



Jobs & Business
Glasgow

Improving Skills, Promoting Enterprise



ENTERPRISE
AWARDS **2014**

THE BANQUETING SUITE, CITY CHAMBERS
TUESDAY 17TH JUNE | 2014

Today's Programme



- 10:15am** Arrival Reception,
Client Showcasing
- 10:30am** Celebration Music by
Glasgow Gaelic School Choir
(Sgoil Ghaidlig Ghlaschu)
and Flockhart Events
- 10:35am** Welcome:
Bailie Jonathan Findlay
- 10:40am** Enterprise and Business
Creation in Glasgow –
Councillor Gordon Matheson
- 10:50am** Microbusiness contribution
to Glasgow's Economy,
Professor Sir Jim McDonald
- 11am** Award Ceremony:
Hosted by Alison Walker
- 12pm** Buffet Lunch,
Client Showcasing

Foreword – Bailie Jonathan Findlay Chair, Jobs & Business Glasgow

I'm delighted to welcome you to our Enterprise Awards 2014 celebrating another year of achievement for Jobs & Business Glasgow. The progress that our business start-up, microbusiness and social enterprise clients are making is particularly pleasing and today's awards recognises real achievement.

Jobs & Business Glasgow is making every effort to increase resiliency in the business base. The survival rate for businesses we support is 71%. We have developed a Social Enterprise Pipeline to enable third sector organisations to measure their progress from grant dependency to increasing sales and contract income. And we are supporting Glasgow's substantial microbusiness base to get more from their staff and to increase the number of people they employ.

None of this would be possible without our partners and the fact that JBG's Enterprise Awards 2014 is held in partnership with Development & Regeneration Services at the Council is recognition of this. I would also like to thank today's sponsors, RBS, Wheatley Group and Rocket Science for their support for today's event.

Of course, today is about our clients and I wish all of JBG's business start-up, microbusiness and social enterprise clients every success for the year ahead.

Event Host



Alison Walker Sports Journalist and Television Presenter

Alison Walker is a sports journalist and television presenter who left the BBC to go freelance and set up her own media company.

She was the first female football voice on radio and had an eight year stint presenting the sports news on TV's Reporting Scotland. She's been lucky enough to interview hundreds of sports stars and highlights include Michael Phelps and Pele at London 2012 and an encounter with President Putin at the Winter Olympics in Sochi.

Alison's Olympic CV includes three other Games in addition to presenting from three Commonwealth Games. She is still regularly used by the BBC - Five Live, BBC Scotland, Eurosport and is the only Scottish voice on the Olympic News Channel. Alison has also moved into the corporate world and is much in demand as an event host, as an after dinner speaker and a voice over specialist. She has reported on Scottish elections, travel and education but sport is her passion and her hobby. She always says she's never had a proper job.

Today's Speakers



Councillor Matheson Leader of Glasgow City Council

Gordon Matheson was elected Leader of Glasgow City Council in May 2010. As Leader, he has established the Commonwealth Jobs and Graduate Funds; approved a scheme to reduce Glasgow's landfill by 90%; introduced winter fuel payments to pensioners; and embarked on the refurbishment or rebuild of every school in the city.

Councillor Matheson is a graduate of both Glasgow and Strathclyde Universities, he is a chartered member of the Chartered Institute of Personnel and Development and a Fellow of the Royal Society of Arts. Councillor Matheson states that he copes with his busy schedule by taking his full complement of annual leave and holidaying in the sun whenever possible, especially in Italy.



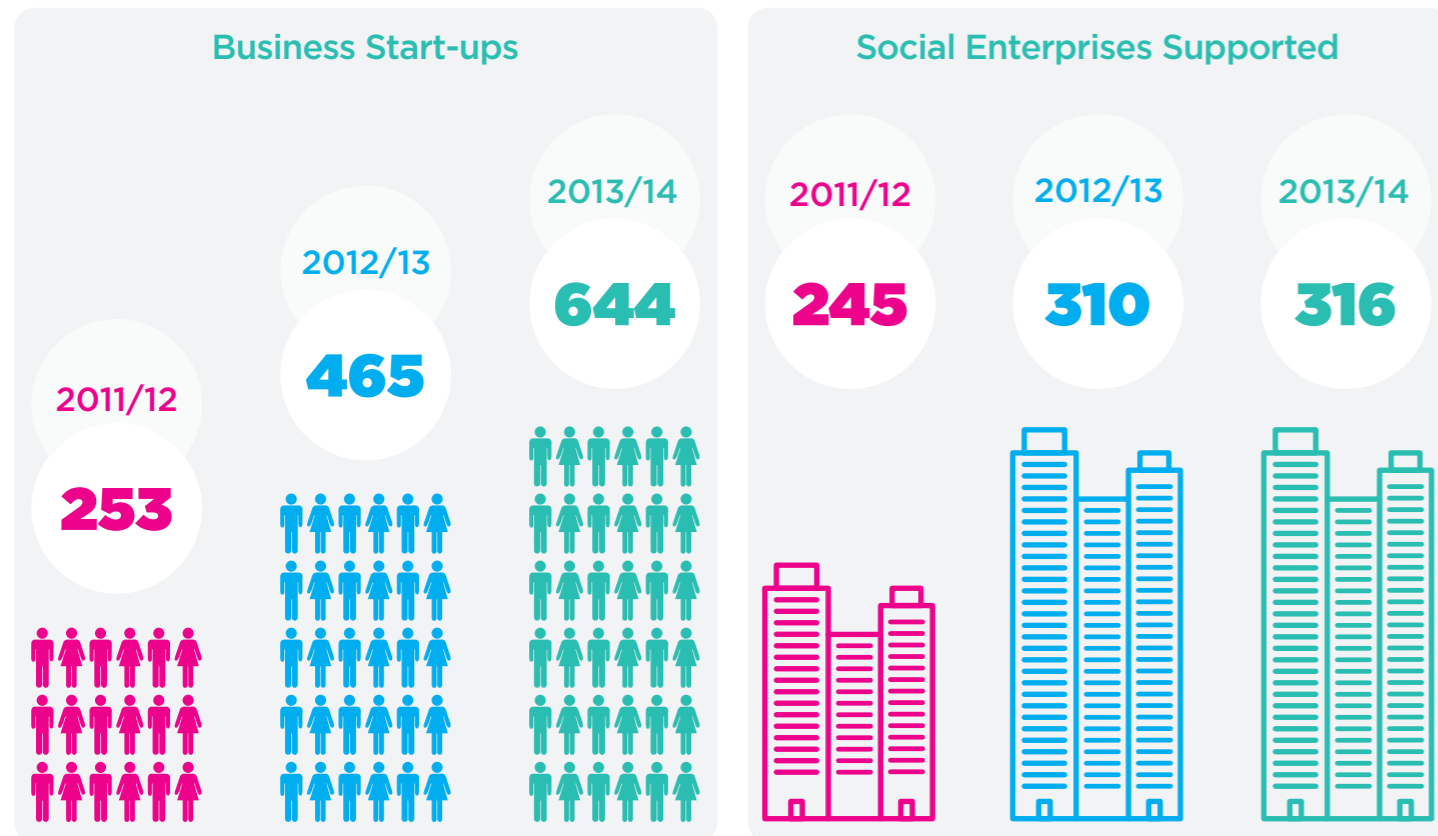
Professor Sir Jim McDonald Principal and Vice Chancellor University of Strathclyde

Professor Sir Jim McDonald is chair of Glasgow Economic Leadership Board. He has held the Rolls-Royce Chair in Electrical Power Systems and was appointed Principal and Vice-Chancellor of the University of Strathclyde in March 2009. He advises government, industry and business on electricity networks and power generation. He co-chairs - with the First Minister - the Energy Advisory Board in Scotland.

He is Chairman of the Institute for Energy and Environment, the largest power engineering and energy systems research group internationally. He is a member of the Scottish Enterprise Board and the Scottish Power Energy Networks Ltd Board. He is Chairman of the Glasgow Science Centre, Vice-President of the UK IET and Honorary President of IET Scotland. He Chairs the Scottish Energy Technology Partnership (ETP) and the Scottish Research Partnership in Engineering that involves the energy and engineering research intensive Scottish universities.

We are enterprising people

Jobs & Business Glasgow has made a significant impact through its enterprise activities since it was established over 3 years ago. Business start-up levels are at an unprecedented level and there are increasing levels of job creation through JBG's support to microbusinesses and social enterprises.



Working together

In celebrating our successes, it is important to recognise those who have supported us in achieving them. The Partner of the Year and Mentor of the Year Award recognise the importance of working together and building strong connections to enhance Enterprise.



Partner of the Year
Bailie Elizabeth Cameron
Business Gateway Glasgow

Bailie Elizabeth Cameron is the convenor of Development & Regeneration Services, which oversees Business Gateway Glasgow.

Business Gateway is the national brand for business supports services across Scotland. In Glasgow, the service is operated in-house by Glasgow City Council under the auspices of Development & Regeneration Services and delivered from Charles Rennie Mackintosh's iconic building, The Lighthouse in Mitchell Lane.

Business Gateway works closely with Jobs & Business Glasgow to support businesses and social enterprises. In the last year advisers have worked closely together to offer a range of start-up advice, support, funding and workshops starting a combined total of 1,365 businesses in 2013/14, an impressive total.



Mentor of the Year
Simon Brennan, Deutsche Bank

Simon Brennan is Business Development Director for Scotland and Northern Ireland and oversees the services of Deutsche Asset and Wealth Management to private clients, companies and pension funds. Simon works closely with legal, accountancy and financial services professionals. Simon has held this post for over 15 years.

Simon was appointed a Mentor in 2013 to Pat Clark, Project Co-ordinator and Founder, at the Open Gates Project, a Social Enterprise client of Jobs & Business Glasgow. Open Gates is based in the North of the City where they offer mentoring, training and workshop facilities to their clients in the local and prison communities from their main office which houses their furniture restoration showroom and workshops, as well as their classroom and seminar facilities.

Pat from Open Gates has stated "the mentoring from Simon has assisted the organisation to become more sustainable. He helped the Open Gates Project to keep our strategy on the right line. The major thing for me was the personal support and encouragement he gave to me especially in difficult times."

Social Enterprise Awards – Nominations

Strong Skills and leadership are essential for a social enterprise to be successful. These awards highlight the importance of such qualities along with the vital contribution and impact that social enterprises have on their communities of need.



Social Enterprise Board Member of the year
Fiona Murphy
Royston Youth Action

Royston Youth Action provides a range of activities supporting children and young people in developing skills and giving them encouragement to achieve their full potential. Earlier this year RYA began to deliver much needed services for older people.

“Attending courses delivered by JBG has improved our governance skills. The provision of a consultant to compile business plans has guided strategic direction and resulted in an increase to our staff and services offered. On an almost weekly basis our JBG adviser provides possible funding or networking/training opportunities to further raise our profile. JBG has supported the success achieved by RYA to narrow the gap between affluent and disadvantaged communities and the journey will continue until inequality is defeated.”

www.roystonyouthaction.co.uk



Social Entrepreneur of the year
Julita Hanlon
Whiteinch Centre

The Whiteinch Centre is a community owned local hub supporting 700-800 people per week. Opened in 2006, as a result of the action of local people, who raised £1million for the development it now is a key player in local regeneration with over 50 groups providing a wide range of essential services.

“Our services include health improvement, early years support, addiction support, financial advice, personal development, employability and training, leisure and fitness, clubs for 65+ and young people, community events, and access to the best local affordable and flexible suite of rooms for hire by individuals and businesses. JBG offered essential support by providing business advice, consultancy, helped deliver our Work Club and will now work with the Board to explore board enlargement and development options.”

www.whiteinchcentre.org.uk



Social Impact Award
FareShare Glasgow

FareShare Glasgow and West of Scotland is a unique service fighting hunger and its underlying causes by providing food to local charities and community organisations. Working in partnership with the food industry, FareShare distributed 122 tonnes of food in the last 18 months; the majority of this was surplus food and would otherwise have gone to waste.

“JBG has played an important role in the strategic direction of FSGWS. JBG has supported us in developing our business networks, linking us with organisations who could become FSGWS Community Food Members. This support has meant that we are able to develop quicker than anticipated, expanding into other areas where more charities can get access to food.”

www.moveon.org.uk/fareshare

Business Start up Awards – Nominations

Jobs & Business Glasgow supports enterprise creation across Glasgow’s communities contributing to creating a sustainable business base in the city. These awards showcase the range and diversity of business start-ups we support.



Best Use of Social Media
Love Vintage Events

Love Vintage Events provides a unique styling and planning service for events of all sizes. They are passionate about creating unforgettable moments that will take you back to the decadence of the 20s, Art Deco chic of the 30s, Hollywood glamour of the 40s and 50s or flower power of the 60s and 70s. Their expert led creative workshops are popular with private events such as hen parties.

“I worked closely with JBG to create a detailed business plan resulting in business grants being awarded, which have been spent on equipment for the workshops and paid for the website to be finished so I can promote the services to a wider audience.”

www.lovevintageevents.com



Most Enterprising Young Person
Aleena's Boutique

Aleena's Boutique is an independent ladies wear shop and website based in the East End. The boutique offers an exclusive one-to-one customer care service as well as stocking beautiful celebrity fashion and well-known brands.

“My eight years of fashion experience coupled with my fashion degree gave me the knowledge I needed to open Aleena's Boutique. JBG helped make this dream a reality from business consultations to financial advice; they gave me the courage and confidence to succeed.”

The e-commerce grant allowed me to get a website which enabled my local Glasgow boutique to reach a worldwide audience. I am still in regular contact with my advisers at JBG.”

www.aleenasboutique.co.uk



Most Environmentally Aware Business
Laboratorio Espresso

Laboratorio Espresso is a small, artisan Italian inspired espresso bar in the city centre. Their traditional Italian blend coffee and northern Italian 'slow food' is served fast-paced and friendly.

“In a competitive market dominated by chains, the support and guidance from JBG has been an invaluable part of the development of Laboratorio Espresso from idea to reality.”

JBG has provided a supportive shoulder for when the challenges of setting up our first business appeared insurmountable. From the initial development of a business plan, guidance on the breadth of market research, sales forecasting and financial planning to financial aid and helping us to identify a sustainable supplier for our disposable products, our engagement with JBG has been key.”

www.laboratorioespresso.com

2013/14
38
Organisations signed up to the Board Recruitment Mentoring Programme

2013/14
17
New social enterprise organisations supported to start up

2013/14
246,650 HOURS
Volunteered within 154 JBG client Organisations

2013/14
217
Businesses supported to develop an ecommerce strategy

2013/14
273
Young people attended workshops and enterprise training at the Youth Enterprise Zone

2013/14
222
Businesses supported to develop an environmental or energy saving audit.



RBS Most Enterprising Business of the Year – Nominations

This award is to recognise and celebrate the most enterprising and aspirational small business. We are committed to supporting Glasgow residents set up in business and provide on-going services to enable them to grow and develop.



BabyBWell

BabyBWell aims to help keep babies safe and promote positive development from day one. Their products and services are built around recent research that highlights the detrimental health and development effects which can occur if a baby is in an infant-car-seat for prolonged periods.

“With JBG’s support, we launched the ‘BabyBWell Campaign’ to increase awareness of this important research. Our campaign encourages parents to adopt best-practice when using an infant-car-seat by promoting a ‘90 Minute-Maximum-Rule’. Our campaign has received endorsement from Dr. Suzanne Zeedyk and Professor Elvidina Adamson. Parents alongside healthcare workers, researchers, scientists, retailers and safety-campaign specialists have expressed interest. We’re developing the first wellbeing-monitor for infant-car-seats. This product will influence behavioural change in how parents use infant-car-seats.”

www.babybwell.co.uk



Jill Kirkham Textiles

Jill Kirkham is a Scottish textile designer based in Glasgow, in 2013 she launched her company. Jill Kirkham Textiles specialises in the production of bespoke screen-printed design for soft furnishings, wall coverings, home wares and bespoke textiles.

“I am interested in the minimalism and functionality of certain Scottish and Scandinavian designers. My prints are inspired by iconic buildings, landmarks and natural environments typical of Scotland’s industrial heritage. I use vibrant colour and sensual textures to create luxurious materials for wall hangings, curtains, cushions and commissioned pieces. JBG was the first organisation to help me at the start of my journey. I received funding for a website which allowed me to showcase my work and build an initial client base. They gave me the confidence to start up my business.”

www.jillkirkham.co.uk



Wonky Woolies

Wonky Woolies designs and makes knitted bobble hats by hand. In their city centre studio they create colourful designs using flatbed machines and hand stitching techniques.

They also offer the opportunity to create customised hats, catering to a wide market: from an individual looking for a unique gift to multiples of products for independent clothing companies, merchandisers, groups and teams.

“My experience to date with JBG has been fantastic. I contacted JBG as I was looking for a source of support with growing my business. My adviser and I discuss what is occurring within the business. We are currently exploring implementing lean management strategies to improve efficiency. Having an impartial opinion, and a fresh source of ideas, is invaluable for me and I really appreciate the help and advice that I have been given.”

www.wonkywoolies.com

In 2013/14 the top 5 sectors for JBG start ups were



Wheatley Group Social Enterprise of the year – Nominations

Jobs & Business Glasgow aims to help organisations become more enterprising. This award celebrates the valuable work of social enterprises in Glasgow and the benefits and positive action that result from their continued achievement and success.



Glasgow Women’s Library

Glasgow Women’s Library is a lending library, accredited museum and archive with learning at its heart. GWL delivers life-changing opportunities to diverse communities at local, city-wide and national levels through its lifelong learning programmes. The programmes are targeted at women but GWL is open to all, running accessible public events that attract a range of audiences. GWL’s work impacts on the lives of thousands of people every year, expanding horizons, improving health and well-being.

“We have benefitted from JBG’s support in a number of invaluable ways, with help from an adviser to develop a business plan and marketing strategy, inclusion in networking events and training.”

www.womenslibrary.org.uk



Scottish Mask & Puppet Centre

Scottish Mask & Puppet Centre is housed in the former Glasgow City Council Cleansing Department of Kelvindale. It’s combination theatre, museum and education space is dedicated to learning about the practical and theoretical applications of the art of the mask and the puppet.

“We earn 75% of our income from box office, studio hire, workshops, birthday parties, touring exhibitions, master classes, gift shop, cafe, online book business and craft commissions, which has made us more sustainable. We offer around 200 events annually reaching a total of 7000 people. JBG has helped us by providing social media training, advice about board management, support with business planning and networking. JBG is assisting with our ERF bid to create The Depot, a new theatre/rehearsal space/film and TV studio.”

www.maskandpuppet.co.uk



The Spark

Founded in 1964 The Spark is one of the nation’s oldest and most respected relationship support charities. They provide a continuum of relationship support from relationship education and counselling for children and young people to the relationship helpline and counselling for adults.

“Our vision is for a Scotland where we recognise that relationships are hard work and it is normal to access professional relationship support when there are difficulties.”

“Since we have rebranded in January 2014, our focus is on raising our profile within local communities both with organisations/ potential partners and families. JBG have given us opportunities to network and present at forums to enable us to raise our profile and build new relationships, which is critical to our future success.”

www.thespark.org.uk

In 2013/14 the top 5 sectors for JBG Social Enterprise were



ROCKET SCIENCE

Rocket Science Microbusiness of the Year – Nominations

This award recognises the enterprising and aspirational aspect of HR in Microbusinesses in Glasgow. Jobs & Business Glasgow supports microbusinesses to become employers of choice with tailored HR support. HR can boost the growth of microbusinesses and improve their ability to thrive.



Coolside Ltd

Coolside Ltd's mission is to make sleeping easy and comfortable for travellers in economy class globally. Their first big step in achieving this has been to invent the next generation of travel pillow – the trtl sleep scarf.

“The trtl sleep scarf (in comparison to the standard U-shaped travel pillow found in every airport) is more comfortable and more supportive, and on top of that it looks just like a scarf when worn. All of this means your neck is in a good position and therefore you can sleep for up to 8 hours sitting upright.”

JBG has helped us recruit two interns to dedicate 2 days per week on marketing the trtl product and brand. JBG have helped a lot - at the interview stage and beyond. The hesitation to employ someone has almost totally gone thanks to JBG.”

www.trtl.co.uk



Hot Tap Media

Hot Tap Media is a digital production company that uses digital platforms to connect communities and increase our enjoyment of the world. Their work includes somewhere to a Big Lottery funded project that finds free spaces for young people to do what they love. Hot Tap also delivers a unique full-circle digital audience development service to film and TV producers.

“As a small company, taking on my first staff member was a big step, and I wanted to get it right. My JBG adviser spent time with me talking through what I might need, and helping me to build a tailored contract that protected my company. The handbook provided by JBG is very useful for us and our staff. My adviser is on hand to offer advice, even after recruitment has taken place. It's great to know that I can contact her with any queries.”

www.hottapmedia.com



Image Systems

Image Systems and Technology Ltd specialises in the supply, installation and maintenance of electronic fire and security systems. The company was one of the first in its sector in Scotland to achieve the Investors in People status, endorsing the company's assurance of a highly skilled workforce.

“JBG have supported us with updating our contract of employment and creating a staff handbook. The advice line has been helpful with interview techniques, up-to-date legislation and employment rights during a recent variation to the staff contracts. The workshops informed me of changes to legislation and employment rights, as well as gaining knowledge from other attendees.”

The JBG team have a high level of knowledge and excellent industry examples, which is supplemented by supporting documentation. This is an extremely valuable resource for any business.”

www.imagestl.co.uk

Microbusinesses in Glasgow

25,000 

There are 25,000 microbusinesses in Glasgow, 11,620 registered and 13,260 unregistered

36,550 

Microbusinesses provide approximately 36,550 jobs out of a total 300,000 in the private sector

120 

JBG are targeted to support 120 businesses and support to create 75 new jobs in the pilot year



Showed the bank our business plan then waited for a 'No' that never came

→ Up to £850 of free benefits for Start-ups

Running your own business has its challenges. That's why we offer a comprehensive package of money saving benefits and tools to help you get your business off the ground, along with good old fashioned support at every stage.

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(Typetalk 18001 0800 073 0196)

🌐 Visit rbs.co.uk/startups1

🐦 @RBSBusiness

Ahead for Business 

We're passionate about Making Homes and Lives Better



Wheatley Group is rooted in local communities, while contributing to housing, care and regeneration outcomes on a national scale. In doing that, we are 'Making Homes and Lives Better' for our tenants, service users and factored homeowners. See more at wheatley-group.com

The Wheatley family includes:



Guest List

| Name | Organisation | Table No | Name | Organisation | Table No |
|-----------------------------|---------------------------------|----------|---------------------------|-------------------------------------|----------|
| Graham Adam | Jobs & Business Glasgow | 21 | Councillor Marie Garrity | Glasgow City Council | 12 |
| Peter Alish | RBS | 2 | Anne Gartshore | RBS | 4 |
| Shaw Anderson | Glasgow City Council | 15 | May Gibb | Jobcentre Plus | 17 |
| Nicola Angus | Jobs & Business Glasgow | 3 | Baillie Iris Gibson | Glasgow City Council | 14 |
| Baillie Dr Nina Baker | Glasgow City Council | 18 | Deborah Gibson | Glasgow Housing Association | 5 |
| Christine Barlow | Glasgow City Council | 4 | Stella Gibson | The Spark | 3 |
| Professor Tim Bedford | Strathclyde University | 14 | Liz Gilchrist | RBS | 4 |
| Tony Boyle | City Waste | 10 | Caroline Glen | Jobs & Business Glasgow | 15 |
| Baillie Philip Braat | Glasgow City Council | 16 | Graham Gould | Jobcentre Plus | 17 |
| Mark Bradford | Jobs & Business Glasgow | 20 | Nicola Graham | Ekos | 11 |
| Simon Brennan | Deutsche Bank | 6 | Eddy Graham | IBP | 11 |
| Elaine Briggs | Jobs & Business Glasgow | 4 | Calum Graham | Jobs & Business Glasgow | 1 |
| Louise Brown | Jobs & Business Glasgow | 13 | Jim Gray | Glasgow City Council | 15 |
| Alastair Brown | Land and Environmental Services | 10 | Yvonne Greeves | RBS | 4 |
| Danny Bulloch | RBS | 2 | Lynne Guthrie | Wheatley Group | 5 |
| Alison Burn | Wonky Woolies | 2 | Karen Halford | Scottish Government | 14 |
| Nancy Burns | Jobs & Business Glasgow | 9 | Camilla Halstead | Love Vintage Events | 6 |
| Jim Burns | FareShare Glasgow | 8 | Ivonne Hamilton | Jobs & Business Glasgow | 11 |
| Councillor Bill Butler | Glasgow City Council | 15 | Mark Hampson | City Parking | 9 |
| Annette Byers | Glasgow City Council | 9 | Julita Hanlon | Whiteinch Centre | 5 |
| Rosh Campbell | Jobs & Business Glasgow | 16 | Gary Hay | Jobs & Business Glasgow | 5 |
| Councillor Paul Carey | Glasgow City Council | Top | Ewan Henderson | Scotch Broth | 22 |
| Kevin Carroll | Jobs & Business Glasgow | 5 | Linda Hendry | Jobcentre Plus | 13 |
| Baillie Margot Clark | Glasgow City Council | 19 | John Hinton | FareShare Glasgow | 18 |
| Pat Clark | Open Gates | 6 | Billy Hogg | RBS | 2 |
| Peter Clough | Jobs & Business Glasgow | 9 | Marilyn Hosie | Young Enterprise Scotland | 11 |
| Baillie Aileen Collieran | Glasgow City Council | Top | John Hughes | CEIS | 12 |
| Gary Condie | Glasgow City Council | 19 | Helen Hughes | Jobs & Business Glasgow | 19 |
| Gail Connelly | Jobs & Business Glasgow | 6 | Zeinab Hussain | IC Mobile Lab | 22 |
| Carole Connolly | Community Safety Glasgow | 10 | Councillor Shabbar Jaffri | Glasgow City Council | 1 |
| Ann Connor | Jobs & Business Glasgow | 20 | Sue John | Glasgow Women's Library | 3 |
| Paul Cookson | Green Aspirations | 22 | Kevin Kane | Strathclyde University | 14 |
| Michael Corrigan | Coolside Ltd | 20 | David Kellock | Coolside Ltd | 4 |
| Julie Coulter | Jobs & Business Glasgow | 21 | Councillor John Kelly | Glasgow City Council | 1 |
| Gerry Coyle | RBS | 2 | Sandra Kelly | Jobs & Business Glasgow | 20 |
| David Coyne | Glasgow City Council | 15 | Fraser Kelly | Social Enterprise Scotland | 12 |
| Simon Crawley | Simon Crawley Glasgow | 21 | Michael Kennedy | Wheatley Group | 3 |
| Councillor Malcolm Cuning | Glasgow City Council | 14 | Councillor Matt Kerr | Glasgow City Council | Top |
| Alan Cunningham | Glasgow City Council | 16 | Jill Kirkham | Jill Kirkham Textiles | 2 |
| John Currie | Jobs & Business Glasgow | 10 | Dr Malcolm Yates Knight | Scottish Mask & Puppet Centre Guest | 18 |
| Councillor Gilbert Davidson | Glasgow City Council | 18 | Hisahi Kuboyama | Federation of Small Business | 4 |
| Kenny Davidson | Glasgow Business Club | 7 | Councillor Yvonne Kucuk | Glasgow City Council | 12 |
| Alan Davidson | Glasgow City Council | 9 | Ronnie Kyle | ACCESS | 16 |
| Rona Dawson | Business Gateway | 16 | Innes Laing | NatWest | 7 |
| Iris De Boer | Jobs & Business Glasgow | 22 | Annabelle Laird | Jobs & Business Glasgow | 21 |
| Kathleen Dickie | Jobcentre Plus | 17 | Jaqui Lamont | Theatre Nemo Guest | 18 |
| Debra Dickson | Whiteinch Centre | 18 | Gillian Lavety | Wheatley Group | 5 |
| Nicqui Dillon | Jobs & Business Glasgow | 22 | Jane Leavy | BabyBWell | 2 |
| Danny Dobbie | Visual Statement | 21 | Sarah Lee | Scottish Mask & Puppet Centre | 3 |
| Councillor Frank Docherty | Glasgow City Council | 19 | Councillor John Letford | Glasgow City Council | 13 |
| Ann Marie Docherty | Fair Deal | 8 | Sinead Lindsay | Gorbals Recycles | 20 |
| Tommy Docherty | Jobs & Business Glasgow | 10 | Aleena Lippiatt | Aleena's Boutique | 6 |
| Michelle Doherty | Jobs & Business Glasgow | 6 | Martin Little | Federation of Small Business | Top |
| Dan Donald | Cruden Estates | 1 | Jo Lloyd | GAP Communications | 12 |
| Fraser Douglas | Jobs & Business Glasgow | 19 | David Logan | Jobs & Business Glasgow | 8 |
| John Egan | Glasgow City Council | 1 | Chris Luke | Jobs & Business Glasgow | 8 |
| Allison Eccles | Glasgow City Council | 15 | Neil MacCallum | Neil MacCallum Associates | 12 |
| Betty Elliot | The Spark | 7 | Scott MacFarlane | Princes Trust | 13 |
| Norman Ferguson | Glasgow Business Club | 7 | John Maclean | The Glasgow Press Ltd | 19 |
| Baillie Jonathan Findlay | Glasgow City Council | Top | Gordon MacLennan | SPT | 9 |
| Lisa Friedman | Social Enterprise Academy | 12 | Shona MacPherson | Glasgow Chamber of Commerce | 11 |
| Joanna Fyfe | Jobs & Business Glasgow | 22 | Gary Maitles | The Service Directory | 8 |
| Elaine Galletly | Glasgow City Council | 15 | Peter Marsh | Glasgow City Council | 15 |

| Name | Organisation | Table No | Name | Organisation | Table No |
|-----------------------------|-----------------------------------|----------|----------------------------|-------------------------|----------|
| Eileen Marshall | Community Safety Glasgow | 10 | Jacqueline Norwood | Wheatley Group | 3 |
| Derek Mason | Jobcentre Plus | 13 | Scott Parsons | Laboratorio Espresso | 6 |
| Councillor Gordon Matheson | Glasgow City Council | Top | Gina Patrick | DHP | 14 |
| Councillor Billy McAllister | Glasgow City Council | 13 | Eddie Percy | Glasgow City Council | 16 |
| Louise McAllister | Green Aspirations | 20 | Nicola Pinkerton | Jobs & Business Glasgow | 19 |
| Mick McCart | Ekos | 11 | Darren Pirie | RBS | 2 |
| Maxine McClintock | City of Glasgow College | 7 | Gary Porter | Jobs & Business Glasgow | 3 |
| Bridget McConnell | Glasgow Life | 15 | Rob Pryce | Jobs & Business Glasgow | 7 |
| Isobel McCue | Theatre Nemo | 8 | Tracey Quinn | Jobs & Business Glasgow | 17 |
| Melanie McCuish | Jobs & Business Glasgow | 20 | Baillie Hanif Raja | Glasgow City Council | 1 |
| Lynn McCulloch | Wheatley Group | 5 | Councillor George Redmond | Glasgow City Council | 11 |
| Professor Sir Jim McDonald | Strathclyde University | Top | Ian Robertson | Glasgow City Council | 16 |
| Iain McDonald | Jobs & Business Glasgow | 10 | Eleanor Rodger | Jobs & Business Glasgow | 10 |
| Baillie Elaine McDougall | Glasgow City Council | 15 | Councillor Paul Rooney | Glasgow City Council | Top |
| Councillor Martin McElroy | Glasgow City Council | 17 | David Rooney | Jobs & Business Glasgow | 1 |
| William McFadden | City Building | 9 | Lesley Ross | Jobs & Business Glasgow | 18 |
| Scot McGarry | Laboratorio Espresso | 6 | Kevin Rush | Glasgow City Council | 9 |
| Alan McGregor | TERU, University of Glasgow | 1 | Angela Samson | Glasgow Business Club | 7 |
| Val McGrory | Jobcentre Plus | 13 | Councillor Frank Scally | Glasgow City Council | 11 |
| Alison McIntosh | SCDI | 14 | Eileen Scott | Princes Trust | 13 |
| Brian McIntyre | Visual Statement | 22 | Jill Scouler | Cordia Services LLP | 16 |
| Colin McKeand | Glasgow Business Club | 7 | David Scouler | Glasgow Business Club | 7 |
| Elizabeth McKenna | Glasgow Social Enterprise Network | 12 | Councillor Austin Sheridan | Glasgow City Council | 16 |
| Lynn McLachlan | RBS | 2 | Simon Smith | Business Gateway | 9 |
| Lorraine McLaren | Wheatley Group | 3 | Mary Theresa Smith | Jobs & Business Glasgow | 5 |
| Baillie John McLaughlin | Glasgow City Council | 17 | Clare Sowney | Princes Trust | 13 |
| Lee McLean | Ico Ico | 11 | John Stevenson | Glasgow Business Club | Top |
| Mike McNally | Glasgow City Council | 9 | Claire Stevenson | Jobs & Business Glasgow | 8 |
| Ailsa McQuat | Wheatley Group | 3 | Amanda Stewart | Jobs & Business Glasgow | 6 |
| Fiona McQueen | Jobs & Business Glasgow | 3 | Isobel Taylor | Jobs & Business Glasgow | 20 |
| Alison McRae | Glasgow Chamber of Commerce | Top | Alan Telford | Jobs & Business Glasgow | 21 |
| Liz Metin | Business Success Partnership | 17 | Lewa Thomas | Lewalicious Cakes | 21 |
| Alex Michie | IC Mobile Lab | 22 | Rebecca Thompson | Hot Tap Media | 4 |
| Dianne Miller | Image Systems | 4 | Lesley Thomson | Glasgow City Council | 16 |
| Stuart Miller | Young Enterprise Scotland | 11 | Lauren Tuckerman | Jobs & Business Glasgow | 21 |
| Laura Molloy | RPL Marketing | 12 | Tom Turley | Glasgow City Council | 1 |
| Margaret Monaghan | Jobs & Business Glasgow | 10 | Alison Walker | TV & Radio Presenter | 1 |
| Derek Montgomery | Jobs & Business Glasgow | 5 | Sam Walker | Glasgow Business Club | 7 |
| Anna Moore | Jobs & Business Glasgow | 8 | Alison Walters | Jobs & Business Glasgow | 8 |
| Moyra Morrison | Gorbals Recycles | 20 | Richard Watson | City Property | 10 |
| Jane Morrison | Jobs & Business Glasgow | 14 | Mags Watson | Jobs & Business Glasgow | 2 |
| Margaret Muir | Jobs & Business Glasgow | 12 | Gina Watson | Jobs & Business Glasgow | 22 |
| Linda Muirhead | Bookbug | 8 | Ken Whipp | Entrepreneurial Spark | 14 |
| James Muldoon | Scottish Government | 14 | Caroline Whyteside | Jobs & Business Glasgow | 4 |
| Isobel Murphy | Jobcentre Plus | 13 | Harry Young | Royston Youth Action | 18 |
| Fiona Murphy | Royston Youth Action | 5 | | | |

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There are many reasons to join our Board Recruitment and Mentoring Programme. Whether it is to develop your network or to use your skills and experiences, you can be sure that your help will be essential to the development of social enterprises in Glasgow.

Our programme will match you with an organisation that would benefit from your individual skills and experiences, providing you with the opportunity to establish new contacts, help others and make a real difference.

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or email: enterprise@jbg.org.uk



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- Access to e-bulletins providing relevant HR updates

Call our HR Advice Line to discuss your queries on:

0141 274 3266

Available 9am-5pm – Monday to Friday

"HR for Microbusiness has been supportive and a great help in assisting me to put a recruitment process in place"

Kevin Chan, Smart Loyal
www.smartloyal.com



Thinking of Self-Employment? Are you registered unemployed?

If you answered yes to these two questions, speak to your Work Coach at Job Centre Plus. Eligible clients will receive a payment of £1,274 over 26 weeks and a loan of up to £2,500 to help establish their business.

The New Enterprise Allowance programme also provides:

- Access to a dedicated team of business advisers
- Access to a business mentor with in-depth business knowledge
- Access to funding opportunities
- Access to on-going support for up to 26 weeks

For more information, contact Job Centre Plus and ask about the New Enterprise Allowance programme.



Are you aged 16 to 25? Have you ever dreamed of starting or growing your business?

If you answered Yes to these two questions, then Your Future Starts Here...

The Youth Enterprise Zone offers:

- One to one start up and aftercare support to develop your business
- FREE Hothouse Incubator space
- Monthly workshops and events covering a range of business topics
- Regular networking opportunities



TALK TO US AT:

Tel: 0141 274 3371
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