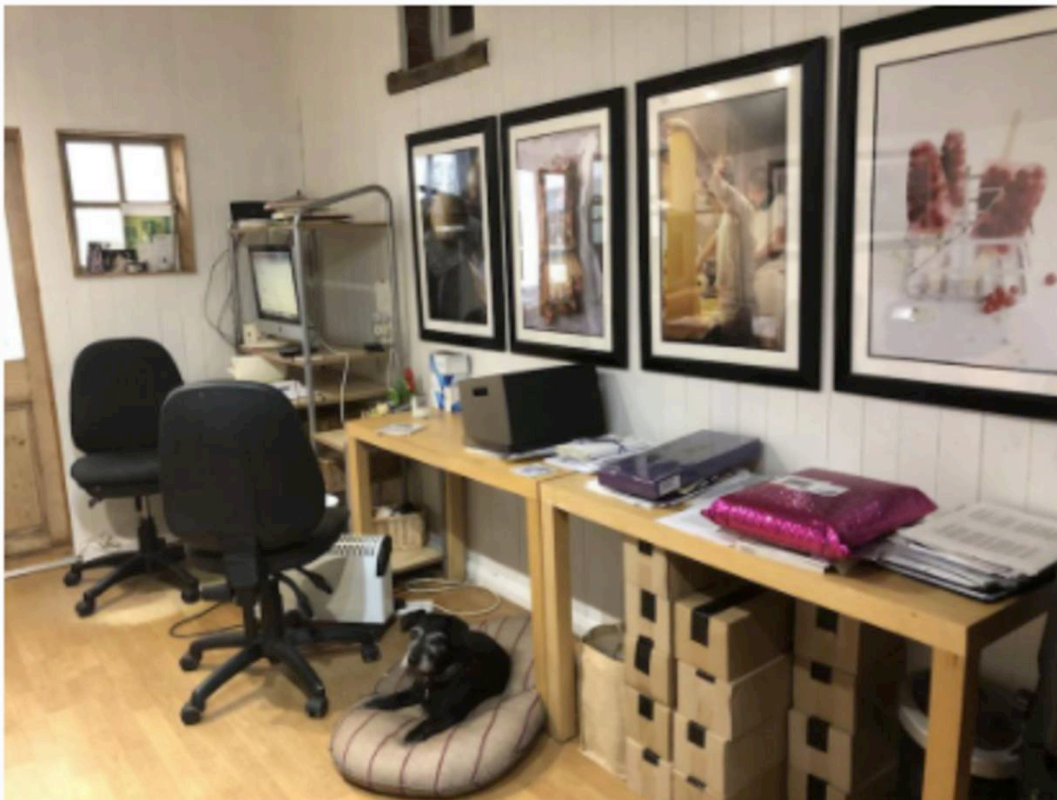


My Space: Where Do You Work? SOPA IMAGES/LIGHTROCKET VIA GETTY IMAGES

With remote mass working becoming the norm, efficient and engaging working spaces at home are now critical. Learn how you can create your own perfect working space.

For some of us, working from home has been the norm for decades. Many small business owners and freelancers began running their enterprises from spare rooms, the kitchen table, and other more exotic locations.

Caroline Kenyon, a serial entrepreneur and an anti-food poverty campaigner, manages a team of ten employees from what she describes as a potting shed: "I would say that productivity trebled when I converted the garden potting shed into an office. It was so hard to mentally separate home from work when I was using a spare room, even though it was right at the top of the house. I now walk through my son's old playroom, which still makes me smile, through a connecting door and into the office space. I genuinely feel I am going to work and my mindset changes immediately. I become totally focused."



Perhaps one of the poshest potting sheds you will ever see. CAROLINE KENYON

Forbes

DEC 03, 2020

(IMAGE 2 OF 2)

(EST.) MONTHLY VISITS: **131M**

(EST.) COVERAGE VIEWS: **96.6K**

DOMAIN AUTHORITY: **95**

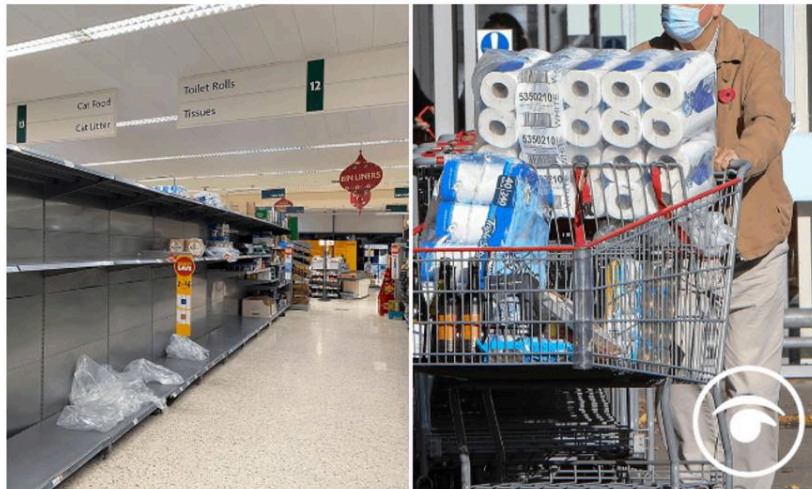


Home > Opinion

Ten for me, and none for you: Stockpiling is the height of selfishness

"Perhaps it was always there in us, or perhaps it was Mrs Thatcher who started it when she said, There is no such thing as society."

by **Guest Contributor** — November 9, 2020 in **Opinion**



The United States and the rest of the world are still processing the reality and implications of the Biden win. But one takeaway none of us can ignore is the call, over and over again, for unity, community. A call for everyone to come together.

The last few years on both sides of the Atlantic have seen an explosion of selfishness, the celebration of Me First from our respective shock-haired leaders.

Now we find ourselves in the midst of a global pandemic and never has unselfishness been more necessary. If we want to return to anything like normal, we need to think of others in every aspect of our lives, in ways we have never had to consider before – from safe distancing to quarantining, from hand washing to the wearing of face masks in shops and on public transport

Subscribe to our Newsletter

Email address:

Your e-mail address

SIGN UP

View our [Privacy Policy](#) and [Terms & Conditions](#)

Trending fromTLE



Stress, fear and homelessne

(EST.) MONTHLY VISITS:

1.7M

(EST.) COVERAGE VIEWS:

7.19K

DOMAIN AUTHORITY:

70

No Deal

And as the UK's negotiations enter what may be their final stretch this week, the prospect of No Deal is still very much on the cards. What does that mean for British food supplies? Will there be thousands of lorries queuing up on the other side of the Channel, unable to bring their fruit, vegetables, milk, cheese to re-stock our empty chillers? We simply don't know and it is that uncertainty that may well trigger another surge in stockpiling.

We've become accustomed to a Winner Takes All approach to life. Jeff Bezos is worth \$200 billion but many of his workers are on the minimum wage. Perhaps it was always there in us, or perhaps it was Mrs Thatcher who started it when she said, There is no such thing as society. But Covid shows us there must be. Be you ever so high or ever so low, the virus does not care. Only by really by being 'all in this together' will we come to manage this frightening virus and reclaim the old pleasures in life.

So next time your hand stretches out to take two family packs of baked beans rather than one, or four bumper bags of pasta rather than two, put the extra ones back or in the basket on the way out for food banks.

Words **Caroline Kenyon, Director, The Food Awards Company**

Caroline Kenyon is founder and director of [The Food Awards Company](#) and set up the Lincoln Food Summit to address food poverty.

Related: Coronavirus UK – Nurses 'breaking down in tears' as stockpiling frenzy empties shelves

The London Economic

Nov 09, 2020

(IMAGE 2 OF 2)

(EST.) MONTHLY VISITS:	1.7M
(EST.) COVERAGE VIEWS:	7.19K
DOMAIN AUTHORITY:	70

SPONSORED CONTENT



Banks Don't Want You To Know This [🔗](#)

By [BritFinanceNews](#)
How UK Residents Are Secretly Getting Rich

Is IR35 set to deliver a workforce headache come April?

With the delayed introduction of so-called IR35 regulations governing taxation of self-employed consultants looming for the private sector, senior executives must ensure they are clear on their obligations and take steps to prepare

Legal > Regulation

Mar 08, 2021 Jonathan Weinberg



A year after UK chancellor Rishi Sunak delayed **controversial IR35** reforms for the private sector, they are set to be introduced in April. But is the C-suite ready for this extra burden?

The change puts the onus on medium and large-sized companies to assess whether work done by contractors, and how they carry it out, classes them as employees. If it does, this would move them to PAYE, paying the same income tax and national insurance as the rest of the employed workforce and potentially having benefits such as holiday or sick pay and a pension.

(EST.) MONTHLY VISITS: **330K**

(EST.) COVERAGE VIEWS: **1.59K**

DOMAIN AUTHORITY: **66**



3



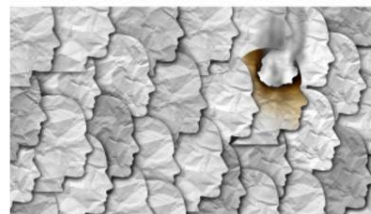
4

Related Articles



Career development post-pandemic: how companies should think about mobility

● Employee Engagement



Why staff mental health needs to be

“ Print circulation: 4 million per issue, distributed inside The Times

Josh Mathias, managing director of engineering company Hythe Group, explains the complexities: “In engineering, it’s natural to have surges and dips in work demand. We’ve been monitoring this and preparing for the inevitable migration all year.

“We will employ those who sit within the IR35 requirements and we will use umbrella services to support those who still come under contractor status. This is a tough distinction because those who fit under ‘contractor status’ with our definition are often working for other companies that have a blanket rule for being inside IR35. Therefore, we have to increase the amount we pay to the ‘umbrella workers’ to help them contribute to the National Insurance they have to pay as a result.

“We are having to restructure our contracts, payroll and management to suit a PAYE structure, over contractor structure. It will change the way we operate significantly. The additional costs to the business are huge and **the changes to the workers’ way of life will also be altered**, their flexibility, the day-to-day expectations of them, their freedom to choose places to work and contracts to work on. There will also be short-term effects, leaving lots of people in limbo while companies restructure to ensure they are 100 per cent compliant.”

Raconteur

MAR 08, 2021

(IMAGE 2 OF 2)

(EST.) MONTHLY VISITS: **330K**

(EST.) COVERAGE VIEWS: **1.59K**

DOMAIN AUTHORITY: **66**



3



4

“ Print circulation: 4 million per issue, distributed inside The Times

FINTECH FUTURES NORTH AMERICAN EDITION

Analysis

Engage, empower and advance: Black voices in venture capital

Written by [Sharon Kimathi](#) 30th October 2020



It is no secret that Black people are underrepresented in the financial services industry, especially in the venture capital (VC) sector.

The UK non-profit group, Diversity VC, found that 76% of respondents to its 2019 survey were white, which compares with 59% of the London population. The UK's Investment Association noted last year that Black people make up less than 1% of the VC industry, compared with 3% of the overall population in England and Wales, and 13% in London.

Additionally, 73% of Black-owned businesses had a higher than average risk rating in the UK, according to a 2016 survey commissioned by UK Finance (the British Bankers' Association) and research firm BDRC Continental. This is compared with 47% of small and medium-sized enterprises (SMEs) as a whole.

According to a 2017 Diversity in Innovation study by Harvard Business school, African Americans represented less than 1% of entrepreneurial and venture capital labour. "When the fraction of the entrepreneurial pool (educational, training, and work-experience typical in this sector) for women, African Americans, and Hispanics is compared to the observed venture capital and founder participation of these groups, each group has meaningfully and persistently lower representation than would seem appropriate given their proportions of those with requisite backgrounds to enter the sectors." notes the



Related Content

- Why the BNPL sector is growing like crazy
- Girl boss
- Budget 2021: What does it mean for UK fintech?
- Dear Luc: Your most pressing fintech problems solved

DOCK - VIRTUAL ROUNDTABLES



Dock is free to attend for banks and FIs

[Click here to register](#)



Sponsorship opportunities available at Dock

[Click here for more info](#)

MAGAZINE



Banking Technology March issue out now

[12th March 2021](#)



Banking Technology February issue out now

FinTech Futures

OCT 30, 2020
(IMAGE 1 OF 2)

(EST.) MONTHLY VISITS: **331K**

(EST.) COVERAGE VIEWS: **1.51K**

DOMAIN AUTHORITY: **68**



3



11

backgrounds to enter the sectors," notes the paper.

Although the paper was written three years ago, the statistics today remain the same. BLCK VC, a non-profit organisation based in the US, aims to bridge that gap. The group conducted a study showing that 81% of VC funds have no Black investors.

Co-founder of BLCK VC and Storm Ventures associate, Frederik Groce, is on a mission to change that. Groce launched BLCK VC, with the goal of turning 200 Black investors into 400 Black investors by 2024.

Groce talks to *FinTech Futures* about the structural issues at hand that prohibits investments into Black-led start-ups and challenges that Black VCs face when attempting to enter the community.

- **What made you get into venture capital?**

I'd characterise myself as one of those "accidental" venture capitalists. I really hadn't heard of the field through most of my life and it really wasn't until I ran some of the incubator/accelerator efforts at Stanford University where I truly learned about the industry. I always thought I'd go to a top school (went to Stanford), study political science (I did), and then go to law school. But along the way, I had the good fortune of getting a taste of the business world. After getting a taste of it, I really enjoyed it and became curious around the business of tech and how a company like Google came into being. It was this curiosity that took me down the path to venture capital.

- **Are there any specific observations or changes in behaviour you've seen in financial services since the coronavirus pandemic and brutal murders of George Floyd/ Breonna Taylor in the States?**

I am seeing more organisations be willing to engage in conversations around race and ethnicity and the institutional barriers that currently exist that prevent particularly Black individuals from breaking into financial industries, benefit from financial instruments, and succeed in the business world more broadly.

I characterise this as an evolution away from the "I'm not individually racist, ergo the things I do and the things around me aren't racist or promoting racism", to a mindset of being "anti-racist, and reflecting on how there are structural advantages built into the very systems that business and finance are built upon".

Here in venture capital, you need look no further than the reliance on the "friends and family round" to see how there are structural elements to our industry that drive towards unequal access for great talent. It is a great myth that we have a purely meritocratic system - it's meritocratic only if you graduated from Stanford or an Ivy league school, then worked at a major company and decided to be a founder. Yet this ignores the very structural things in society that prevent access to those educational pathways.

One's ability to drive incredible change, invent great businesses, and observe the needs of society, individuals, or businesses alike have little to do with the academic pedigree, and much more to do with one's ability to analyse the needs and build a product that has product market fit. But to do that, you need a network that is willing to have faith in you and give you launch capital. Certainly, access isn't equal in a country where wealth inequality is extremely rampant. The average Black household has ten times less wealth than the average White family in the US. That means ten times fewer abilities to fund great ideas.

- **Black founders often find it difficult to get really early funding for their businesses due to discrimination within the banking industry (when obtaining business loans). How can Black-led businesses thrive and continue the race towards success if they are blocked on the first hurdle? Does this need government/ top-down intervention, or can the financial services industry overcome this on its own?**



Co-founder of BLCK VC and Storm Ventures associate, Frederik Groce

Issue cut from
10th February 2021

VIEW ALL

WEBINARS



Webinar: Balancing app innovation and cybersecurity in financial services

5th March 2021



Webinar: How to stop massive mobile banking fraud with app security and risk-based authentication

9th February 2021

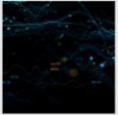


Webinar: Deep dive on ServiceNow's purpose built product for finserv operations

7th January 2021

VIEW ALL

REPORTS & SURVEYS



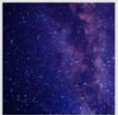
FinTech Futures Industry Survey & Report 2021

4th March 2021



Report: The power of data analytics in fintech solutions

25th February 2021



Omdia Universe 2020-21: Temenos recognised as a leader for digital banking platforms

15th December 2020

VIEW ALL

FinTech Futures

OCT 30, 2020

(IMAGE 2 OF 2)

(EST.) MONTHLY VISITS: **331K**

(EST.) COVERAGE VIEWS: **1.51K**

DOMAIN AUTHORITY: **68**



3



11

HOME NEWS BUSINESS ENTERTAINMENT ARTS AND CULTURE SPIRITUAL VIDEOS SPORTS TOP LISTS SUBSCRIBE MORE Q

TRENDING NOW Sooryavanshi sets April 30 for worldwide theatrical release < >

HEADLINE STORY INDIA News

Prominent British Asians recognised in New Year's Honours List






December 30, 2020



Aakash Odedra was one of the recipients in the New Year's Honours List (Photo credit: Sean Goldthorpe)

A LEADING musician, community leaders, campaigners and choreographers are among Asians honoured in the Queen's New Year Honours List, announced this evening (30).

Most Popular

-  **RRR: Alia Bhatt's first look from the SS Rajamouli's directorial unveiled**
March 15, 2021
-  **Sri Lanka to ban burqa, shut many Islamic schools, minister says**
March 14, 2021
-  **Johnson vows to tackle violence against women as outrage grows**
March 15, 2021
-  **Sooryavanshi sets April 30 for worldwide theatrical release**
March 14, 2021
-  **RRR: Alia Bhatt's first look**

(EST.) MONTHLY VISITS: **64.8K**

(EST.) COVERAGE VIEWS: **1.51K**

DOMAIN AUTHORITY: **48**



7



4

- Anita Goyal, for services to diversity and to female empowerment
- Humza Arshad, comedian and writer, for services to education
- Hobibul Hoque, chief inspector at Bedfordshire Police, for services to policing and community cohesion

De Souza provided leadership to the National Trust's 50,000 volunteers and was instrumental in helping the charity establish their Covid-19 secure guidance to volunteering. On his reaction to the honour, Souza admitted he was "stunned" after he received the news.

"I remember looking at the email and thinking, 'is this real?'," he told *Eastern Eye*. "I didn't see it coming. I feel incredibly humbled, privileged and grateful to be a recipient."

He also coordinated celebrations of Volunteers' Week in June during lockdown, ensuring that the national celebration of volunteers took place and was marked despite lockdown. "When I heard that the celebration would be cancelled, I just thought it was a crying shame," de Souza said. "I was just thinking about the millions of people who have done so much to help the country at a time of crisis. I felt that it was really important that we recognise them for their efforts."

Campaigner Goyal has been recognised for her work raising awareness of Female Genital Mutilation (FGM), menstrual discrimination and human trafficking within minority community groups. Goyal, who became the honorary lead for the FGM Appeal with Barnardo's charity in 2018, said she was "honoured" to receive the award.



Anita Goyal

"(It) will help me serve communities even more," she said. "I'm hugely committed to equality and expanding the opportunities available to women, children and young people especially those from disadvantaged backgrounds."

Steven Kapur who is better known as Apache Indian, founder of the Apache Indian Music Academy, has been awarded with a British Empire Medal (BEM) for services to music and young people.

Musician Apache Indian released a series of hits during the 1990s. He opened the Apache Indian Music Academy at South and City College in 2013 and said receiving the award has inspired him to continue making

new music.



nae
new art exchange

ARTISTIC DIRECTOR & CHIEF EXECUTIVE

For further information about the role, including details about how to apply, please visit www.saxbam.com/appointments using reference **PANAWA**. Alternatively telephone **+44 (0)20 7227 0880** (during office hours). Applications should be received by noon on **Friday 19 March 2021**.



hyperoptic

UNSTOPPABLE BROADBAND HAS LANDED

Find out more

Trustpilot
Excellent

CNHC
Complementary & Natural Healthcare Council

CNHC is seeking one Lay and two Registrant Board members.

Are you interested in setting standards in the public interest?

EasternEye

DEC 30, 2020

(IMAGE 2 OF 2)

(EST.) MONTHLY VISITS:

64.8K

(EST.) COVERAGE VIEWS:

1.51K

DOMAIN AUTHORITY:

48



7



4

BUSINESS

Intuition and Leadership: A reflection on conversations with twenty senior leaders about intuition. And 10 ways in which you can develop yours.

Published 4 months ago on 03/11/2020



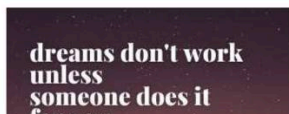
By **Wendy Rose**, Global Leadership MasterCoach.



When was the last time you sat in a meeting and revealed what your intuition was telling you regarding a forthcoming business decision?

If you're anything like my clients, then the answer is 'Never'!

However – I've recently spoken with over 20 senior business leaders about their experience of intuition and leadership. They all said they made extensive use of their intuition but none of them ever mentioned it to colleagues – and this included two people who sat on the same leadership board!



I conducted these interviews with leaders from a range of industries including the ex-CEO of a UK supermarket, the Managing Director of an engineering company, several Vice-Chancellors of Universities, the CEO of a global law firm, a Professor of Immunology and an HR Director.

Editorial & Advertiser disclosure

CALL FOR ENTRIES



2021 Awards now open. [Click Here to Nominate](#)

NEWSLETTERS WITH SECRETS & ANALYSIS. SUBSCRIBE NOW

Submit



NEWSLETTERS WITH SECRETS & ANALYSIS. SUBSCRIBE NOW

Submit



Nov 04, 2020

(EST.) MONTHLY VISITS: 300K

(EST.) COVERAGE VIEWS: 807

DOMAIN AUTHORITY: 81



1



1

Romford Recorder > News

New Year's Honours: 'Uniquely talented individual' from Brentwood made MBE for services to diversity and female empowerment

Cash Boyle



Published: 7:00 AM December 31, 2020 Updated: 11:14 AM December 31, 2020

Anita Goyal

48-year-old Anita Goyal from Brentwood has been recognised for her influential work on addressing female genital mutilation, menstrual discrimination and human trafficking. - Credit: Anita Goyal

A philanthropist from Brentwood has been made an MBE in the Honours List for her services to diversity and female empowerment.

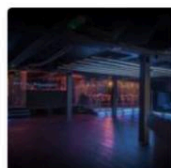
Anita Goyal, 48, received the accolade for a career in which she has reached 10,000 women with her work on female genital mutilation (FGM), menstrual discrimination and human trafficking.

Currently the CEO of the Hemraj Goyal Foundation, Anita - whose family are from Punjab - is also an author alongside being involved with a number of related charities.

She is hailed for her "long-term commitment and dedication". The citation particularly highlighted Anita's achievement of raising £191,000 for the FGM appeal in her role as an honorary lead with Barnardo's.

To raise this, she organised educational and awareness events - including the FGM Centre Conference - which reached audiences of more than 1,000 people.

Don't Miss



'Lose-lose situation': Romford's Funktion nightclub to close permanently

ADRIANA ELGUETA



Parents angry daughter cannot return to normal classes without Covid-19...

ADRIANA ELGUETA



YOUR POSTS

One Year of Covid: Your tributes to those from east London who have died

JON KING



SPECIAL REPORT

One year of Covid: Hospital staff relive working through pandemic

MICHAEL COX

(EST.) MONTHLY VISITS: 327K

(EST.) COVERAGE VIEWS: 1.7K

DOMAIN AUTHORITY: 64



20



12

← BACK TO PREVIOUS



HOW TO ATTEND AN ONLINE CONFERENCE

WRITER Alex Theuma

♡ LIKES 0

🕒 EXPECTED TIME TO READ 4 min

Attending an online event feels novel for many but since the outbreak of COVID-19, it's becoming mainstream. As an organiser of in-person, and now online conferences, I have found that there is an art to attending and maximising an online event, which is quite different to the in-person experience.

At SaaStock we have hosted two major online events this year. Both were attended by thousands of people and we have another in October - SaaStock EMEA.

We study feedback and the engagement from our events, and from that, here is my advice for getting the most out of an online conference.

1. BE PREPARED

Twenty minutes before the event is due to begin, check you have the right link to get access to the event and whether you need to download or install any new tech or create a login. You don't want to encounter technical difficulties right as the event is due to start. Just like you'd check you have location details for a physical event to make sure you don't miss the beginning.

You should also make sure you have a strong WIFI connection. Look at the session you absolutely don't want to miss and even ask those you share wifi connections with if they can hold back on their wifi use during those times. These are exceptional times and wifi etiquette is fast becoming a new thing.

(EST.) MONTHLY VISITS: **37.9K**

(EST.) COVERAGE VIEWS: **4.83K**

DOMAIN AUTHORITY: **35**



2

← BACK TO PREVIOUS



COMMON MISTAKES MADE BY STARTUP FOUNDERS AND HOW TO AVOID THEM

WRITER [Ryan Floyd](#)

♥ LIKES 1

🕒 EXPECTED TIME TO READ 5 min

It's tough as a founder on so many levels. As an investor in B2B startups, I've seen many of the same mistakes made - here are some thoughts on maybe trying to avoid some of the biggest pitfalls.

GOING WITH THE WRONG CO-FOUNDER

The right co-founder is critical. The wrong one could cost you half the company - or worse sink the entire ship. The things you should optimise for are trust and transparency. Is she a great coder - great. But can you trust her? Transparency and trust are foundational because whether you fail or succeed, I promise you, there will be difficult days.

You should bias towards someone who compliments your personal strengths. If you are confrontational, maybe you need someone who is better at making peace. If you cannot deliver bad news or be direct - find someone who can. Everyone has blind spots, as a team you can be whole.

(EST.) MONTHLY VISITS: **37.9K**

(EST.) COVERAGE VIEWS: **4.84K**

DOMAIN AUTHORITY: **35**



8

Common mistakes of start-up founders – and how to avoid them

Posted on *October 22, 2020*

share [in](#) [t](#) [f](#)



By Ryan Floyd, MD of Storm Ventures

It's tough as a founder on so many levels. As an investor in B2B startups, I've seen many of the same mistakes made – here are some thoughts on maybe trying to avoid some of the biggest pitfalls.

Going with the wrong co-founder

The right co-founder is critical. The wrong one could cost you half the company – or worse sink the entire ship. The things you should optimise for are trust and transparency. Is she a great coder – great. But can you trust her? Transparency and trust are foundational because whether you fail or succeed, I promise you, there will be difficult days.

Latest Stories

[View All](#)



Prevayl founder: Hiring entrepreneurs is critical to remaining on top



New financing for cancer-fighting DNA start-up NeoPhore



Legl's £5m funding to 'revolutionise' law firms



AI lab Fetch.ai nabs £3.6m investment

Events

[View All](#)

Webinar: Maximising value from your MBO

12 noon-1pm - GoToWebinar event with Biramis 25/03/2021

Webinar: Legacy exits: Passing your business onto the next family generation

12 noon-1pm - GoToWebinar event with Biramis 29/04/2021

Insights

[View All](#)

5 tips for businesses to emerge stronger from COVID-19 lockdown

By Zoe Vu, COO, Pomelo Pay As non-essential retail shops prepare to reopen on April 12, there...

Why the tech sector shouldn't follow the crowd

BusinessCloud executive editor Chris Maguire says sometimes it pays to be different Apparently...

The office isn't dead – it's changing

By Harry Fenner, CEO, Navana Property Group There is a debate

(EST.) MONTHLY VISITS: **38.2K**

(EST.) COVERAGE VIEWS: **266**

DOMAIN AUTHORITY: **53**



1



8

Anita Goyal – Philanthropist and CEO of Hemraj Goyal Foundation



By Natasha Meisel
 March 8, 2021 International-womens-day

[< BACK](#) [NEXT >](#)

[Share](#) [Tweet](#) [Pin](#) [LinkedIn](#) [0 SHARES](#)

Website: <https://hgf.org.uk>

"This year, IWD is more special for me as I started the year with an MBE honours for my services to diversity and female empowerment. Receiving the honour, following my passion and making a difference in the lives of other women is so rewarding. My message to other women to achieve something great is: Do things which resonate with your values. (Define your three top values, such as 'integrity' and live by them.). Do everything with a bigger vision in mind."



"My biggest achievement last year was starting a life skills programme to deliver in schools. For a long time, I have run pro-bono workshops and seminars for people in the BAME community to help them make positive changes in their career, habits and personal relationships."

"Last year I took the concept of these 'Ultimate You' workshops and made them applicable to school children. The aim was to get them to develop skills such as resilience, confidence and independence. My efforts are now to implement these personal development workshops in several national school supporting the Ofsted framework. This year I'd like to get them into 10 schools to impact 10,000 students."

Find a Story:

Also in The News ...

Interview with Nigel Seddon, VP at IT Software Company: Ivanti

The Importance of Overcoming the Enterprise Disconnect

Interview with Douglas Morton, Founder & CEO at Grocery Delivery StartUp: Bother

Interview with Rachel Wood, Founder at Book Subscription Service: Rare Birds Book Club

Women in Tech: What The Experts Say ...

Influence Opinions in Startups

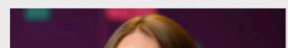
Advertise with TechRound Today >>

Sign up to our monthly newsletter...

TechRound Interview – Watch 5 Mins with Jonathan Lister Parsons, CTO of PensionBee



Announced! The TechRound Fintech50 Winners – See Below



(EST.) MONTHLY VISITS: **63.7K**

(EST.) COVERAGE VIEWS: **3.51K**

DOMAIN AUTHORITY: **44**



Human Rights Lawyers are coming under fire

OCTOBER 12, 2020 | CIVIL LIBERTIES | BY VICKI PRAIS

Comment Central

OCT 12, 2020

(IMAGE 1 OF 2)

(EST.) MONTHLY VISITS: **30.1K**

(EST.) COVERAGE VIEWS: **3.35K**

DOMAIN AUTHORITY: **37**



4



3

These comments come at a time where there is deep uncertainty about the UK's human rights commitments post-Brexit. Negotiations continue apace and it remains to be seen where and how the Human Rights Act will figure in any future deal. There are plans afoot to "opt out" of certain sections of the European Convention on Human Rights (ECHR) which would see the accelerated deportation of asylum seekers and cushioning British troops overseas from legal action. If we walk away from the Council of Europe and withdraw from the ECHR, or sign up to an ECHR-lite, we do so at great risk and will have Belarus as our bedfellow. This prospect is a deeply worrying one.

My call to action is simple. We live in times where our human rights and civil liberties are fragile and precariously balanced against the public health imperative. It is more important than ever that human rights lawyers are afforded the opportunity to work in an enabling environment.

Many are talking about 'recovering better' from the COVID-19 crisis, and if our new normal is focused on reducing inequalities and improving rights for all, then how we treat the guardians of the law and the legal community should be front and centre of that conversation.

★★★★☆
9 votes

Vicki Prais

Vicki Prais is a human rights lawyer and independent human rights consultant specialising in prisoners' rights, dignity behind bars and prison reform. She has worked for the UN, Council of Europe and the not-for-profit sector. She was a Human Rights Advisor to the UK Foreign & Commonwealth Development Office/Prisoners' Abroad.

Comment Central

OCT 12, 2020

(IMAGE 2 OF 2)

(EST.) MONTHLY VISITS: **30.1K**

(EST.) COVERAGE VIEWS: **3.35K**

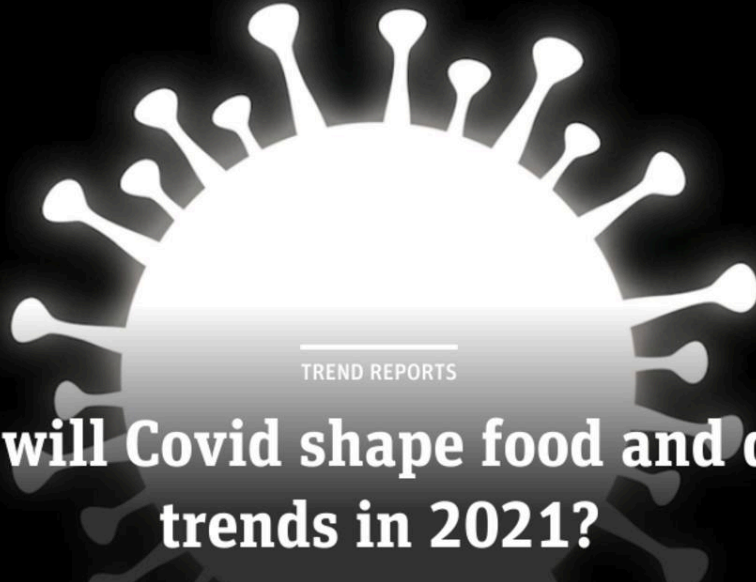
DOMAIN AUTHORITY: **37**



4



3



TREND REPORTS

How will Covid shape food and drink trends in 2021?

By The Grocer | 15 January 2021 | 11 min read



This time last year, few could have predicted a virus would wreak such havoc worldwide. In its wake, the grocery sector has endured challenges that would have seemed preposterous just 12 months ago. This year, the disruption caused by coronavirus looks set to ease as a global vaccination effort gets underway. But will we see a return to normal, or will changes

The Grocer

JAN 16, 2021

(IMAGE 1 OF 2)

(EST.) MONTHLY VISITS:

656K

(EST.) COVERAGE VIEWS:

3.03K

DOMAIN AUTHORITY:

68



19



32

Regenerative farming will help save the planet



The Grocer

JAN 16, 2021

(IMAGE 2 OF 2)

(EST.) MONTHLY VISITS: **656K**

(EST.) COVERAGE VIEWS: **3.03K**

DOMAIN AUTHORITY: **68**



19



32

“In 2021, the government will wake up to the fact that intensified farming is destroying our soils,” predicts Jonathan Petrides, CEO and founder of AllPlants. “It will incentivise farmers to move towards regenerative farming, and land will be freed up from intensified farming and used for tree planting and reformation to improve soil health and sequester carbon.”

Child hunger will remain an issue

“For the have-nots, food poverty will grow as the economy grapples with both Covid and Brexit fallout,” says Caroline Kenyon, an anti-food poverty campaigner and co-chair of the Lincoln Food Partnership.



UNITED KINGDOM

#BEYOUROWN MEETS CAROLINE KENYON

Caroline Kenyon is founder and director of *The Food Awards Company* and an anti-food-poverty campaigner. Her company hosts three separate food-related events – *Pink Lady Food Photographer of the Year* and *Tiptree World Bread Awards* in the UK and USA. Caroline is passionate about the cultural value of food, making sure we source it in a sustainable way, eradicating food [...]

Share:



(EST.) MONTHLY VISITS: **4.69K**

(EST.) COVERAGE VIEWS: **716**

DOMAIN AUTHORITY: **32**



4

Wendy Rose: 5 Things You Need To Know To Successfully Manage a Remote Team



Fotis Georgiadis [Follow](#)
Oct 2, 2020 · 12 min read



It's very easy for a sort of cultural imperialism to set in, so that it's the same person or people going out of their way to accommodate the others; getting up extra early, working very late, being available on religious or national holidays for example. I would suggest being absolutely ruthless about doing everything possible to minimize anti-social working hours and to share those out when it's unavoidable. Not to do so runs the risk of resentment building up.

...

As a part of our series about the five things you need to successfully manage a remote team, I had the pleasure of interviewing [Wendy Rose](#).

Wendy is a London, UK based leadership and executive coach specializing in working with senior leaders when they are experiencing the joys and paradoxes of personal, professional and organizational change. She has coached leaders from over 40 countries across 5 continents — many of them remotely. As an International Coach Federation MasterCoach with a background in psychology and over 20 years' experience she is well placed both to share her own lessons of working remotely and of helping her clients to lead their dispersed teams successfully.

...

“ Estimated Monthly Online Views 500k



16/11/2020 • Ellie O'Connor • Current Affairs for Women, Featuring on WATC

12 signs that someone may be struggling with the current situation and 10 ways to have a conversation about it

Home > News > Current Affairs for Women > 12 signs that someone may be struggling with the current situation and 10 ways to have a conversation about it

(EST.) MONTHLY VISITS: **58.3K**

(EST.) COVERAGE VIEWS: **327**

DOMAIN AUTHORITY: **60**



After the shock and trauma of the last six months – and now with another lockdown announced – poor **mental health** is on the increase in the workplace.

This can show itself in different ways for different people and may be more difficult to spot when you're **working remotely**. Some people are experiencing burnout, while others feel a low-level sense of chronic anxiety in the pit of their stomach.

Whether you're concerned about a team member, a report or a work colleague (or yourself) here are some signs to look and listen out for:

4. Other useful information such as phone lines, tips, meditations and podcasts here:

www.mentalhealth.org.uk

www.mind.org.uk

www.smartrecovery.org.uk

www.thecalmzone.net (for men specifically)

www.menshealthforum.org.uk

www.nhs.org.uk/mentalhealth

www.samaritans.org

www.happiful.com

Drinkline: 0300 123 1110

About the author

Wendy Rose is a leadership and executive coach with a background in psychotherapy, mental health and managing stress. She specialises in working with leaders when they are experiencing any kind of personal, professional or organisational change. Worried that you or someone at work is struggling? Get in touch for a confidential conversation about how I can help.

<https://www.linkedin.com/in/wendyroseccoach/>



WeAreTheCity covers the latest female centric news stories from around the world, focusing on women in business, careers and current affairs. You can find all the latest gender news [here](#).

Don't forget, you can also follow us via our social media channels for the latest up-to-date gender news. Click to follow us on [Twitter](#), [Facebook](#), [Instagram](#), and [YouTube](#).

0 Shares     

mental health

Mental health resources

Signs someone is struggling

Wendy Rose

WeAreTheCity

Nov 16, 2020

(IMAGE 2 OF 2)

(EST.) MONTHLY VISITS:

58.3K

(EST.) COVERAGE VIEWS:

327

DOMAIN AUTHORITY:

60

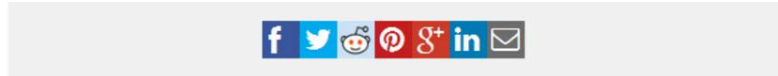
Home > Kent > News > Article

Kent people recognised in the Queen's New Year Honours list 2021

KENT TRAVEL NEWS SIGN ME UP FOR NEWS ALERTS

By Amy Nickalls anickalls@thekmgroup.co.uk Read all comments | 6

Published: 22:30, 30 December 2020 | Updated: 18:02, 31 December 2020



As we reach the end of a year like no other it's time to recognise those who have gone above and beyond.

A children's author, a choreographer and fire fighter are among those to receive a Queen's New Year Honour.



NSPCC Chief Executive Peter Wanless receives a Knighthood

Peter Thomas Wanless, Chief Executive Officer, NSPCC receives a Knighthood for services to Children, to Young People and to the Charitable Sector.

The 56-year-old, who lives near Sevenoaks, has been the nationwide charity's boss since 2013 and previously held a variety of posts at the HM Treasury.

Follow us



Most popular



1 Officer due in court charged with Sarah Everard murder

2 Missing Sarah's body found

3 Waterside path and recycling bin cordoned off in Sarah search

4 Road closed and woman arrested after 'serious assault'

5 School's Covid case just days after Education

(EST.) MONTHLY VISITS: 5.63M

(EST.) COVERAGE VIEWS: 20.2K

DOMAIN AUTHORITY: 75

Facebook 270 Twitter 13



BY SSZEE MEDIA 30 DEC 2020

FGM Campaigner and Educator Awarded MBE for Services to Diversity and Female Empowerment



A philanthropist who has helped more than 30 charities per year, and impacted 10,000 women, has received an MBE from the Queen in the annual New Year's Honours list for services to diversity and female empowerment.

(EST.) MONTHLY VISITS: **28.6K**

(EST.) COVERAGE VIEWS: **9.85K**

DOMAIN AUTHORITY: **8**



1



1



JAMES HENDERSON

Content Director



As brands go, they don't come much stronger than IKEA. The Swedish company is known for its innovative approach to furnishings and has become synonymous with the retail experience, with consumers travelling many miles to visit its stores. It has also positioned itself ahead of its competitors when it comes to its approach to sustainability.

When you think of IKEA's design capabilities, the mind will undoubtedly conjure images of a sleek armchair, an inviting sofa or a sturdy coffee table. But as buying habits have changed, the design of IKEA's online channels - its websites, apps and social media - has become just as important.

It is the transformation of IKEA Retail's (Ingka Group) design approach and its embrace of DesignOps that is our main focus this month. We speak to Karolina Boremalm and a number of other key players in the story to find out how the company's Digital Experience Design teams are being given the tools they need to imagine and implement world-class online customer journeys.

Boremalm, Head of Global Digital Experience Design Operations, tells

us: "DesignOps is a buzzword in many cases. In other cases, like for us at IKEA, it is not. We do truly see a need of elevating this part of the craft that is rarely talked about into something different to relieve strain on designers and enable them to do their work."

It is a story of real teamwork, collaboration and true creative thinking, and it begins on page 22.

ABB is the focus of our second case study this month, where we take an in-depth look into how automation is making the company's Procurement & Logistics Global Business Services organisation much leaner and more agile. Ben Mouncer spoke with Martin Tomczak and Akshay Nigam to find out about the wide-scale smart automation and advanced analytics programme they are steering and how it is now surpassing expectations.

We also look at how the UK can fill the Huawei-shaped hole in its 5G network, run the rule over the Gousto, the company looking to become the 'Spotify for Food' and speak exclusively to Coupa Software CEO, Rob Bernshteyn.

I hope you enjoy our December issue

(EST.) MONTHLY VISITS: **25.5K**

(EST.) COVERAGE VIEWS: **3.46K**

DOMAIN AUTHORITY: **34**



3



5



PUBLISHED BY

BULLETIN MEDIA LTD, Norwich, UK
Company No: 11454926

TALK TO US

editorial@digitalbulletin.com
business@digitalbulletin.com





Home › Meet UK Social Entrepreneur Anita Goyal , FGM Campaigner and Educator Awarded...

Meet UK Social Entrepreneur Anita Goyal , FGM Campaigner and Educator Awarded MBE for Services to Diversity and Female Empowerment



Digital Blitz
Creative Performance Agency

Click to know more
www.digitalblitz.in

Social Media Marketing
2d/3d Animation Website designing
Video production WE OFFER Amazon Marketing
Search Engine Marketing
App development Search Engine Optimization
YouTube Videos promotion

By Aleem Shaikh - January 1, 2021



Share on Facebook | Tweet on Twitter | G+ | Pin



(EST.) MONTHLY VISITS: **46.9K**

(EST.) COVERAGE VIEWS: **10.2K**

DOMAIN AUTHORITY: **24**

f
76

t
1



Features - [Share it](#)

ONS Statistics and the Construction Industry

1 Dec 20



Josh Mathias is MD of **The Hythe Group**, in this feature for UKCO he writes about the latest Office for National Statistics (ONS) Construction Output figures

Recent ONS figures that the number of people employed in the construction industry hit a seven-year low is worrying but not surprising. 2.17m people were employed in the construction industry between July and September this year, showing that 142,000 jobs have been shed since the start of the pandemic.

I've been in the construction and engineering business since I joined as a 22 year-old labourer. While we still have a full order book at Hythe Group, we've seen huge delays in contracts starting, land developments put on hold and city renovations delayed as a result of the crisis.

Covid is undoubtedly the main factor – but the problem is also due to the uncertainty around how the government will act next in its anti-covid planning.

FlowForma **CONSTRUCTION ONLINE**
Empowering Professionals

2020 - The Year That Drove Construction To Embrace Process Automation

A Report Examining The Thoughts And Attitudes Of 200 Construction Decision Makers

[Click Here To Download The Report](#)

tracker

Engage early with commercial projects and improve your win rate today

[Find out more >](#)

More Features

Hydrogen Hubs Key to Delivering Net-Zero
Mark Griffin of BOC explains how hub funding model for hydrogen refuelling stations can support the government's 10 point plan strategy

Taking Back Control of Customs Clearances
Pol Sweeney outlines that while the topic of Brexit has taken somewhat of a backseat a formal trade deal is yet to be agreed upon

Reading and Gloucester Benefit from CityFibre
Reading and Gloucester are set to benefit from a combined investment of £89 million for the digital futures of both cities thanks to CityFibre

Quartix

Vehicle tracking that works for you

UK Construction Online

DEC 01, 2020

(EST.) MONTHLY VISITS: **15.9K**

(EST.) COVERAGE VIEWS: **637**

DOMAIN AUTHORITY: **46**

1

8

Workplace Management

FIVE RULES OF MANAGING AND LEADING PEOPLE FOR BEST RESULTS

December 15, 2020

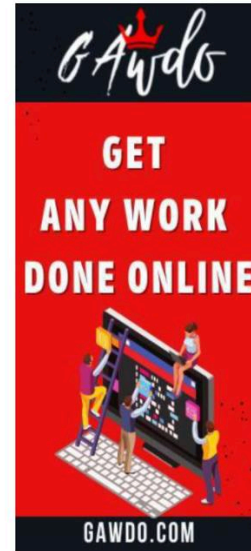
Editorial & Advertiser disclosure



By **Caroline Kenyon**, founder and director of *The Food Awards Company*, a multi-time entrepreneur and an anti-food poverty campaigner.

Lead from the top leadership down.

I learned years ago the importance of setting a good, even the best example. I have worked for myself for 25 out of my 30 working years. During the five years as an employee, as a magazine editor, I was always in trouble with my boss for being a few minutes late each morning. I was the only journalist in the company and used to keeping later hours when you spent the first hour of the morning reading all the newspapers. It was a source of ongoing conflict between us. He had no problem with my work, just my timing. I only discovered a few months before I left that HE was always late and came up a hidden back staircase. When he challenged me, again, on my own tardiness, I said, I think the example should be set from the top, I understand YOU are often late. He flushed scarlet with embarrassment and never dared to raise the subject again.



(EST.) MONTHLY VISITS: **1.06K**

(EST.) COVERAGE VIEWS: **8**

DOMAIN AUTHORITY: **69**

2



Sign in

Get started

Rising Music Star Baluji Shrivastav On The Five Things You Need To Shine In The Music Industry



Karina Michel Feld [Follow](#)
Nov 22, 2020 · 7 min read



“ Estimated Monthly Online Views 500k




JAN 04, 2021

New Year's Honours 2021: Diversity campaigner and Covid-19 doctor awarded MBEs

A diversity and female empowerment campaigner and a doctor, who has been working in the front-line during the Covid-19 pandemic, are among those who have been honoured.

4 January 2021







By  **Hannah Brown**

Picture above: Anita Goyal MBE and Dr Mohammad Tayyab Haider MBE

A diversity and equality campaigner and the medical director of the Basildon and Thurrock University Hospitals NHS Foundation Trust, are among those who have been awarded MBE's in the 2021 New Year's Honours.

Anita Goyal and Dr Mohammad Tayyab Haider, both from Brentwood, Essex, were told they would be receiving the awards in early December, but had to keep it a secret until the news was made public.

-  **Daily Email Updates**
Updates in your area sent directly to your email inbox
-  **Grow your business with us**
We connect you with the people and communities that matter to your business
-  **Love where you live?**
Contribute to your community by becoming an area ambassador
-  **Find local services**
Search for trusted local businesses near you

(EST.) MONTHLY VISITS: **15.9M**

(EST.) COVERAGE VIEWS: **66.9K**

DOMAIN AUTHORITY: **70**



14



2

Predictions for Startups in 2021 – What The Experts Say



By Natasha Meisel

📅 January 19, 2021 📁 Interviews

[f Share](#) [🐦 Tweet](#) [📌 Pin](#) [in LinkedIn](#) [🔗](#) 0 SHARES

- **TechRound has collected 2021 startup predictions from industry experts.**
- **Health, wellness and fitness industry according to Emma Jones, CBE – Founder of Enterprise Nation**
- **2021 will see many innovative startups building tech platforms according to Tae Hea Nahm – Co-Founding MD of Storm Ventures and Author of The Survival to Thrival book series**

Find a Story:

Also in The News ...

Bitcoin Price Hits Record High, Fuelling Fresh Demands For Regulation

Interview with Vassili Philippov, CEO and Co-Founder at Teenage Science Education Platform: MEL Science

Nofence: The Norwegian scaleup using technology to help farmers graze animals without the need for traditional electric fencing

Exizent to partner with Scottish Building Society to create innovative new bereavement notification system

UK Tech Companies Lead Hiring Comeback Targeting Young People

(EST.) MONTHLY VISITS: **63.7K**

(EST.) COVERAGE VIEWS: **3.61K**

DOMAIN AUTHORITY: **44**



32



32

Influence Opinions in Startups

Advertise with

Tae Hea Nahm – Co-Founding MD of Storm Ventures and Author of The Survival to Thrival book series



"A few years ago everyone was talking about the importance of 'digital transformation.' Covid (and the lockdown) has accelerated the digital transformation through the adoption of Software-as-a-Service (SaaS) by many businesses to ease their processes (tech platforms like Zoom is a typical SaaS company).

So now the focus turns to what happens after the digital transformation. More specifically, businesses are striving to determine how best to use all that data generated by their digital transformation to become what I call a "data company" in the new data economy. Amazon and Google are examples of early data companies. For example, Amazon has a years' worth of data about their customers' search habits, products they buy, films they watch, books they read etc. It successfully uses that data to drive up sales and profits by predicting their search habits and more. That's what businesses in all industries need to emulate.

So, this opens up an opportunity for startups. We will see many innovative startups building tech platforms to help businesses to become data companies with "SaaS + AI" software. So they need to add AI into the SaaS offering. At Storm we have already invested in several of these, such as Blueshift, which is a marketing platform that uses AI and customer data together so its users significantly improve their customer engagement. Or Syte, which uses visual AI to help online shoppers discover the right product. We will see many more startups like this – incorporating AI with SaaS."

TechRound

JAN 19, 2021

(IMAGE 2 OF 2)

(EST.) MONTHLY VISITS: **63.7K**

(EST.) COVERAGE VIEWS: **3.61K**

DOMAIN AUTHORITY: **44**



32



32



To make Medium work, we log user data. By using Medium, you agree to our [Privacy Policy](#) including cookie policy.

Sign in Get started

FEB 01, 2021

Josh Mathias of Hythe Group: How To Take Your Company From Good To Great

An Interview With Jerome Knyszewski



Jerome Knyszewski [Follow](#)

Feb 1 · 13 min read



Build communication throughout your business at all levels. If you are hiring amazing people with brilliant ideas and different views, you should be using them. This helps your team feel part of the journey, builds huge amounts of motivation and gives you an insight into the business from multiple levels.

...

As part of my series about the "How To Take Your Company From Good To Great", I had the pleasure of interviewing Josh Mathias who is MD of The Hythe Group, which includes Hythe Marine, Hythe Building and Hythe HOSMU. Josh first joined Hythe Marine, aged 22, when it was a small business operating from a workshop near a dockyard in Hythe with just 5 people. After throwing himself into the trade, he became driven to steer the commercial side of the business and to build relationships in the defence sector.

“ Estimated Monthly Online Views 500k





LOCAL NEWS

from your neighbourhood

LOCAL NEWS BRENTWOOD



Royal recognition for town residents

A doctor and a philanthropist from Brentwood were named in the New Year Honours list when it was published recently.

Dr Tayyab Haider, the medical director at Basildon Hospital, was awarded an MBE for his services to the NHS, including during the COVID-19 response.

Dr Haider said: "I am delighted and very proud to receive this honour, which is a recognition of the extraordinary hard work of the staff at Basildon Hospital, and across Mid and South Essex NHS Foundation Trust, while responding to COVID-19.

"It was humbling to be nominated, let alone to be awarded the honour.

"I hope it inspires doctors developing their careers. I am so fortunate to work in a great team, enjoy a career in medicine and be in a position to influence

the profession."

Anita Goyal, chief executive officer of the Hemraj Goyal Foundation, also received an MBE for services to diversity and female empowerment.

She was honoured for her work on addressing female genital mutilation, menstrual discrimination and human trafficking within minority groups.

Anita said: "I was not expecting any recognition for my work but was equally pleased that people from my community were championing me.

"I felt pride but also gratitude that this could be a platform to further the philanthropic work of our family foundation, and the workshops we run.

"I am honoured and proud to have received this recognition as it will help me serve communities even more."

(EST.) MONTHLY VISITS: 282

(EST.) COVERAGE VIEWS: 95

DOMAIN AUTHORITY: 9



UNITED KINGDOM

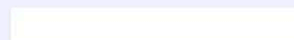
#BEYOUROWN MEETS LINDA SHANSON

Linda Shanson is the #CEO and co-founder of the #BalujiMusicFoundation #BEYOUROWN

Share:



BEYOUROWN - February 18, 2021



BEYOUROWN - Leading Women With A Vision

FEB 18, 2021

(EST.) MONTHLY VISITS: **4.69K**

(EST.) COVERAGE VIEWS: **714**

DOMAIN AUTHORITY: **32**



3

Caroline Kenyon – Founder of UK Bread Heroes Awards



By Natasha Meisel

March 8, 2021 international-womens-day

BACK

NEXT

Share Tweet Pin LinkedIn 0 SHARES

Website: <https://www.worldbreadawards.com>

"Growing up, my mother always told me: When you have a disappointment, pick yourself up, dust yourself down, and go at it again. She was a freelance journalist at a time when most girls had stay-at-home mums. So when my team at The Food Awards Company realised last year that we would not be able to hold our annual Tiptree World Bread Awards, we had to pivot really fast."

Find a Story:

Also in The News ...

Interview with Natali Tshuva, CEO at Sternum

The Global Potential of Amazon Business

Interview with Nigel Seddon, VP at IT Software Company: Ivanti

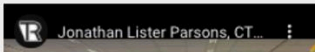
The Importance of Overcoming the Enterprise Disconnect

Interview with Douglas Morton, Founder & CEO at Grocery Delivery StartUp: Bother

Influence Opinions in Startups
Advertise with TechRound Today >>

Sign up to our monthly newsletter...

TechRound Interview – Watch 5 Mins with Jonathan Lister Parsons, CTO of PensionBee



(EST.) MONTHLY VISITS: **63.7K**

(EST.) COVERAGE VIEWS: **3.52K**

DOMAIN AUTHORITY: **44**

6

News Archive

In the press

COVID-19

Follow Us



British Science Association is already fighting the next pandemic

10-03-2021

As the world continues to fight coronavirus and its mutations, the British Science Association's new thought leadership series, *For Thought*, is hoping to find answers to questions to avoid the next one.

How can we create resilient leaders, organisations and nations for future global shocks? How can we learn from innovating in a crisis to stimulate growth in technologies that do not yet exist? And how can we focus on a green recovery after COVID-19 when medical plastic used to prevent the virus has already spiked plastic pollution? Questions like these, and more, is what *For Thought*, the upcoming event series by the British Science Association (BSA), will answer.

Between March and April, a series of four thought leadership events will bring together experts and influencers from across different industries such as policy, research, business and media to discuss and debate the biggest challenges facing society today, and to establish concrete calls to action. These reflections and call to actions will be published in April to spark inspiration for future business leaders, scientists and governments.

Each event will be held virtually and will focus on a different topic. Starting today (March 10) and coinciding with the long standing *British Science Week* (another BSA programme), the first event will explore "Building resilience". COVID-19 has already demonstrated how precarious some human-made systems and infrastructures are to the unexpected. So, how can we create resilient leaders, organisations and nations for future global shocks?

Speakers include journalist and broadcaster *Samira Ahmed*, who will also be the moderator; *Gillian Tett*, Chair, Editorial Board and Editor-at-Large (US) *The Financial Times*; *Ann Cairns*, Executive Vice-Chair, Mastercard; *Professor Sir David Omand*, Visiting Professor, KCL and former Director of GCHQ; *Samah Khalil*, Youth Mayor of Oldham; *Professor Tolullah Oni*, Public health doctor, urban epidemiologist (University of Cambridge) and *Kate Bamford*, Partner at EY. There will also be a keynote interview with Lord David Willetts, Chair of *For Thought*.

(EST.) MONTHLY VISITS:	65.9K
(EST.) COVERAGE VIEWS:	333
DOMAIN AUTHORITY:	64



Josh Mathias

MD of the Hythe Group
www.hythegroup.com

IR35 won't work for the private sector – it will destroy business flexibility

Just when Covid has demonstrated the importance of adaptability in business, the UK is introducing a new law which will stifle adaptability.

In April, it will introduce new IR35 legislation, a year after originally planned. In my view this is short-sighted and created with a public sector lens.

It means stricter rules will apply about who will be classed as "self-employed" in the commercial world (it already applies in the public sector). The government feels it loses out on taxes from contractors because they can end up paying less tax and National Insurance than if on PAYE.

But in my experience of the business world – going from young labourer to MD of a large group of engineering firms, I can attest that IR35 is out of touch with how our trades-industries work, and likely many others.

Firstly, IR35 cripples flexibility. Many industries rely on contractors because the workflow fluctuates. We have jobs which require our workers to travel the country in response to surges in demand for services. For example, with marine engineering projects, when ships come into port, there is more work, and when they go back out to sea there is less work.


Last year, my company had 65 people on contingent labour, who worked for three or four months. As soon as their contracts finished, they went elsewhere to take up a similar contract at a different company. They weren't avoiding tax, but just wanted more work with a different business. Much of the private sector is built around the concept of surge demand.

Secondly, there's the direct cost of IR35. I estimate National Insurance adds

around 14% to the cost of a full-time worker, but add holiday pay and other admin, and it can be up to 30%. It is easy for the government to legislate on the basis of the public sector, where there are deep reservoirs of cash. But in the private sector, there are tight margins because of competition. It won't just make companies worse off, they won't end up employing anyone. Both scenarios lead to less tax revenue for the government.

Then there's the administrative burden. Setting an employee up on payroll and sorting tax documentation is time-consuming. So is identifying who should or shouldn't be added to PAYE through the statutory status determination statement. If classified incorrectly, the employer will be liable.

The government's second argument is that workers might be better treated by companies if they are working as employees rather than part-time contractors. But there is little evidence that companies treat employees better than contractors. In fact it is in any workplace's interest to attract the best talent by treating them well – no matter what their status. At Hythe Group, if we have to let contractors go, we make a point of sitting down and working out how to make the best out of the circumstances for them and try to give them a couple of weeks' extra pay. It's not as though we never hear of companies treating staff poorly once they're on payroll!

Ultimately, IR35 will result in the very thing the government is dreading post-April when furlough comes to an end – unemployment and businesses shutting down. 

"Ultimately, IR35 will result in the very thing the government is dreading post-April when furlough comes to an end – unemployment and businesses shutting down"

Broadcast & Radio




 Listen now

How The Biggest Blind Charities Should Focus Their Efforts; Baluji Shrivastav At 70

The biggest blind charities ask for your input on how they should best work for you.

And we catch up with blind Indian music legend Baluji Shrivastav ahead of his 70th birthday.

Available now

 19 minutes

Show more

 Download

(EST.) MONTHLY VISITS:

844M

(EST.) COVERAGE VIEWS:

505K

DOMAIN AUTHORITY:

96



9



4



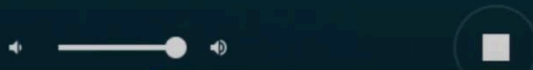
TIMES RADIO



LIVE 7pm - 10pm

Phil Williams

Entertaining evening conversation



performance today at the **TIMES RADIO**

Times Radio

DEC 05, 2020

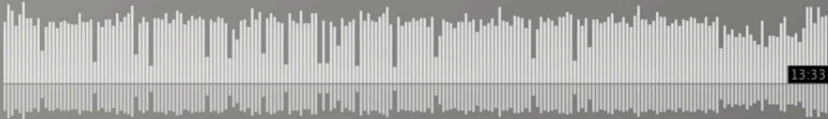
“ No estimated listening figures available for Times Radio. Audio can be listened to here: <https://www.youtube.com/watch?v=OmoHro7qQJg>



Helen Croydon

2 months ago

Talk Radio Europe: Baluji Shrivastev talks about trying to perform during lockdown



Write a comment



Follow Helen Croydon and others on SoundCloud.

Create a SoundCloud account Sign in

Baluji Shrivastev OBE, our client, talks about trying to perform during lockdown for Talk Radio Europe's breakfast show.

Helen Croydon

30 50

Follow

Report



Seems a little quiet over here Be the first to comment on this track

Related tracks View all

- Related tracks list including 'a16z Podcast: Why SaaS Revenue is...', 'BBC World Service: Outlook - An Int...', and 'BBC R4: MoneyBox Live: Is it cheap...'

Go mobile



Legal - Privacy - Cookies - Imprint - Creator Resources - Blog - Charts - Popular searches

Language: English (US)

Talk Radio Europe

DEC 17, 2020

Estimated weekly listeners: 400K. Audio can be listened to here: https://soundcloud.com/helenc-1/talk-radio-europe-baluji-shrivastev-talks-about-trying-to-perform-during-lockdown

Podcasts

The image features a solid purple background. In the center, the word "Podcasts" is written in a bold, white, sans-serif font. The bottom right corner of the image is decorated with a geometric design consisting of a dark blue triangle and a yellow triangle.

EL021 – From the Shop Floor to the Corner Office

by Pat Sweet | Feb 6, 2021 | Leadership and Management, Podcast



Summary

In this week's episode, I interview Josh Mathias, the Managing Director at the [Hythe Group](#), a multi-disciplinary engineering firm from the UK on leadership, management, and his ascent from the shop floor to the corner office.

About Pat Sweet



Pat Sweet, P.Eng., MBA, CSEP, PMP is an experienced engineering leader, project manager, product manager, writer, speaker, and coach. His mission is to help technical organizations thrive.

Free Downloads

- Productivity Guide: Finding the 6th Day
- Engineering Leadership 101
- The Passionate Engineer: Love your work
- Where to find engineering jobs



(EST.) MONTHLY VISITS: **2.19K**

(EST.) COVERAGE VIEWS: **494**

DOMAIN AUTHORITY: **23**

3



Mac

iPad

iPhone

Watch

TV

Music

Support



Apple Podcasts Preview



32 min

PLAY ▶

Baluji Shrivastev OBE shares his thoughts on how music can have the power to heal...

[Let's Talk Energy Healing With Jacqueline Rose](#)

Alternative Health

[Listen on Apple Podcasts ↗](#)



This week's podcast experience, "Let's Talk Energy Healing With Jacqueline Rose" is one showing how music from bird song to the amazing Baluji Shrivastev and his Inner Vision Orchestra can bring about healing with their music.

Baluji is an internationally acclaimed blind Indian musician, composer and teacher. He has worked with stars including Stevie Wonder, Annie Lennox and Shakira. As well as a musician in his own right, he is also the founder of The Inner Vision Orchestra, the UK's only professional orchestra of blind musicians, founded in 2012. And also the founder of the Baluji Music Foundation – a charity helping blind musicians overcome discrimination in their careers.

Have a listen...

The Energy Healing Podcast

Nov 26, 2020

(EST.) MONTHLY VISITS: **903**

(EST.) COVERAGE VIEWS: **352**

DOMAIN AUTHORITY: **12**



46



5

**To learn how we can help you get
targeted coverage to become a
thought leader, drop us a line**

info@thoughtleadershippr.com