



JOB SWAP

Risk, Resilience & Development

Elaine McKechnie & Gareth Scargill of Oxford Innovation discuss the reasons behind and the benefits of their job swap.

Mark Johnson, IOD Oxfordshire

Background, the role and the future
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Work Meet Grow

Interview with Mantle Business Centres CEO Guy Baker
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The Sustainability Puzzle

An interview with Alice Schmidt & Claudia Winkler
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WELCOME


Thank you to everyone who fed back so positively about the format of the new Mini Mag after Issue 1's launch.

It's clearly a big hit and we've even been asked to publish Mini Mags for several B4 Members and organisations who really like this format – so do get in touch if you'd like your very own Mini Mag!

In this issue we talk to Elaine and Gareth from Oxford Innovation about their job swap; we feature our good friends Mantle and COEL in interviews recorded in Cambridge; we hear from My Wardrobe HQ's founder, Sacha Newall, about the growing trend of hiring clothes; Mike Jennings talks about toxicity; we feature the refurbishment at The Eastgate and focus on green issues and sustainability with Kate, Frank, Alice and Claudia.

Enjoy Issue 2.

Best wishes



Richard Rosser, CEO, B4



JOB SWAP

RISK, RESILIENCE & DEVELOPMENT

In this video, Oxford Innovations Elaine McKechnie, Commercial Director and Scargill, Business Development Director explain more about why they have both entered into a job swap, which had its origins in the military. The pandemic underlined the business needed to be more resilient and reduce the risks of events such as the pandemic. “We wanted to be able to support and cover each other as well as challenge each other.” Explained Elaine.

Gareth added. “We wanted to develop our teams to provide a better pipeline of talent for the future. We also wanted to avoid ‘knowledge voids’ which occur when people leave the business, sometimes unexpectedly.”

The role changes are described as ‘formal secondments’ and are encompassed in a one page document with those colleagues that want to take part. It really is very straightforward.



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JOB SWAP: Risk, Resilience & Development

Richard Rosser, CEO of B4 talks to Oxford
Innovation's Commercial Director, Elaine
McKechnie, and Business Development
Director Gareth Scargill



NEWS



Biodiversity work recognised at the 2021 National Landscape Awards

We are pleased to announce that with Nurture Landscapes we are one of the winners at the 2021 National Landscape Awards. We are delighted to have been successful in the Nature Conservation & Biodiversity Enhancement category as this recognises our efforts to improve the biodiversity of the park....

[READ MORE...](#)



Owen Mumford launches new 2-step single-use auto-injector platform Aidaptus®

Industry first single-use auto-injector for both 1ml and 2.25 pre-filled syringes with versatile design for different fill volumes in the same device.

Owen Mumford Pharmaceutical Services, a division of Owen Mumford Ltd. has launched its new Aidaptus® auto-injector platform following successful completion of development...

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Shopping for a web host? Look for these must-have security features

The Wordfence-WPScan whitepaper is out, shedding light on the state of Wordpress security. But these threats aren't just limited to Wordpress; virtually any website that uses a database, accepts user input (e.g. forms), or has a login page (for users or site administrators) is a legitimate target...

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NEWS



COEL's Subsidiary Company CMS Cambridge Delivers Sustainable Furniture Disposal Solutions

With many offices being reconfigured in the wake of the pandemic, how do we dispose of redundant furniture in an ethical way?

CMS Cambridge, the furniture division of local design and fit out firm offers a sustainable service for clients that care about their green credentials...

[READ MORE...](#)



The Challenge Of Sustainable Business Growth

This summer, we have been exploring all things business growth: team growth, personal growth, financing growth, leading growth, pitfalls of growth and growth stakeholders.

This time we're looking at the longer-term issues of growth - how to make it sustainable and how to measure it...

[READ MORE...](#)



ICO Data Protection Registration Fee: How Much and Who Needs to Pay?

If you're a company director or small business owner, you may have been surprised recently by a letter from the Information Commissioner's Office (ICO), requiring you to pay an annual 'data protection registration fee'.

You may have wondered if the fee request was genuine. Could it be a scam? Do you have to pay?

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Business Support in Oxfordshire

With **Rob Panting**, Communications Manager from **OxLEP**



BUILDING
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NEWS



Sustainable life away from home

Today, people spend more and more of their time in environments away from home – in workplaces, hotels, schools, restaurants and airports. This means that the demand for solutions to make life away from home more sustainable increases.

Leading Sustainability in Professional Hygiene. We help you deliver sustainable solutions in your business operations, answering customer and consumer needs and demands...

[READ MORE...](#)


New UK space strategy launched in Oxfordshire

Oxfordshire hosted the launch of a new UK space strategy at the home of Western Europe's biggest space cluster, namely Harwell Campus.

Science Minister George Freeman MP visited a number of key sites across Harwell Campus during the launch event including the European Space Agency and RAL Space – the campus' space cluster is the gateway to the UK space sector with 105 space organisations...

[READ MORE...](#)


Cooking up a storm at Reading Town Meal

Professional culinary arts students from Reading College put their skills to good use on Saturday 25 September when they took part in the Reading Town Meal.

Over 1,000 attendees gathered at the biggest picnic in Reading, which took place in Forbury Gardens from 12-4pm.

For the first time since the start of the pandemic, the Level 1 students cooked up a two-course meal...

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ACTIVATE LEARNING

With **Holly Perrett, Partnership Engagement
Manager** at **Activate Learning**



ARTICLES



Grant Thornton debuts next generation hybrid office

One of the UK's leading business advisory firms is leading the way in the workplace evolution as it reveals a new futuristic office in Oxford for its Thames Valley team.

According to a recent survey by CIPHR, 72% of people would like to split their time between the workplace and working from home; Grant Thornton UK LLP's new Thames Valley base caters exactly for that change...

[READ MORE...](#)



The Future for Young Professionals

On this episode of The Business Brunch, we are joined by guests Sian Hewitt and Claudia Lacey of Freeths and Lois Jones of Boardman Hawkins & Osborne LLP, as they discuss their own individual experiences of the past 12 months and how they've found balancing work and home life.

The past 12 months have massively impacted everyone both positively and negatively...

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Women in Tech: our Senior Developer's perspective

As a progressive organisation, we're always on the lookout for diverse voices and upcoming talent; a diverse team brings different experiences and ideas, providing the opportunity for further learning, collaboration and improvement.

But it's impossible to ignore the limited representation of women and minority voices and glaring gender bias in the development world...

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BREWERY ON
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AT COURTYARD BY MARRIOTT OXFORD CITY CENTRE

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TICKET TWO-14:30-16:00

TICKETS ARE £10 PER PERSON BOOK TICKETS BY EMAILING OR CALLING CHRISTINA ON:
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ALL MONEY FROM TICKET SALES WILL BE DONATED TO SOBELL HOUSE HOSPICE



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ARTICLES



Plan carefully to avoid the pain of death duties

An expert is urging families to ensure they plan properly to mitigate the effects of inheritance tax (IHT).

Official figures from the Office for Budget Responsibility show almost 33,000 families were estimated to have paid the 40 per cent levy, up by almost a third from 25,000 in 2019-20.

In April, May and June, HMRC collected £1.5bn – £400m more than in the same period last year...

[READ MORE...](#)



Recovering Smoke Damaged Documents & Records

We are supporting a client with their large archive of documents which has suffered smoke damage from a fire that occurred in their building. Fortunately for our clients, the documents were in their fireproof safes so apart from smoke damage they survived fairly well.

Preserving vital corporate and historical documents is a huge responsibility as the papers have to be kept safe...

[READ MORE...](#)



10 reasons your 50s could be your most important decade

Your 50s can often be a pivotal decade in your financial life. Thoughts around retirement (or not!), leaving or creating a legacy, a changing financial environment (grown-up kids perhaps) can all occur during this decade. For some clients in their 50s, retirement is the last thing on their mind.

As an investor, compounding is your friend...

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INTERVIEW

INTERVIEW WITH MARK JOHNSON, CHAIRMAN, IOD OXFORDSHIRE

WITH RICHARD ROSSER, CEO, B4

The experienced engineer and manufacturer becomes the voice of business for the county, working on behalf of members from a diverse range of organisations.

Mark joined the board at Carterton-based Advanced Fibreoptic Engineering (AFE) in 2013, taking responsibility for technology leadership and business development. In 2019 he was appointed commercial director

Mark has spent his career developing and commercialising new products and technologies across the automotive, aerospace, fibre-optics and optoelectronics sectors. He is an IoD Chartered Director and Fellow, a Chartered Engineer and member of the Institute of Mechanical Engineers.



DISCUSSION

THE 21ST CENTURY ORGANISATION | THE INNOVATION TOOLKIT

WITH STEPHEN SPENCER OF STEPHEN SPENCER ASSOCIATES

In this episode of The Innovation Toolkit, a series exploring tools to help businesses face the challenges of a post-COVID world, Stephen Spencer is joined by Frank Nigriello as they discuss the second part of the POSITIVE Compass tool: O for Organisation.

Organisations in the traditional sense have been uprooted, with nearly all top 50 UK businesses saying they will not be asking employees to return to the office full time, so what does being part of an organisation mean today? Frank and Stephen discuss priorities, wellbeing, change and more.

CLICK TO WATCH THE VIDEO



INTERVIEW

RETURNING TO WORK POST LOCKDOWN - THE NEW NORMAL

WITH MEL NOTON

On this episode of Let's Talk Mental Health with Mel Noton, we're joined by Rab and Katie as they discuss the return to work post-lockdown and pandemic.

In this show we will consider the return to work post lockdown and pandemic. We will be looking at the mental health impacts of being off/away from work for up to a year, and the potential opportunities to support staff as they return, make the most of the benefits that we have found working in lockdown, and support areas that are challenging...

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Returning to
work post
lockdown -
The New Normal

FRI 28TH MAY
12PM TO 12.30PM
WWW.B4-BUSINESS.COM

B4 BUILDING
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BUSINESSES

Lets Talk
**MENTAL
HEALTH**
with Mel Noton

DISCUSSION

COEL: EXPERTS IN WORKPLACE SOLUTIONS

CLICK TO WATCH THE VIDEO

WITH DAN FORDHAM (HEAD OF PROPERTY SERVICES), KATIE BOWES (HEAD OF DESIGN) & OLLIE LEWIS (SALES MANAGER)

Founded over 30 years ago, COEL provides exceptional design and fit out for offices and laboratories. The team provides a full turnkey service including commercial removals, storage and property services.

In this video, Dan Fordham (Head of Property Services), Katie Bowes (Head of Design) and Ollie Lewis (Sales Manager) explain more about their individual roles and the services that COEL provides its wide range of clients.

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Business 4.0

How Companies are adapting to
the challenges of the 21st century

With **Frank Nigriello**



OXFORD BUSINESS PARK

Join **B4** as we learn all about **Oxford Business Park**



INTERVIEW

SUSTAINABLE FASHION

WITH SACHA NEWALL OF MY WARDROBE HQ

MWHQ believe fashion rental is the solution to consuming fashion in a sustainable way.

Discover clothing and accessories that MWHQ have sourced from brand partners as well as items from the wardrobes of celebrities and influencers including Arizona Muse, Poppy and Chloe Delevingne, Olivia Buckingham, Roxie Nafousi, Caroline Fleming, amongst many other stylish women across the UK. The items you find on MWHQ platform are a mix of new and past season; items that go beyond the past few seasons and are chosen due to their desirability, trend and designer. MWHQ is truly circular; rent an item and love it?

MWHQ's unique model means you can buy it! Then, when you want to share it and earn some money from it, list it back on the platform.

CLICK TO WATCH THE VIDEO



INTERVIEW

TOXICITY | MIKE TALKS BUSINESS

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THE VIDEO

WITH MIKE JENNINGS

Whilst toxicity in a business feels horrible when it happens, it can also lead to change.

Mike Talks Business is a series which looks at the passion, excitement, anxieties and risks that come with the business journey.

In this episode, Mike Jennings talks toxicity with Andrew Wood, ex-Mentor with Business Mentors and current founder & owner of Little Wheels, and how a clash of cultures combined with some big personalities in the workplace lead to complete company failure.

mike
talks business
WITH MIKE JENNINGS

Toxicity

MONDAY 16TH AUGUST
11AM TO 11.30AM
WWW.B4-BUSINESS.COM

B4 BUILDING BRIDGES BETWEEN BUSINESSES

DISCUSSION

IT DEPENDS: YOUR GUIDE TO LINKEDIN PT.2

WITH EMMA WYATT OF SOCIAL CONVERSATIONS WITH EMMA

LinkedIn expert Emma Wyatt hosts the second of her B4TV shows and discusses a range of LinkedIn related topics with Jackie Meek of Future Path Life Coaching. According to her LI profile, Jackie ‘helps frazzled mums to confidently boss the mum juggle without getting burnt out.’

Juggling her various commitments, Jackie struggles to find the time to interact meaningfully on LinkedIn but her intentions are to engage more regularly. Emma advises the best approach to posting and commenting on LinkedIn to best effect. With just two x thirty minute slots available to her each day, Emma talks to Jackie about what she’s trying to get out of her posts to be of most benefit not just to her but her audience of busy mums...



WORK MEET GROW

WITH GUY BAKER, CEO, MANTLE & JAMES PARTON, MANAGING DIRECTOR, THE BRADFIELD CENTRE

CLICK TO WATCH THE VIDEO

Mantle started in 1990 as a commercial property investor and developer focusing on the eastern and south eastern region. From 2007 the focus shifted to setting up flexible serviced office buildings. The aspiration now is to grow, over the next five to ten years, to twenty centres.

Guy explains how each of the centres, with the exception of The Bradfield Centre, have been set up from scratch and grown organically. With a team that is well versed in the needs and aspirations of their clients, service is key to Mantle and they deliver.

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FANTASTIC NEW BEDROOMS & GLORIOUS TERRACE AT MERCURE OXFORD EASTGATE HOTEL

Having last stayed at The Eastgate back in December last year in the midst of lockdown, it was great to get back and experience the new rooms and splendid new terrace which had magically appeared since our last visit.

On a beautiful late summer's Friday evening, we arrived at the hotel as the sun was setting, amazed at the transformation in the hotel's car park where a brand new building comprising seventeen new bedrooms (including three family rooms and classic doubles) had appeared. The new rooms have been constructed with the environment in mind, explains General Manager, Bradlee Pillay, "We've really considered everything when it comes to the new building's carbon footprint..."

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Contact the B4 team at info@b4-business.com for more information about cover features, video interviews, articles and advertising.

Issue 3 copy deadline date: Friday 29th October

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HOW IMPORTANT ARE GREEN ISSUES TO SME'S?



Kate Stinchcombe-Gillies, Founder of Coconut PR and Frank Nigriello, Director of Corporate Affairs at Unipart discuss a wide range of green topic issues in this webinar with some interesting discussions around the questions and comments listed below.

Frank has been with Unipart for over 22 years and is responsible for Unipart's image and reputation management, internal communications, relations with Government and trade bodies. Frank is also engaged in internal leadership development, training, marketing, brand management, new business and account development. Frank

is a member of Unipart's Group Executive Committee.

Kate is versatile (read: enjoys variety), curious (read: nosey) and straight-talking strategic PR & communications professional. A dab hand at implementing effective communication strategies for start-ups, scale-ups and big brands.



DISCUSSION

THE SUSTAINABILITY PUZZLE

CLICK TO WATCH THE VIDEO

WITH ALICE SCHMIDT OF AS CONSULTING & CLAUDIA WINKLER OF FUTURE WOMAN

Collaboration is key to making sustainability a reality. As pragmatic thinkers and doers, Alice Schmidt and Claudia Winkler have teamed up to write a book about how we can work together to achieve sustainability.

Drawing on their combined 40+ years of experience in addressing issues of social justice, climate action, the circular economy, technology and sustainable business, they show why we should be optimistic about sustainable transformation and offer constructive insights on building back better.

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