



UNIVERSITY OF
BIRMINGHAM



University of Birmingham Business Club Breakfast Briefing

Growth Through People

26 February 2019





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Raj Kandola

Senior Policy and Patron Advisor
Greater Birmingham Chambers of Commerce



Growth Through People 2019

Growth Through
Responsible Leadership Week

Sponsored by:



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BIRMINGHAM

Connect. Support. Grow.



Growth Through People 2019



4

WEEKS



14

FREE EVENTS



50

ORGANISATIONS

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

We want to hear your views – please complete the post-event survey

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#GTP19



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Professor Kiran Trehan

**Centre for Women's Enterprise, Leadership,
Economy & Diversity (WE-LEAD), University of Birmingham**





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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



University of
Nottingham
UK | CHINA | MALAYSIA



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西南交通大学
Southwest Jiaotong University



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Experience



ARMY
BE THE BEST

J.P.Morgan

Rothschild & Co



中國建築
CHINA STATE CONSTRUCTION



TRADESCEND

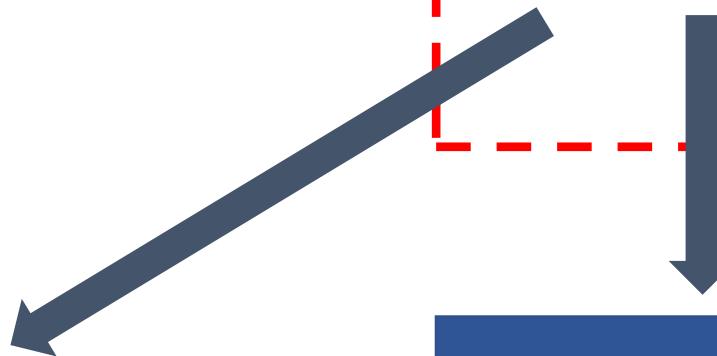
Our Current Business Ventures:



Follow the Orient
STORYBOOKS



Social Enterprise



We are both Entrepreneurs in Residence



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Study Research International Business News About us



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

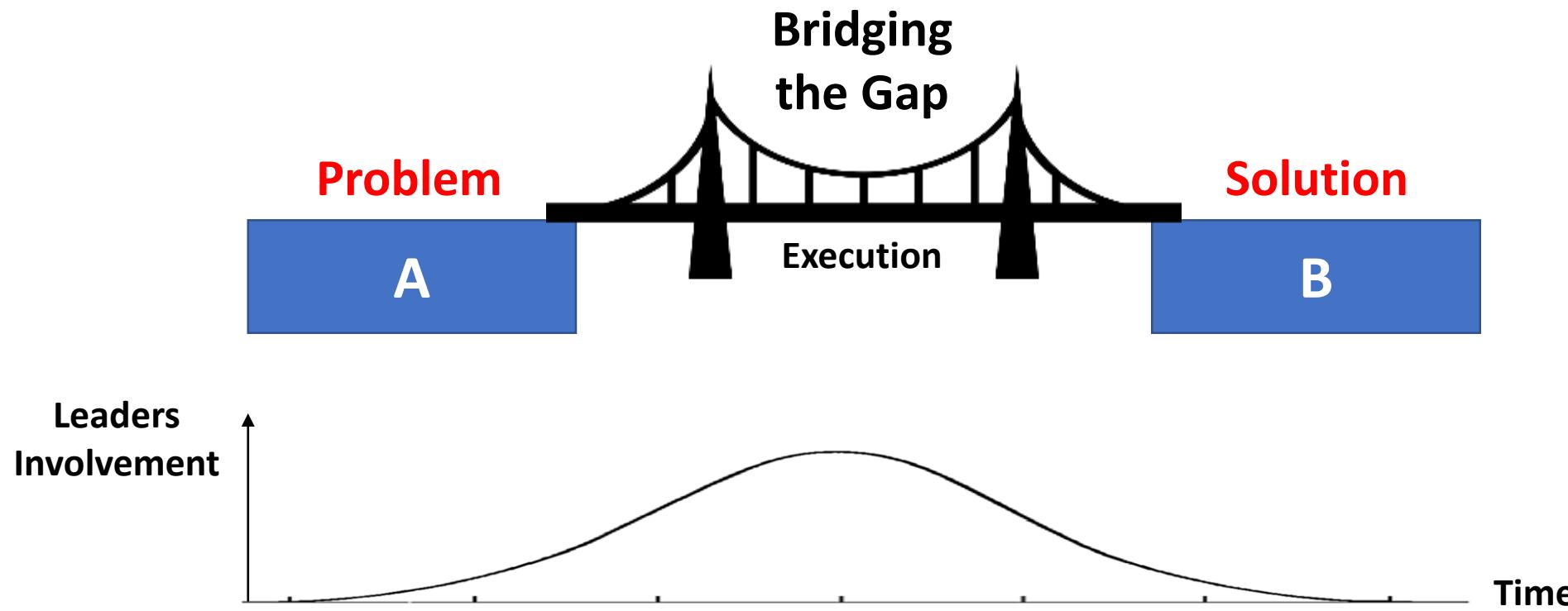
With a focus on the key role of



Leadership

Q. What is leadership?

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



#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****

#3 Delegate where possible

Verb

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

Q. Why do Leaders need to delegate?

Develop others

Show trust and belief in
subordinates

Efficiency

Free up time for more important
tasks

Lack skill

Empower People

**Situational Awareness – *maintaining
control of the Big Picture***

#4 Know your People

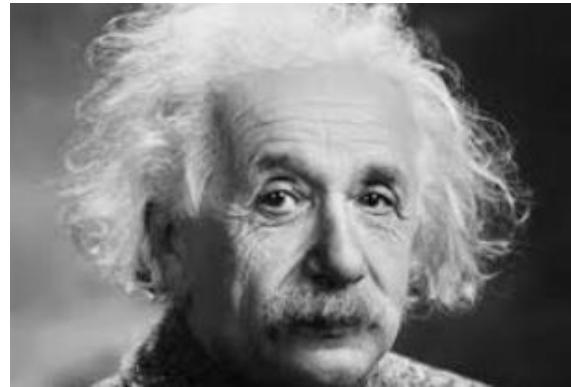
Leaders understand...

- **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

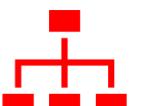
-  How can you view the Problem you are tackling in a **NEW LIGHT**?
-  How can you give subordinates the chance to maximise their **IMPACT**?
-  How can you utilise your subordinates more effectively to **EXECUTE** any proposed solution and **get to Point B FASTER**?

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

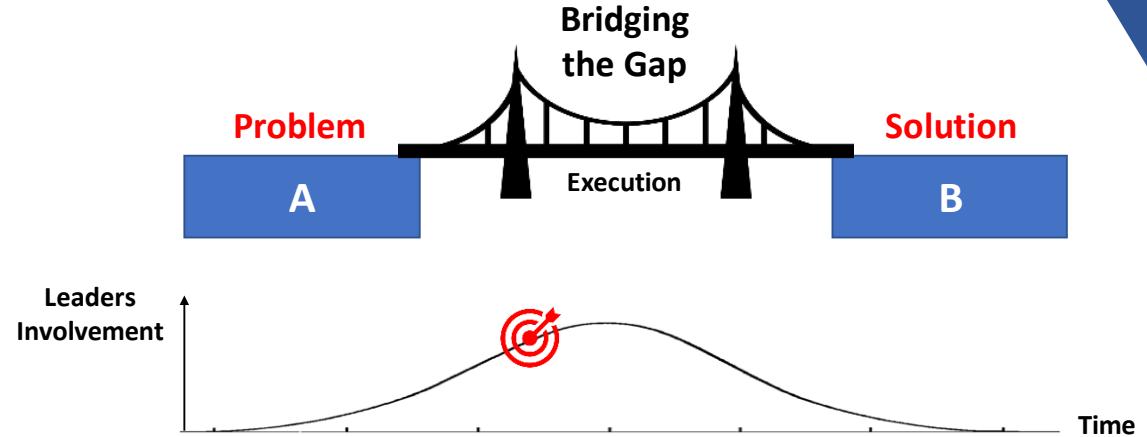
 Keep Things Simple

Finally...



A Leader is typically...

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



Q. What is a Leader doing at a given point along the curve?



Serving the Team and helping to Maximise Performance

**Any
Questions?**



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Pitches





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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

Business Enterprise and Innovation Manager

Business Development and Innovation Team

Suresh.patel@birmingham.gov.uk

0121 303 3091

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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Jason Currim

Business Engagement Manager
Engagement Multiplier



Engagement Multiplier

Jason Currim

Business Engagement Manager

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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?



107%

**GROWTH
RATE**



4X

**RETENTION
RATE**

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?



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?



Engagement **Multiplier**®

Thank You

Jason Currim

Business Engagement Manager

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Thank you

