

Innovation stations!



**Innovation Xchange
IXC UK**



Join the team from the InnovationXchange (IXC UK) on Tuesday, 10th June at the Malvern Hills Science Park to find out how your small business can benefit from adopting open innovation techniques.

Starting at 7.30am, the breakfast event will open with a presentation focusing on the latest collaborative working practices central to successful open innovation and examine how these can be exploited by smaller businesses.

Putting this theory into practice, the team from IXC will then present a range of case study examples whereby the IXC model has been used successfully by smaller businesses to access new markets and forge links with large corporates.

Following breakfast and the formal presentation, delegates will have the opportunity to network until the event closes at 9.30am.

A bit more about IXC...

Birmingham-based IXC is a multi-million pound, central government-funded initiative designed to enable companies to collaborate

on research projects through the use of intermediaries.

These intermediaries are all highly-skilled scientists, technologists and engineers who act as "go-betweens", searching out potentially relevant connections for client companies and helping them to share their expertise and know-how.

Since its launch 18 months ago, IXC UK has recruited more than 35 clients into its global knowledge network including significant UK-based corporations such as E.ON UK, Arup and Jaguar Land Rover as well as a host of SMEs, universities and research institutes.

Mike Hield, chief executive of IXC and lead speaker at the event underlined the value of IXC to the local SME community because of its ability to dissolve the barriers between SMEs and global giants.

"The Midlands region has a plentiful supply of small businesses with some great ideas and technologies but, all too often, these firms struggle to establish the relationships and partnerships they need

with the multinationals, unless they are part of an existing supply chain. The sheer size of such organisations makes them impenetrable to the smaller firm.

"But that doesn't necessarily mean that the bigger players don't need such technology and know-how - they simply don't know where to start looking for it among the myriad of micro-businesses, university spin-outs and other smaller enterprises, especially those outside their existing supply chains."

To register for this free event please email Katy Lewis, events organizer for IXC UK, at katy.lewis@ixc-uk.com or call her on 0121 414 8778. Alternatively, log onto www.ixc-uk.com to find out more about how IXC UK could help your business.

Randstad Scoop Recruitment Prize

Top of the class! Sam Rowbury (l) and Charlotte Jay (r) with their awards.



Premiere Worcester recruitment agency Randstad have done it again! The girls on its permanent recruitment unit have just been awarded the accolade of 'Permanent Unit of the Year 2007'!

Top recruitment agency Randstad held its annual conference for its 500 UK employees at The Holiday Inn in Stratford-upon-Avon back in February.

From a total of 107 branches nationwide the Worcester branch was nominated for two awards.

Claire Southall, Worcester branch manager, was nominated, alongside three others, for the 'Branch Manager of the Year' category. While Sam Rowbury and Charlotte Jay, were nominated for 'Permanent Unit of the Year', alongside three other Units across the country and our Worcester based branch of Randstad scooped the £250 prize!

This victory further proves that permanent recruitment here in Worcestershire is on the increase.

"In comparison to our West Midlands offices, our Worcester branch has seen a huge increase in the number of candidates seeking permanent new roles and a growth in the number of permanent positions being filled. This award has given us further confirmation of that. We're all very pleased." Explained branch manager Claire Southall.

www.uk.randstad.co.uk

Whitefoot-Forward solves Leukaemia CARE's storage problems

Following a cooked breakfast sat amongst the local business community at a Chamber networking event Leukaemia CARE didn't expect to find its storage needs fulfilled; however thanks to the generosity of Whitefoot-Forward that's exactly what happened.

Whitefoot-Forward, based in Hartlebury and Shenstone, offered to sponsor the charity's full storage needs, offering the charity not only a 100% reduction in storage

costs but also reduced delivery costs.

Eve Martin, deputy Chief Executive of Leukaemia CARE says, "The charity is very proud that it uses every penny donated efficiently, with 69p of every pound donated going back on CARE and support. In an effort to keep costs down we conducted an audit of our storage costs. Whitefoot-Forward presented a more affordable, alternative business solution to our current providers, and we would have also been happy to support a local business. When Michael offered us free storage it was an amazingly generous offer, and one which further enables us to keep down costs and reach more people affected by blood cancer."

To find out more about Leukaemia CARE

please visit www.leukaemiacare.org.uk/. If someone is struggling with issues caused by the diagnosis of any blood cancer they can find 24 hour support and advice by calling the freephone CARE Line on 0800 1696680.

**MEMBER TO MEMBER
SUCCESS**



Rugby Star Opens Select

Aleki Lutui, Worcester Warrior's star rugby hooker, has officially opened the new offices of Select Appointments in the city.

The 29-year-old Tongan international, was guest of honour at a launch party at the recruitment company's offices at 14 The Tything.

Select Appointments is one of the country's leading staffing firms, placing temporary and permanent office staff into various sectors, including secretarial and administration, call and contact centre, accountancy and finance, sales and marketing, legal and medial marketplaces.

Lee Broadway is heading up the team at its new base. Mr Broadway has always lived in the Worcester area and his local knowledge and recruitment expertise means that he is well aware of the problems companies can face when trying to recruit.

"Having worked in recruitment in Worcester for the last 10 years, I am aware that the recruitment industry continues to be very challenging, yet also varied and rewarding," he said.

"Worcester is a thriving town that benefits from continuous investment, meaning more jobs and more challenges in recruiting. We will be working closely with local businesses and local people in order to achieve our goal of finding jobs for people and people for jobs." www.select.co.uk

Ianiro UK celebrates four years of constant growth



The Ianiro UK team from the front of the van to the back John Cochrane; Dave Morris; Debi Allen-Miles and Nick Allen-Miles.

Ianiro UK Ltd specialises in supplying high-quality lighting and camera and lighting support systems for the film, television, corporate and educational markets.

Established four years ago, Ianiro UK recently moved to new premises at Manorside Industrial Estate where it has set up a permanent demonstration facility and showroom. Among the products on display are Ianiro lighting products and the full Libec

range of camera support systems, for which the company is European distributor. Ianiro UK also stocks ABC Cranes and Dollies, Luggy bags and cases, Kupo grip equipment and California Sunbounce light reflection systems.

Managing director, Nick Allen-Miles, says: "Since starting the company, we have significantly expanded our product range and the amount of stock we carry. Our new premises has enough room to permanently

display cranes and truss systems so that customers can try out various alternatives before deciding on the right system for their needs."

With an expected turnover of £2 million this year, Ianiro UK is a rapidly expanding business that supplies customers all over Europe, the Middle East and Africa. 65% of its trade is export and to support this it has recently launched a new website (www.ianirodirect.com) that provides comprehensive information about the company's entire product range. Stock levels are clearly indicated, making it much easier for customers to shop on-line.

"We are very positive about the future and feel confident that we will achieve further growth thanks to an expanding customer base and the planned introduction of innovative new products during 2008 and beyond," Allen-Miles adds.

Recent additions to the Ianiro range, which Ianiro UK distributes exclusively in the UK, are a range of LED lights that deliver a very high Colour Rendering Index, making them colour enhancing without the use of a gel or filter. www.ianirouk.com

RBS support Global Aluminium



Lesley Hudson and James Hudson (Global Aluminium), Robin Mayo, Lynne Snipe and Mark Andrews (RBS)

Shenstone based Global Aluminium Ltd have agreed new banking facilities with The Royal Bank of Scotland ("RBS") which will support their ongoing growth strategy and improve their terms of trade with suppliers in China.

Global Aluminium was formed 5 years ago by husband

and wife James and Lesley Hudson. Today they are worldwide suppliers of bespoke aluminium extrusion, importing over 4,500 tonnes of extrusion a year into the UK alone. The aluminium is sourced from China, imported and then pre-sold to a number of manufacturing businesses across the UK.

Last year, due to the company's success, they moved to new premises in Shenstone which greatly increased their operating capacity. The new site provides them with 50,000sq ft of warehousing space, supplemented by 2,500sq ft of office space.

The company is now seeking to maximise the benefits of its new operating platform and to expand its UK customer base whilst also exploring the potential to expand its product range into fabrications and a broader components base. To support this diversification a contingent fabrication facility has been established within the Shenstone premises, to cover any supply shortfalls or meet excess demand.

A new funding facility has been agreed with RBS, with a trade finance facility now in place, funding the importation of the aluminium products and providing payment guarantees to all parties involved in the shipping of goods. RBS Invoice Finance has supplied a working capital facility that supports the ongoing day to day operations of the business.

Commenting on the growth prospects for the company and the decision to switch to RBS, James Hudson, Managing Director, Global Aluminium Ltd said:

"The company has come a long way and we see great potential to grow further. To grow requires investment. Last year we agreed the lease on the premises in Shenstone which gave the business additional capacity, allowing us to take on bigger orders and generate increased revenues. With increased trade comes a need to make sure our money works well for us and therefore we explored our funding options and following negotiations with RBS entered into this new banking agreement with them.

"We have been impressed with how the entire range of the bank's services through both domestic and international markets have come together to provide both trade and working capital facilities which offer real flexibility to the business and grow as we need them to grow."



When paper power beats electronic data



Kimberley Hornby of Whitefoot-Forward weighs up paper records and electronic data

In today's business world we are constantly faced with a barrage of technical solutions that we are told we just can't do without! But when it

comes to records management, sometimes the simplest solutions are the best, advises Michael Whitefoot, Managing Director of Whitefoot-Forward: "Companies produce mountains of important information each year, much of which must legally be kept for many years. What businesses need is a reliable system that allows them to store these documents with complete peace of mind. Because scanning seems like a modern way of doing things, it can seem like an attractive route. But in reality, over the lifetime that the information needs to be kept, scanning documents and storing them electronically can cost up to five times more

"The average cost to pre-sort, scan and index an archive box-worth of records and store it on an appropriate electronic system is £200 – compared with the cost of simply keeping the box of paper records for 10 years, all bar-coded for security and fast retrieval, of around £36," explains Michael. "Costs to scan are payable up front; whereas the cost

of just storage is over 10 years which is a big cash flow consideration. Also if red ink is present add 10% for colour scanning, as black and white won't scan shades."

Keeping data safe has hit the headlines recently with Government departments losing electronic data, so computer security can be an additional cost to budget for, as well as training staff to be able to search and retrieve records from the computer. "After all that cost, the irony is that what staff often do when they find the electronic records is print them onto paper!" says Michael.

What's more when additional paperwork has to be added to the electronic file it needs to be sent away to be scanned, indexed and linked to the original electronic file. Most business find that straightforward document archiving is much simpler, less expensive and easier to manage."

For further information contact Michael Whitefoot on 01299 250566.

Understanding delivers the goods



HEWETT RECRUITMENT

Delivering goods successfully in a professional and efficient way is a core part of TM Logistics' business. And with over 300 staff working out of various regional sites to deliver an advanced logistics service, relationship building, as part of the HR strategy, helps get the job done.

This is the approach that Graeme Barrett, TM Logistics' HR Manager takes to developing personnel, and the way in which he works with Hewett Recruitment in the recruitment process. Graeme believes that by working with Hewetts rather than taking the direct route to employing through press advertising, he can better enhance TM Logistics' people capability. Because Hewetts works closely with Graeme, gaining an understanding of the business and of the type of people he needs, the process of matching candidate to the role is much more efficient, be it for temporary staff or permanent positions, including at executive level.

'Raising the bar'

Graeme gives a recent example of this: "Hewett Recruitment recently filled the position of an Operations Manager for our Birmingham Hams Hall site. Their approach really raised the bar by being so receptive to our needs and matching what the role and the business required."

This is the type of service which, Graeme believes, sets Hewett Recruitment apart. "They are certainly top of my list

when I am recruiting, not least because of the understanding they have gained of TM Logistics' business. This is vitally important and means that they can fully understand what we need."

'Level of understanding'

"The idea of developing a relationship in this way is something I like," says Graeme. "It means that the level of understanding of me and the business is intrinsically there, so that when I speak to someone from Hewetts and mention a specific role, they know what I'm looking for. That, combined with their broader service, facilitating networking opportunities and seminars for the local HR community, all adds to the package," he adds.



Worcester Business School – Open to You

If you are keen to develop your career, aiming to change direction in your working life, or want to discover more about public and private business partnerships, then the University of Worcester is open to you.

The University of Worcester's Business School can provide a one-stop support package for your business, offering consultancy, research and training solutions alongside professional and academic qualifications.

The range of business services currently on



offer include;

- External consultancy and project work in a range of business, management and computing disciplines
- Sponsored research
- Undergraduate work placements
- Graduate recruitment
- Bespoke qualifications

A range of leadership and management development courses linked to recognised professional qualifications

Examples of our current full and part-time course offering include; the Certificate in Leadership & Management and Management

Good neighbour award

A tenant from



Warndon in Worcester has won a Good Neighbour Award from Beth Johnson Housing Association, the midlands subsidiary of Worcester-based Sanctuary Group.

Geraldine Fowler scooped the accolade from Beth Johnson after being nominated by neighbour Kim Aingel for her dedication and support to both Kim and her mother.

Kim's mother was seriously ill and Geraldine kept her company while Kim was at work. In addition, Geraldine also carried out errands for Kim during tough times.

After Kim's mother passed away, Geraldine became a shoulder to cry on and continued offering her support by preparing hot meals and carrying out dog sitting duties.

Kim said: "She was a shoulder for me to cry on, in fact she was like a big sister."

Beth Johnson asked residents to vote for neighbours who had shown outstanding acts of kindness and many heart warming nominations were received. John Jones from Etruria Locks, a sheltered housing scheme in Stoke-on-Trent, also won an award following a nomination by 12 fellow residents for his care and support.

Beth Johnson Housing joined Sanctuary, one of the UK's leading housing associations in January 2006.

Studies (Diploma and Masters level) which are linked to the Management Charter Initiative.

For further information on Professional Development Courses, Bespoke Training or External Consultancy and project work contact Tim Maxfield on 01905 855284 or email t.maxfield@worc.ac.uk

For information on undergraduate work placements and graduate recruitment contact Helen Shaw on 01905 855595 or email h.shaw@worc.ac.uk

To request a copy of Worcester Business School's latest Business and Professional Development Prospectus contact the University of Worcester on 01905 855141 or email your contact details to study@worcester.ac.uk