University of Birmingham Business Club
Breakfast Briefing
Growth Through People

26 February 2019
Raj Kandola
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Greater Birmingham Chambers of Commerce
Growth Through People 2019

Aiming to help firms boost productivity through developing leadership and people management skills.

Growth Through: Responsible Leadership – 25th February to the 1st March
Growth Through: Attracting & Retaining Talent – 4th March to the 8th March
Growth Through: Unlocking Potential – 11th March to the 15th March
Growth Through: Workplace Resilience – 18th March to the 22nd March

#GTP19
We want to hear your views – please complete the post-event survey
Professor Kiran Trehan
Centre for Women’s Enterprise, Leadership, Economy & Diversity (WE-LEAD), University of Birmingham
James O’Toole & Mengchen Kang
Co-Founders
TRADESCEND
University of Birmingham
Business Club Breakfast Briefing

“Growth Through People 2019”

Talk by
James O’Toole & Mengchen Kang
Co-Founders
Who are we?

James O’Toole

Mengchen Kang

Backgrounds

Experience

J.P. Morgan

Rothschild & Co
Our Current Business Ventures:

Entrepreneurship Consultancy & Start-Up Support

High-Tech Orthotic Medical Devices & Advanced Mobility Solutions

Social Enterprise
We are both Entrepreneurs in Residence

Centre for Women’s Enterprise, Leadership, Economy & Diversity (WE-LEAD)

WE-LEAD combines Engaged scholarship research with a sustained commitment to work with a variety of stakeholders on issues of social and economic importance. The aim of the Centre for Women’s Enterprise, Leadership, Economy & Diversity is to engage with policy makers, academics, support providers and businesses to answer important social science questions about female enterprise. Our interdisciplinary work focuses on the role of leadership, family business, and diversity by pioneering innovative ways of blending research with real business issues, catalysing high quality research into policy and practice.

Academia
(Taught Theory + Research)

Business
(On the Ground)
What are we going to talk about?

5 things that we have learned so far...

and which we believe are critical for the growth and increased productivity within a business

With a focus on the key role of Leadership
Q. What is leadership?

It’s often about getting from **Point A** to **Point B** & Working as a **Team** to do it

![Diagram showing the process of leadership with Problem, Execution, Bridging the Gap, and Solution stages, and a graph illustrating Leaders Involvement over Time.]
#1 *People* are your greatest asset

Michael Akinyemi, Nina Yu, James O’Toole, Jessica Cho and Ronnie Versher Jr.
#2 All People can display “Leadership”

A business contains a “TEAM OF POTENTIAL LEADERS”

...each person can lead in their respective areas if given the chance.

The trick is to get people working together; not against each other
Q. Why do Leaders need to delegate?

- Develop others
- Show trust and belief in subordinates
- Free up time for more important tasks
- Lack skill
- Empower People

Verb

“Entrust (a task or responsibility) to another person, typically one who is less senior than oneself.”

Situational Awareness – *maintaining control of the Big Picture*
#4 Know your People

Leaders understand...

- Strengths and Weaknesses (incl. their own)
- What motivates individuals
- People’s aspirations for the future
- What’s going on in People’s lives
- Those that may require extra Training & Support

A Team is only as strong as its weakest member
#5 Keep things *Simple* - especially directions to subordinates

“If you can't explain it simply, you don't understand it well enough.” – Albert Einstein

**Hints & Tips**

💡 How can you view the Problem you are tackling in a **NEW LIGHT**?

🎯 How can you give subordinates the chance to maximise their **IMPACT**?

⛔ How can you utilise your subordinates more effectively to **EXECUTE** any proposed solution and **get to Point B FASTER**?

Leadership is often about **articulating your Vision**
In Summary

- People are your greatest asset
- All People can display “Leadership”
- Delegate where possible
- Know your People
- Keep Things Simple
Finally...

A Leader is typically...

- Providing Direction
- Inspiring Achievement
- Bringing out the Best
- Supporting different Viewpoints
- Maintaining Control
- Taking Responsibility

Serving the Team and helping to Maximise Performance

Q. What is a Leader doing at a given point along the curve?
Any Questions?
Suresh Patel
Business Development and Innovation Team
Birmingham City Council
Funding Opportunities for SMEs
Business Club Breakfast Briefing (Growth Through People 2019)

Dr. Suresh Patel
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26th February 2019
What we do

Business Development and Innovation Team (BDI)

Offer grants to SMEs who wish to grow, create employment and bring about economic prosperity
Our USP

‘Give what SMEs want, when they want it and how they want it’!
What we offer

Current
Business Growth Programme 2 (BGP2) - GBSLEP £23.5m+
Property Investment Programme (PIP) - £8m

Future
Supplier Skills Programme (SSP) – GBSLEP Skills Fund £12m
Clean Air Zone (CAZ) – HDV Fund £10.5m
What we need

Partnerships with public, private and voluntary sector to develop innovative, sustainable business support programmes

Suitable/eligible SMEs who has a track record, wish to grow and co-invest
Contact details

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Engagement Multiplier
Engagement Multiplier

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What is the impact of purpose on employee growth and retention?
Engaged Purpose

Written for your team

What your company does and why?
What is the impact of **purpose** on employee retention?

- **GROWTH RATE**: 107%
- **RETENTION RATE**: 4x vs. red or amber scores
What is the impact of leadership on employee growth and retention?
Engaged Leadership

*Listens to their employees*

*Takes actions as a result of feedback*
What is the impact of leadership on employee retention?

6x

RETENTION RATE
What is the impact of individual engagement on employee growth and retention?
Engaged Individual

Aligned with the company purpose

When at work they are present, focused and energised
What is the impact of individual engagement on employee retention?
Thank You

Jason Currim
Business Engagement Manager

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University of Birmingham Business Club
Breakfast Briefing
Thank you