

Issue 23 June 2019

Steer

STEER YOUR BUSINESS | THE MAGAZINE

**Taking a stand at
a large expo?**

Sian Murphy

**Real Insurance
really matters**

Anna Wilkinson

WOMEN IN BUSINESS
BIG SHOW



Google
Digital Garage

Editor's Review

Another cracking magazine this month with some fantastic articles about businesses achieving amazing things.

The work that Trinity Fencing have been doing with ex-offenders has now been recognised and rewarded which is down to the hard work and dedication of Simon and his team. It just goes to show what can be achieved when you have a great idea and work at it with a passion to achieve the results you want.

Sian Murphy is promoting what looks to be a fantastic event in August for anyone in and around Kent. There are some big names attending which will make it an exciting and informative day for everyone who attends. If you haven't booked your ticket yet, then please take a look and see what Sian is planning. I can't wait!

On that theme, have you ever had an exhibition stand and wondered what you should put on it apart from a bowl of sweets? Sarah Hawes, a PR expert, talks about setting up your stand so that it's a bit more than the traditional pens and sweets. If you invest in an exhibition stand then you want to attract your ideal clients to come and engage with you.

Apart from sweets and pens, we all need to think about the things that happen behind the scenes such as insurance. You never know when you might need it and Anna Wilkinson gives us an insight on why insurance really does matter.

Businesses grow when we all collaborate and support each other. No-one can do it on their own and I think there is definitely that message coming through in the magazine this month. To that end, we have just launched our own app on both IOS and Android where you can list your business for free and also promote your events. The Steer Your Business magazine can also be accessed through the app so please download it, have a look around and share it with your network.

Have a great June, check out the app and catch up with you in July. Where is this year going!

Sally



Sally
Marshall

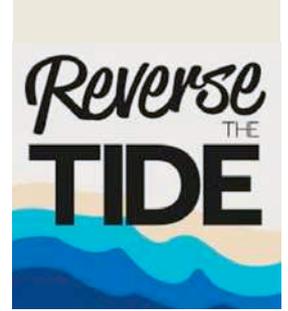
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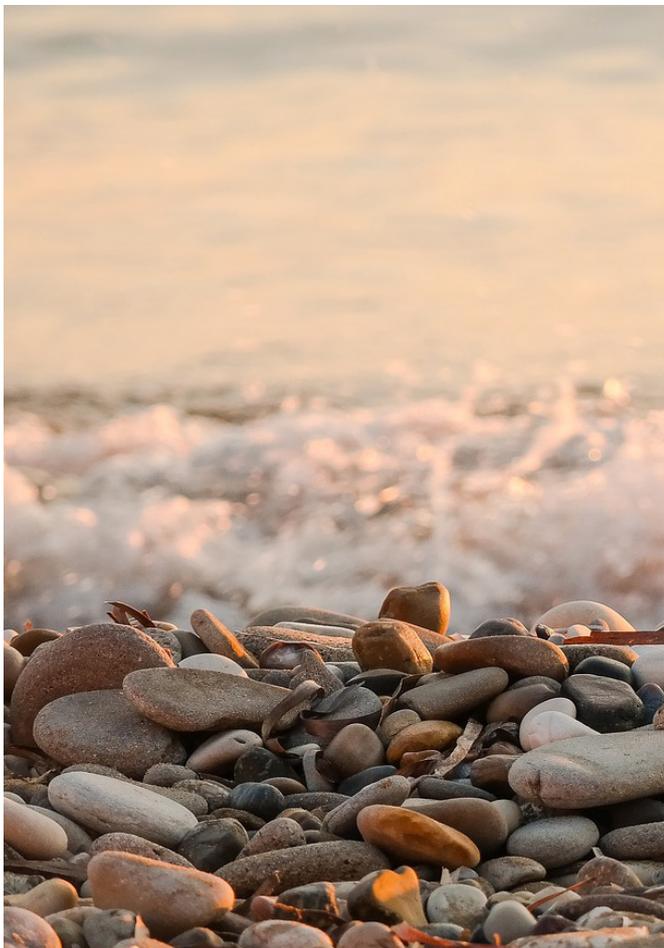
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News From the Beach!

I recently attended a conference in Malta where the theme was vocational training. It was interesting to hear the Minister for Education and Employment talk about turning the traditional way of teaching education on its head and to look at something which is fit for purpose in the 21st century. They are seeking to work with industry to see what skills are really needed, where the skills gaps are and how they can prepare students for work by providing vocational training in school. A visit to a local school showed us how much progress they have made towards their goal - albeit with 6m funding from the EU and elsewhere.

I spoke at the conference too, but my presentation was more about the lack of soft skills which are so necessary for students to learn before they leave school and enter the world of work.



I told the story of a colleague and I who were asked to present a lecture to a group of second year students at a local university. The students thought that networking was just about asking for a job, but how wrong they were. Networking is about talking to people, finding out what they need and how you can help. We asked the students if they were on LinkedIn. They'd done a project the previous year on LinkedIn profiles so all had a presence, but no-one had explained how they should use it. To our amazement, they hadn't connected with each other never mind anyone else.

The following week we hosted a networking meeting where the students could meet local businesses and vice versa. The lecturer was a bit nervous and thought that the students might all stay together in one corner and not talk to anyone. The reality was quite the opposite and the buzz in the room was amazing. The students found out about local businesses and the opportunities available, and the local businesses found out about the skills the students had to offer. Lots of connections were made that evening which was brilliant and exactly what we had hoped would happen.

The event itself featured on LinkedIn for the next couple of weeks with photos and comments on how much everyone had enjoyed it. We also had many requests to hold another event so that more people could attend.

These are the sort of soft skills which we all need in order to build our networks, find good connections and build our businesses, or perhaps find the perfect job we are looking for.

My presentation was very different to some of the academics who preceded me but brought together the themes underpinning the conference agenda.

We can all learn, and soft skills are something we all need in order to succeed.



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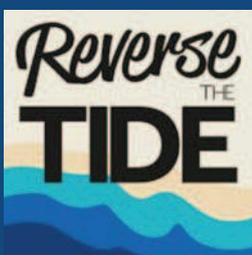
Reverse ^{THE} TIDE

Reverse The Tide aims to make a difference to the local community and environment we live in by increasing awareness amongst businesses and local communities of the impact of products and services we use and where they go when we've finished with them. The Reverse The Tide brand has been heavily adopted within the water sports community and we continue to build on our ethos of reversing the tide in respect of the damage we have done to both the environment (both land and sea) and ourselves as part of the modern way of life.

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Taking a stand at a

large exhibition?

It can be a great way to promote your business.

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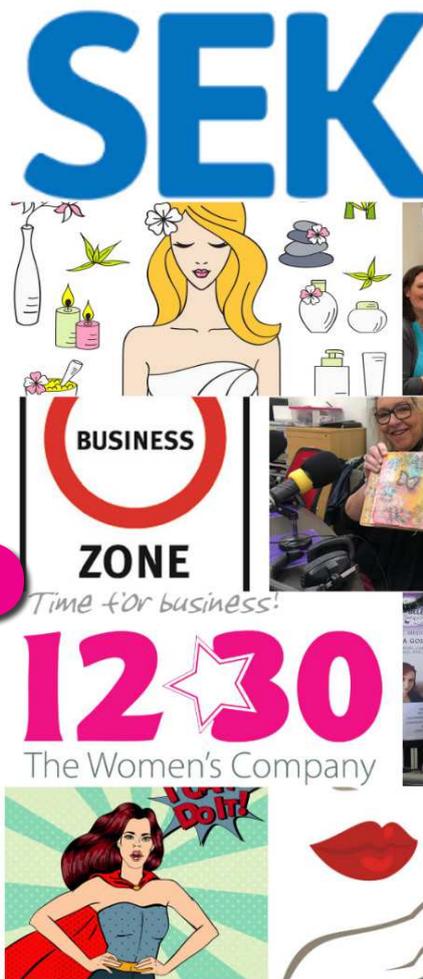
FSB Kent & Medway are excited about sponsoring the Women in Business Big Show.

Our research shows that Women in Business want tailored business support and the Big Show sets to provide a host of business services and support, tailored specifically for women. Women in business want to know where they can find out about access to finance and are sometimes reluctant to approach banks and traditional lenders initially. The Women in Business Big Show is a brilliant platform for women to find out more about finance in a less formal environment and indeed to discover all aspects of starting and running a business.

FSB are committed to encouraging more women to start their own businesses and recent reports show that if women started businesses at the same rate as men as much as £60bn could be added to the UK economy”.

Deborah Turner

National Policy Lead FSB for Women In Business



Taking a stand at a large exhibition can be a great way to promote your business, but many can't afford it, and the pressure to get an immediate return on investment can often suck all the fun out of the day.

The Women In Business Big Show is different in a number of ways, but primarily because exhibition space is starting from £15, so everyone can join in, relax and enjoy the day.

The idea for the Big Show, which is backed by the Federation Of Small Business and Social Enterprise Kent, came from Sian Murphy, a Kent businesswoman and the host of the Women In Business Radio Show on Channel Radio.

The aim is to bring together ALL women in business, to include those in the beauty, health and wellness sector that help us to look good and feel great, alongside women leading professional services that help businesses stay legal, safe and productive.

There are over 20 speakers, workshops and 1:1 Business Clinics focusing on the key areas of Starting Up, Growing and being Fit For Business.

Google Digital Garage is partnering with the event to deliver 3 full workshops, including a one and half hour session on Self Promotion Skills #IamRemarkable

If you're thinking of starting a business, there are start-up ideas and support to get you on your way.

The full line-up of speakers, workshops and clinics is on the website, but here's a taste of the day's agenda:

- Writing Your Business Plan
- Get Your Business Set Up Legally
- Start UP Stories
- Starting up a charity or CIC
- Business Troubleshooting

Social
Enterprise
Kent



- Becoming A Woman Of Influence
- Women Getting Digital
- ZC Social Media Workshop
- How To Brand Your Business in 2019
- Numerology and Business
- Art Journaling Workshop
- From Burnout to Brilliant
- Menopause and Business
- Top Tips For Networking in 2019
- Decluttering For Your Life And Business
- Business Accounting 101
- Does What You Wear Matter?

Google Digital Garage will be running workshop sessions on:

- How To Build A Digital Marketing Plan
- Get Visible On Google, and
- Self Promotion Skills

and much more...

If you want to connect with other women in business, the top local and national groups for businesswomen will be running networking for you to join in and meet others. Come and say hello to Ladies Who Latte, WIB Mid Kent, Make It Your Business, 1230 The Women's Company and Digital Women.

Plus, why not pamper yourself with a session of reflexology, massage, a manicure or facial, a mini-makeover or shop for cosmetics, accessories and spa treats.

How do you get involved?

- Sponsor one of the three specialist zones: Start-up, Growth and Fit For Business
- Exhibit in the main concourse from £15
- Provide pampering, wellness and 'look good and feel good' consultation from £30
- Feature your small business in a specialist zone from £75
- Free entry as a visitor

There is ample free parking, a restaurant, and with so much going on you should plan to stay all day.

Venue: Longfield Academy, Main Road, Longfield, Kent DA3 7PH on 1st August 2019 9 am - 5 pm



Sian Murphy



For more information, call **Sian Murphy** on 01634 566321, visit the website: <https://thewomeninbusinessbigshow.com> or email info@thewomeninbusinessbigshow.com

Visitor Tickets: Free or VIP <https://the-women-in-business-big-show.eventbrite.co.uk>

Sittingbourne-Based Trinity Fencing CIC WINS PRESTIGIOUS



The Queen's Awards for Enterprise are the most prestigious awards for UK businesses, recognising and celebrating business excellence across the UK. As winners, we have demonstrated outstanding success in our respective fields of innovation, international trade, sustainable development and promoting opportunity (through social mobility) and no doubt our achievements will prove an inspiration to others.

The awards celebrate the success of exciting and innovative businesses which are leading the way with pioneering products or services, delivering impressive social mobility programmes or showing their commitment to excellent sustainable development practices. This year 201 UK businesses have been recognised for their contribution to international trade, innovation, sustainable development and promoting opportunity (through social mobility). 6 of these businesses won double awards.

The Queen's Awards for Enterprise 2019 include:

- 129 awards for international trade
- 61 awards for innovation
- 6 awards for sustainable development
- 5 awards for promoting opportunity (We are in this category)

We will be attending a Royal Reception hosted by Prince Charles in June and then we will also be hosting an Award ceremony locally in Sittingbourne, in the early autumn, where the The Lord-Lieutenant of the County, Her Majesty The Queen's local representative, will present our Award to us.

A Fencing and Landscaping company has been honoured with a Queen's Award for Enterprise for Promoting Opportunity (through social mobility). Trinity Fencing CIC is one of 201 organisations nationally to be recognised with a prestigious Queen's Award for Enterprise. Set up in 2014 and launched operationally in 2015; Trinity Fencing CIC has been recognised for its excellence in Promoting Opportunity (through Social Mobility), by training, equipping mentoring young ex-offenders, young people at risk of offending and those with learning challenges. Simon Gadd, Founder and Director: "We are honoured and thrilled to be recognised for this award, with the work we do and the unique opportunity that we offer to young ex-offenders and those with learning challenges and disabilities. We don't do this for accolade but its nice to be recognised."

Now in its 53rd year, the Queen's Awards for Enterprise are the most prestigious business awards in the country, with winning businesses able to use the esteemed Queen's Awards emblem for the next five years.

Trinity Fencing CIC will celebrate its award during a royal reception for Queen's Awards winners in the summer and a specific local award ceremony in the early autumn.



Applications for Queen's Awards for Enterprise 2020 open on the 1st May 2019. For more information, visit <https://www.gov.uk/queens-awards-for-enterprise>.

QUEEN'S AWARD FOR ENTERPRISE



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CARBON WOODLAND PAPER
Creating UK forests, compensating CO2

Real Insurance really matters

On 8th May 2019 BBC Watchdog reported on something quite concerning... Out there in the world wide web, which we know is already riddled with fraud, there is a new trend of scammers posing as Insurance Brokers, taking advantage of hard working people trying to insure themselves.

We know this as "Ghost Broking"

Now, the worrying thing here is that; unlike emails from Princes in far-away lands, unlike long lost relatives informing you of multimillion pound inheritance sums and unlike phone calls from companies promising to double your income; lots of people do not recognise this insurance fraud.

'They' are targeting young adults who are seeking insurance for the first time & finding that it is just as expensive as everyone had warned! Then they see an advert on Instagram, or a social media platform that they use (proof further of whom they are targeting.) These Ghost Brokers steal the registration numbers from genuine Insurance Brokers who work hard for their accreditations. 'They' use their victim's name & address to register for a false policy, amending details such as date of birth & driving experience to make the premium appear low - a third of what they might have paid to a genuine provider. With some not-so-clever document editing, the young person receives an insurance policy document from a recognised insurer.

Now, what is the risk here? The vehicle may not show up on an ANPR camera, as the registration may show as insured on the MID, but that is where anything mildly helpful stops. You have definitely wasted whatever money you spent on the 'insurance' as it is not valid. The car, needless to say will not be insured in the event of a claim, potentially leaving the victim with a driving conviction &/ or a criminal conviction & definitely out of pocket. If you were pulled over by the police, you'd be likely to be walking home as they seize uninsured vehicles. But what can you do? Well, it isn't that difficult to avoid this type of fraud if you know how...

- All insurance brokers & companies are overseen by the UK Organisation; The FCA (Financial Conduct Authority.) Without FCA registration, you cannot



sell, advise or arrange insurance – simple as. Therefore every provider that might sell you cover for your home, business, holiday or otherwise – will have an FCA number. You can check your provider on this website: <https://register.fca.org.uk/>

- When checking out a potential ghost broker, search the FCA number that they provide & cross reference it with the name & address of the broker that you think you are dealing with.
- No approved genuine insurance broker would prefer to deal with you via Instagram DM (direct message) or ask you to complete a proposal form over Whatsapp! Ask to complete the transaction on the phone, or via an official email address (not Hotmail/ Gmail etc) – if they cannot do this, walk away.
- If you already have an insurance policy & you're concerned, call your insurance provider (the underwriter) and ask them to confirm that the details

they have against the policy number which you hold are correct.

- Finally, as with many types of fraud – if it seems too good to be true, it probably is. Young drivers are unfortunately viewed as a risk in the insurance industry, therefore it is highly unlikely you'll obtain insurance for a 17 year old at a £500 premium!

Seeking good professional advice is important, the insurance industry is one of the last places in which you can source free advice – so call your local broker to find out what cover you should have.

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Anna
Wilkinson



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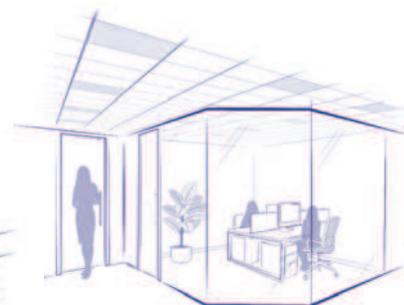
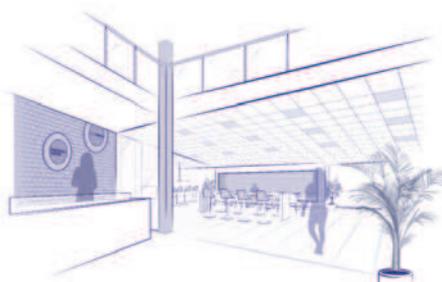
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{Artist sketch of Ebbsfleet}

Sittingbourne Company continue to invest in cutting-edge recycling machinery despite economic uncertainty

By Warren Dunham

One of the UK's leading providers of waste management and recycling services, LKM Recycling in Sittingbourne, has invested over £1m in a new state of the art metal shear – the most powerful of its type in the UK. The machine is designed to cut and bale ferrous materials such as steel using 1250 tonnes of pressure. It also looks smart too – not something people generally say about machinery!

The Lefort Amazone 1250 machine was built in Belgium and expertly installed by their contractors just before Christmas and is now being commissioned with a view to doubling their monthly exports to mainland Europe, Turkey, India and the USA.

The Shear marks a turning point in LKM Recycling's expansion plans as it is the final investment in a £5m strategy to drive the company forward. This will also lead to additional jobs being created at the Sittingbourne site as the new machine needs "feeding" at a much higher rate than the previous model.

This is great news for Sittingbourne, but also for the environment since the machine is highly efficient and reduces the amount of energy used to shear and bale materials as well as ensuring that the end product is of a high quality for steel mills to recycle into new objects such as construction beams.

Commenting, Ryan Eastwood Managing Director of LKM Recycling said, "This is our most important investment to date strategically. Our business was built on metal recycling, and it continues to be a significant part of the business for us. We are also very proud to be based in Sittingbourne where the company began and look to employ more local talent to support our growth."



LKM recycling are experts in total waste and recycling management which includes ferrous and non-ferrous metals, plastics, UPVC double glazing, end of life vehicles, wood, glass, paper, skip hire and confidential destruction. For more information please go to lkm.org.uk/ or call them on **01795 439393**.



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The Purpose of Employee Engagement: Attracting & Retaining top talent

Did you know that more than a quarter of employees are at a high-risk of turnover? What's worse is that one-third of those at high risk for turnover are talented, motivated employees who exceed performance expectations. They can easily find other positions, and they know it.

Research by Glassdoor in 2016 reported that 53% of employees are confident that if they quit or lost their current job, they would be able to find a comparable position within six months. To us, this trend indicates one thing: If you don't give employees a compelling reason to stay, they'll find another job that does.

When competition for top talent is fierce, and the cost of training new hires is steep, you can't afford to not engage your employees. Especially when you consider the corollary benefits of innovation, higher profits, and the sheer enjoyment of standing at the helm of a fully engaged workforce.

How to get employees engaged

There is a growing number of employee engagement tools out there. However, we have found that many of the approaches that these options take tend to overcomplicate the issues, fail to focus on what really matters, and are cumbersome for all involved, which means they don't deliver lasting results.

If you've tried to implement employee engagement strategies to restore disengaged employees in the past, you likely know what we mean. Maybe you sent an annual survey, one which took ages to agree upon and produce, took more time for everyone (or, more likely, a fraction of your office) to complete, and ate yet more time in sifting through the responses and figuring out what to do about them.

That's stressful.

If you were thinking, "There has to be an easier way" – you were right!

We think raising your employee engagement level is relatively simple – no mysterious alchemy required.

"That which is measured improves. That which is measured and reported improves exponentially." – Karl Pearson, credited with establishing the discipline of mathematical statistics

How do you raise employee engagement?

You need the following strategies:

- A top-down commitment to engagement as culture
- To define your engaged purpose
- An understanding of simple engagement principles (including engaged leadership, purpose, transparency, action, commitment)
- The ability to measure and score engagement levels on an ongoing basis

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In short, you have to know the basics of how to inspire your workforce and reward their efforts, have a way to measure the results of your actions, and commit to making engagement not just a thing you do, but part of who you are as a company and as CEO (which we call “Chief Engagement Officer”).

First, however, let’s take a step back and define engagement so we’re all clear on our objective.

What is engagement?

There are a couple of factors that play into engagement as a whole. In order to truly understand this concept, we’ve broken it down into two main components:

Engagement is the ability to be present, focused, and energized. But what it does is even more interesting. Engaged people go above and beyond what is expected of them because they feel part of a purpose larger than themselves.

Purpose is the foundation of engagement – it’s the vital element that makes an engaged organization possible and the first step to creating an engaged culture.

Read about why so many organizations get this wrong.

5 Steps to Creating an Engaged Organization

1. Connect your staff to an Engaged Purpose that is written for them. An Engaged Purpose is a written statement that clearly communicates to your team what your company does, who for, and why. Many purposes, missions or vision statements are written for everyone but the employees – they’re written for the customers or the shareholders. (And don’t worry, once you have an engaged team, engaged customers naturally follow). Read more about our employee engagement model.
2. Measure engagement regularly. Too often, a company will send out an employee engagement survey report once a year. This means that their employee feedback is likely to only capture the mood of the moment, rather than deliver a helpful picture of engagement throughout the year. Learn more about measuring employee engagement.
3. Show that engagement is a permanent focus, not just a passing trend. Owners and leaders need to

be clear and intentional about their commitment to improving engagement and supporting the well-being of their employees. If your employees believe the new engagement program is just the fad of the moment, you run the risk of disengaging them further.

4. Listen to your team on their terms. Provide them with a safe environment and mechanism that enables them to provide insights and feedback confidentially and anonymously. This way, you’ll hear their honest views – not just what they think you want to hear. If they know that engagement is important to you, they will open up with ideas. Learn more about why you need a truly anonymous employee survey.
5. Take action on quick wins. Once your team has given you feedback, use that employee engagement survey report to identify some simple actions you can take to show that participation does, in fact, create change. You’ll get the momentum you need to go after longer-term action plans.

Transferable Insight: When it comes to improving employee engagement, ignorance isn’t a strategy. Yet many business owners are surprised at the results they see in their first survey – most expect higher numbers than they find. Surprises don’t end with the numbers, however. Our anonymous survey includes open-ended questions that almost always reveal startling ways companies can improve. See how our engagement process works (80% of companies in the programme achieve Engaged status within one year). Try it for free - <http://bit.ly/2vJ2JEa>



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Exhibition?

If your next exhibition is a few weeks away, don't just order pens – have a think about what you could do to make your exhibition stand more interesting.

I was this year's PR Partner for the Business Show and along with helping to promote the event, I'll be giving you some top tips on how to make the most of your exhibition stand.

This week, here are some tips on how to dress your stand, attract people over and be noticed!

Bowl of pens:

I've been to many exhibitions where stands consist of a pop-up banner and a bowl of pens and I always think that more could be done.

I also think that perhaps the person on the stand wasn't responsible for dressing it, or they were too busy running their business that they just didn't fit it in before the show.

Take some time today just to think what you might need and get it ordered – some stuff has a two-week turnaround once you send it off for print so you'll be cutting it fine!

People love stationery freebies!

Stationery is a staple exhibition freebie and I'm not saying don't use them – I'm saying don't just have them on their own.

I've got pens on my stand (come and see me on 581!) but they've got a little maze in them. I've not seen them before and thought they might be fun!

You could also go for pencils or more modern stylus pens too – take a look through the merchandise websites and brochures and see what catches your fancy. But do it asap to make sure that what you order arrives on time!

Games:

I've got some playing cards and a Rubik's cube for my stand this year. Nothing to do with PR & Marketing but they will be a bit of fun and an ice-breaker. I've got a whiteboard that will turn into a Top Gear-style leaderboard for who can solve the puzzle in the quickest time! I have never, ever completed the cube so will be fascinated to watch others! The playing cards have Izzy PR written on them and will be used as people want to – but I must warn you that I'm a mean 21's player!

Games are a really nice way to start and build relationships – plus they are memorable too.

Video:

If you have professional videos of your company, have them playing on a screen – your stand will look great and



people can watch what you do easily and then ask you more questions.

Sweets/eats:

I've ordered a large jar of lemon sherbets for my stand and hope people will walk past and help themselves!

You can order large jars online plus you can also get branded sweets and cupcakes made too! My favourite place to get these is The Egg Free Cake Box - give my good friend Shelinder Bhurji a ring to place your order... he can turn them around on the day for you! (Strood/ Maidstone/Gravesend shops)

Competition:

One way to get people over is to have a competition with a great prize! Again, mine is nothing to do with my work but I have chosen three great Kentish prizes.

My top prize is a £75 voucher to spend at The Plough, Langley. I've also got some Biddenden wine and some chocolates from Madame Oiseau in Canterbury.

Pop your card in the box and you'll be in with the chance of winning!

Literature:

Flyers, postcards, business cards brochures - have them all ready to have out to your prospects! Make sure they're updated and have all the information you need in them.

Samples:

If your business lends itself to this, give away samples so that people can try your product - there's no better advertising!

Interactive:

Of course, your sparkling conversation will be a winner but think about what else you could offer to make your stand interactive. Get people to join in, bring others over to you and simply, not walk by!

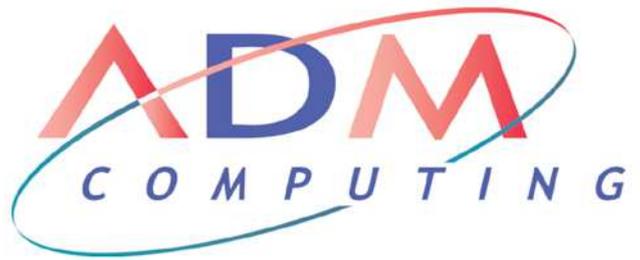
Enjoy your show!



Sarah Hawes



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No job is too big or too small, ranging from the small domestic customer to the large commercial client.

Only trained insured and experienced operatives used.

Our comprehensive range of products and systems allow us to clean virtually any type of carpet.

We cover London and the South East (but have been known to travel further afield.)



Events JUNE

Company	Name	Date	Time	Location	Cost	To book your place
The Business Terrace	Difficult Conversations with Staff workshop	3rd June	2.00 - 4.00pm	The Business Terrace King Street, Maidstone, ME15 6AW	Free	https://www.businessinmaidstone.co.uk/events
Omni Networking	Omni Folkestone	4th June	7.30am - 9.30am	The Grand, The Leas, Folkestone, Kent, CT20 2XL	£13	https://omnilocalbusinessnetworking.com/our-meetings/find-a-meeting/by-date?month=6&year=2019
Kent Invicta Chamber of Commerce	Ashford After Hours	7th May	6pm- 7.30pm	The Conningbrook Hotel, Canterbury Road, Ashford, TN24 9QR	Free	https://www.kentinvictachamber.co.uk/events/after-hours-club-374/
Omni Networking	Omni Sevenoaks	7th June	7.30 am- 9.30am	7 Hotel Diner, London Rd, Polhill, Halstad, Kent TN14 7AA	£13	https://omnilocalbusinessnetworking.com/our-meetings/find-a-meeting/by-date?month=4&year=2019
Omni Networking	Omni Whitstable	11th June	7.30 am- 9.30am	The Long Reach Beefeater Restaurant, Thanet Way, Whitstable CT5 3DB	£13	https://omnilocalbusinessnetworking.com/our-meetings/find-a-meeting/by-date?month=4&year=2019
Kent Invicta Chamber of Commerce	Folkestone After Hours	11th June	6pm- 7.30pm	Burlington Hotel, 3-5 Earls Avenue, Folkestone, CT20 2HR	Free	https://www.kentinvictachamber.co.uk/event/ah-folkestone/2019-06-11/
Omni Networking	Omni Ashford	12th June	7.30am - 9.30am	The Flying Horse, Wye Road, Boughton, Aluph, TN25 4HH	£13	https://omnilocalbusinessnetworking.com/our-meetings/find-a-meeting/by-date?month=4&year=2019
E-Training	Finance & Budget	13th June	10am - 12 noon	Barham Business Park, Valley Road, Barham CT4 6DQ		kim.carter@etraining-uk.com 07760 888 498
Kent Invicta Chamber of Commerce	Business Togetherness Sittingbourne After Hours	13th June	6pm- 7.30pm	Hempstead House Hotel & Spa, London Road, Bapchild, Sittingbourne, ME9 9PP	Free	https://www.kentinvictachamber.co.uk/events/list/?tribe_paged=2&tribe_event_display=list
Kent Invicta Chamber of Commerce	Business Togetherness Canterbury After Hours	19th June	6pm- 7.30pm	Abbotts Barton Hotel 36 New Dover Road Canterbury, CT1 3DU	Free	https://www.kentinvictachamber.co.uk/events/ah-sittingbourne-2019-06-13/
Ladies Who Latte	LWL Ashford	20th June	10am - 12pm	The Farriers Arms, Church Road, Ashford TN25 6NU	Free	https://www.facebook.com/groups/383353965115057/nikkiholy@aol.com
Omni Networking	Omni Sevenoaks	21st June	7.30 am- 9.30am	7 Hotel Diner, London Rd, Polhill, Halstad, Kent TN14 7AA	£13	https://omnilocalbusinessnetworking.com/our-meetings/find-a-meeting/by-date?month=4&year=2019
Omni Networking	Omni Whitstable	25th June	7.30 am- 9.30am	The Long Reach Beefeater Restaurant, Thanet Way, Whitstable CT5 3DB	£13	https://omnilocalbusinessnetworking.com/our-meetings/find-a-meeting/by-date?month=4&year=2019
Omni Networking	Omni Ashford	26th June	7.30am - 9.30am	The Flying Horse, Wye Rd, Boughton Aluph, TN25 4HH	£13	https://omnilocalbusinessnetworking.com/our-meetings/find-a-meeting/by-date?month=4&year=2019
E-Training	Personal Effectiveness & Resilience	27th June	10am - 12pm	Barham Business Park, Valley Road, Barham CT4 6DQ	Free	kim.carter@etraining-uk.com 07760 888498
BMIM Cashflow	Cash Flow and Business Value: How to make more money	27th June	09.45am - 12.00 noon	Central Working Victoria, 25 Eccleston Place, SW1W 9NF	Free	https://www.eventbrite.co.uk/e/cash-flow-and-business-value-how-to-make-more-money-tickets-55445080729



WORKING HARD BUT NOT MAKING MONEY?

**Are you struggling to find time to do everything? You feel stuck?
Do you work IN your business not ON your business**

Whether you're a start up , in retail, transport, or manufacturing and any of the above sounds familiar, then the **Steer Your Business Programme** is the answer you've been looking for. Here are some key issues we cover...

Vision: The key to success: knowing where you want to be in 5 years' time. Do you know what you want from your business? Are you jumping from one idea to another? Are you following the shiny object time and time again?

Strategy: Have a Plan: How Are You Going To Get To Your Desired Goal? Do you have a plan for your business journey? Do you drift from one thing to another with no real focus on the outcome?

Systems & Processes: Having a Process for Everything Enables Your Business to Run Smoothly Are you offering the same service to every customer? Does everything you do look the same?

It's time to start your business improvement - TODAY!

Visit our website to find out more about the perfect programme for you and your business:

Web: <https://steeryourbusiness.com>

Email : connect@steeryourbusiness.com

Phone: 07771 714221





Get to know us...

Steer Your Business is a community to help businesses collaborate and engage with each other so that we all grow. It's based on the idea that we share information and promote each other and therefore all benefit from a much wider network than we can achieve on our own.

If you'd like to write an article or advertise in the magazine please email the editor,
info@steeryourbusiness.com
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