

Newable WEMs

WINTER 2020

Global Young Innovators Programme Launch

**#IDEAS
MEAN
BUSINESS**

AN EXCITING NEW
PROGRAMME FOR
YOUNG INNOVATORS AND
ENTREPRENEURS IN THE UK
AND SOUTH AFRICA

Newable Ventures

BRITISH BUSINESS
INVESTMENTS COMMITS £10M
TO NEWABLE VENTURES

Making a Difference

TEAM NEWABLE GIVING BACK
THROUGHOUT CORONAVIRUS

NewFlex Launches White Label Centre

MY OFFICE CLUB
LEWISHAM OPENS

SOCIAL IMPACT | ADVICE | NEW RECRUITS | INTERNATIONAL TRADE | SMALL BUSINESS CONFIDENCE INDEX
EXECUTIVE INTERVIEW | ROLE MODEL HERO | BUSINESS SUPPORT

The Next Normal

Climate Emergency. Toxic. Youth Quake. Post-Truth. You may recognise some of these words as the Oxford 'Word of the Year' in years gone by. The Oxford 'Word of the Year' is a word or expression that has attracted a great deal of interest over the last 12 months to reflect the ethos, mood, or preoccupations of that particular year.

But this year, there is no 'Word of the Year'.

It seems 2020 cannot be defined by a single word. It has been **unprecedented**. **Extraordinary**. An **upheaval**. For many SMEs across the UK, words such as **challenging**, **straining** and **stressful** will no doubt be front runners for their own 'Word of the Year'. For many of us at Newable, it may be words such as **lockdown**, **social distance** or **work from home** that define our year. It's clear the English Language has had to adapt and change just as much as the rest of us.

The current COVID-19 scenario has made things difficult for businesses in almost all domains. Every 6 months, we survey over one thousand SMEs to understand their challenges. Recently we found that 49% of SMEs have been negatively impacted by COVID-19, and 33% are delaying important business decisions due to the current uncertainty. There's also uncertainty around Brexit in the UK, which seems to have added to

the surmounting difficulties. More on our SME survey can be found on [page 24](#).

As the COVID-19 pandemic continues to evolve, the true impact remains unknown and will likely last many years. What's more certain is that there has never been a more pressing need for organisations to rethink, reconfigure and react for a changed world. At Newable, we have made many changes to respond to COVID-19, such as companywide homeworking and pivoting our Advice and Lending propositions to respond to the changing needs of SMEs. You can read more on our new Lending offer, Newable Finance, on [page 12](#). We have also continued to grow, with an impressive 42 new starters joining us, a few of whom you can meet on [pages 13 and 18](#).

However, one thing at Newable has remained unchanged. The charitable nature of our teams has remained steadfast throughout the pandemic. Many of us have engaged with additional volunteering; we have a few case studies to share on [page 8](#). Having a positive impact is at the core of who we are at Newable, and it's fantastic to see so many of our colleagues from across the Group rising to the challenge and giving back throughout COVID-19.

Looking ahead, we're committed to enhancing the positive impact further by developing a comprehensive Environmental, Social and Governance (ESG) strategy to propel Newable to new heights of positive impact for our employees, our customers and the communities in which we work and live. More updates on this to come shortly, but I look forward to working with you all on developing and delivering our ESG goals.

There are many potentially positive signs for 2021. The world has recently cheered announcements about the development and progress of COVID-19 vaccines. This may mean we could return to a more normal way of life in due course, which is indeed an exciting prospect. However, the pandemic is still at large, so please continue to stay safe, especially through the festive period, and in the meantime, enjoy reading through this latest edition of Newable News to discover updates from across the business.

I wish you all a Merry Christmas and a Happy New Year.

Chris Manson,
Newable CEO



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British Business Investments commits £10m to Newable Ventures

British Business Investments, a commercial subsidiary of the British Business Bank are on a mission to increase the overall supply and diversity of finance on offer for small businesses in the UK. One way in which they do this is by partnering up and supporting providers of equity capital, like Newable Ventures.

The commitment comes as part of an ambitious drive to level up business investment across the UK and increase the amount of capital being invested into small British businesses.

The £10m commitment from British Business Investments will be invested by Newable Ventures, in partnership with the Bristol Private Equity Club (BPEC), to deliver some £45m worth of funding for early-stage businesses, across the UK.

The Fund, part of the £100m Regional Angels Programme, will help to drive further investment in “exciting and dynamic” scale-up businesses in parts of the UK that have traditionally struggled to attract investment.

The programme will also help Newable become one of the largest providers of SME

services in the UK, building on its existing suite of services that include: international trade advice in partnership with the Department for International Trade, Innovate UK grant application support, and short-term business loans for revenue generating SMEs.

Mark Barry, Investment Director at British Business Investments, notes:

“Newable Ventures accreditation in 2018 by Beauhurst, as the UK’s most active angel network, supports BBI’s goal to address regional imbalances and the availability of angel finance to smaller, high growth potential, businesses through angel networks. Angel investors play a vital role in the economy, bringing patient capital, business experience and skills to support the growth of smaller businesses.”

Sanjeev Gordhan, Director of Newable Ventures adds; *“Newable Ventures’ investment model, combining our EIS Fund with experienced business angels, is a powerful recipe for providing patient capital to high growth early stage UK companies.”*

In the past three years alone, Newable Ventures has participated in over 50 investments, totalling over £35m, and now holds stakes in companies such as Cognism, Hummingbird, Rezatec and Sustainable Marine Energy.

“ The support that Newable provided to 25,000 SMEs in 2019 demonstrates Newable Ventures’ role as more than just a source of capital, but also a provider of an ecosystem of SME services.”

SANJEEV GORDHAN,
DIRECTOR OF NEWABLE VENTURES



The Small Business Resilience Programme hits a new diversity record!

The Small Business Resilience (SBR) programme, run in partnership with the JP Morgan Chase Foundation, assists London based small businesses to navigate through the national economic crisis. It helps business owners access available support, and modify or sustain their business processes and delivery, in a climate of socio-economic uncertainty.

The programme began in April, just a week after the official lockdown started. As a COVID-19 response programme, our team designed a suite of webinars that focused on current issues faced by SMEs and SME leaders. Topics include leadership whilst working remotely; access to loans and grant schemes; thriving in complexity; adapting communications; and reaching your audience in times of crisis.

The one-to-one business support has been targeted to those who were affected drastically and hit hardest by the pandemic such as every-day, neighborhood businesses like high

street stores and those operating in the personal care, leisure and hospitality sectors. They've needed help navigating the range of support available in London such as the government grant schemes and loans, and transforming their businesses in order to be more adaptable and resilient in times of social and economic uncertainty.

As businesses opened their physical trading offices and stores, the programme's support delivery began to include more of a health and safety approach and physical transformation of the businesses to accommodate social distancing rules and best practice guidelines.

The Social Impact team at Newable are passionate about diversity, helping small business who are underserved and underrepresented.

Programmes developed by the team aimed to be diverse and inclusive; outreaching to community groups, BAME, female and disabled entrepreneurs, and those who have not received business support in the past. 84% of beneficiaries of the programme had not benefited from business support in the past 5 years. 49% of the entrepreneurs SBR have supported so far have identified as BAME.

“Our team believe that there is no ‘hard to reach’ group, and we put maximum effort into outreaching to diverse communities to ensure business support is offered to everyone including those who may be geographically segregated from Central London’s business support ecosystem.”

SEHRI MIRZA, PROJECT MANAGER

The team are aiming for 50% female entrepreneurs and 50% BAME entrepreneurs (100 female and 100 BAME owned businesses supported) by the end of the programme in December.

Our overarching aim has been to deliver a programme which benefits small businesses struggling to survive the challenges facing society, the economy and public health this year. We have helped small businesses survive, sustain and transform- building business resilience for hundreds of entrepreneurs.

49%
of the entrepreneurs SBR have supported so far have identified as BAME

26
webinars with a wide range of topics

211
small businesses supported

2,000
hours of one-to-one business advice

10
leading business support organisations make up the advisory group

MAKING A DIFFERENCE

Giving back throughout COVID-19

At Newable, having a positive social impact is at the core of everything we do. It's part of who we are and drives what we do, both with our customers and with our employees. Many of our employees are active and enthusiastic fundraisers, and Newable is happy to encourage and support their activity by providing volunteering hours to support a cause they are passionate about.

Some Newable employees have continued to give back during the pandemic, here are just a few of their stories!

Meals on Wheels

Jim Pickles, Trade Sector Manager for the Fashion Team at Newable, is an avid cyclist and regularly cycles to work. So when a friend mentioned that he could give back to his local community by doing something he enjoys – it was a no brainer!

Wheels for Wellbeing is a charity which helps disabled children and adults who face barriers taking part in any physical activity. Since COVID-19, it has proven difficult to continue to provide these services with new government guidelines and social distancing rules.

Which is why the charity recently changed tactics with a new initiative assisting the Lewisham Irish Centre and Good Hope Café

deliver hot, nutritious meals to vulnerable and isolated people across the borough.

Elderly and vulnerable people within the community already face many hardships, and are now most affected by the pandemic with many of them having to shield. Jim was aware that Newable provided volunteering hours but had difficulty deciding on a cause that fits around his schedule.

Wheels on Wellbeing was perfect as it was local to him which prompted him to volunteer and now works with the charity 3 times a month, usually delivering 5-6 meals during lunch time.

"It's nice because they're often people living alone and don't have many people they see or

“It's nice because they're often people living alone and don't have many people they see or talk to, sometimes I'm the only person they see all day.”



talk to, sometimes I'm the only person they see all day" comments Jim.

Now registered as a volunteer, Jim is keen to also do the companion cycling programme the charity offers, to help disabled cyclists to get out there and ride as soon as the regulations are relaxed.

You can get involved too wheelsforwellbeing.org.uk



Talent donation

Sian Briemann, Event Manager at Newable, has also been using her volunteering hours since the beginning of the year. Her chosen initiative was her local Scout Colony for children to gain skills and socialise where she would help out every Wednesday.

Sian would help with planning for and leading on activities to be run every week, to help the Scouts achieve their badges – something that came naturally to Sian as an Events Manager!

Some of the activities Sian helped with included teaching the children about electricity with equipment one of the other volunteers borrowed from their local school, so they could make circuits for example.

Unfortunately, the initiative came to a halt when lockdown started but this didn't stop Sian from using her hours. Sian discovered that local volunteers could meet on the

weekend to do a local beach clean in Southsea and decided to use her hours once a month on a Saturday morning with Hannah Driscoll, another Newable employee.

The beach cleans entailed meeting on a Saturday morning and collecting all the man-made rubbish that could be found on the beach, with the stretch of beach changed every time. Many volunteers came together to clean their local beach to ensure that it was safe for the wildlife and didn't pollute the sea.

Having access to the volunteering hours helped Sian with her decision to volunteer with the Scout Colony. The meetings started quite soon after school for the children, so Sian needed to finish work early in order to be able to help out.

"I have always volunteered on and off throughout my life, my dad taught me at a young age how important it is to donate time as well as money so together we have run holiday camps for children and used to do a lot of fundraising in our hometown in Kent."

portsmouthscouts.org.uk
southseabeachwatch.co.uk

“It was always shocking at the end of the session how much everyone had found when it was all collated together, especially for such a small town.”



Stepping up

Every year, the Royal British Legion calls on the nation to unite in commemorating Remembrance Sunday to acknowledge the contribution of British and Commonwealth military and civilian servicemen and women in the two World Wars.

The Royal British Legion, like many charities, was affected by COVID-19 this year, particularly on the Poppy Appeal fundraising, with thousands of poppy collectors unable to sell poppies locally and many fundraising events cancelled.

Rachel Roberts, Centre Manager at Citibase Newcastle-under-Lyme (NUL), decided to raise money for the cause by embarking on a challenge, the challenge involved climbing the size of Snowdon in her Citibase centre.

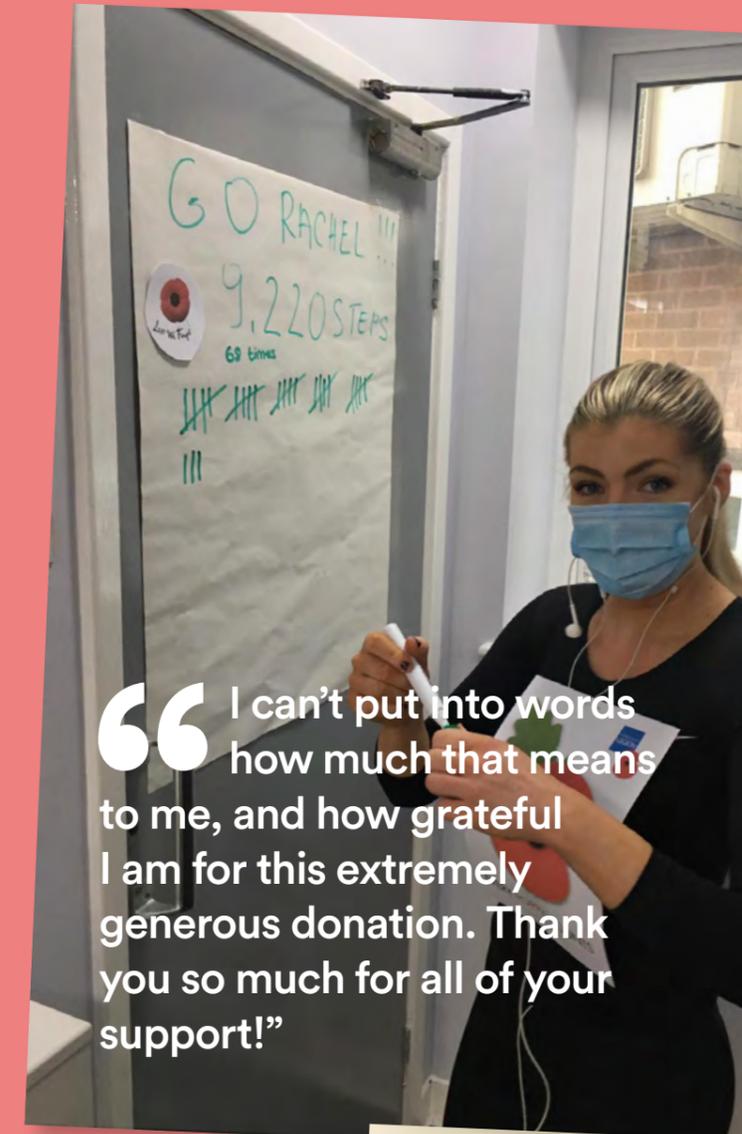
Having calculated that it takes 4610 steps to climb to the stop of Snowdon, and that there are 69 steps in NUL, Rachel would have to repeat this 68 times to climb the distance of Snowdon.

To make the challenge a little bit harder, and to stand in solidarity with all the front line workers in this pandemic, Rachel was also wearing her mask the entire time.

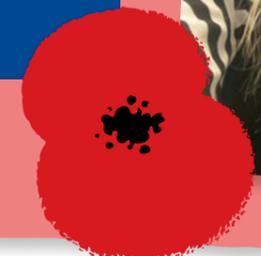
Rachel was able to complete the challenge in 2 hours and 37 minutes, an amazing feat!

Her astounding work didn't go amiss however, with Newable and Citibase staff chipping in and support from friends and family, Rachel was able to raise a total of £490. Newable also made the decision to add an additional £1000 to the final donation, rounding up the total to £1490.

britishlegion.org.uk



“I can't put into words how much that means to me, and how grateful I am for this extremely generous donation. Thank you so much for all of your support!”



Lending team expands its offering

At Newable we understand that SMEs all need a boost from time to time. It could be funding to ride a tricky patch, a cash injection for a new venture, or growth finance to scale your operations.

The problem is, it's not always easy to get that support. Too often, conventional lenders won't help or simply aren't able to move quickly enough. We believe business finance should be fairer, easier and more accessible for companies of all shapes and sizes. Which is why we are expanding our commercial finance brokerage business and aiming to support many more UK SMEs access the finance they need.

How we aim to help

With regional offices in Manchester, Bristol and London, we work with an extensive panel of lenders to deliver brokered finance solutions to improve cash flow, spread the cost of expensive equipment and fund property transactions and development.

Our growing team of experienced advisors provide support to SMEs of any size, in any sector, with a range of products including business loans, invoice finance, asset finance, commercial mortgages, development finance and life insurance.

Following the extension of the Government's loan support schemes, applications for the Coronavirus Business Interruption Loan

Scheme (CBILS) can now be made to lenders approved under the scheme until the end of January. At Newable Finance, we work with many CBILS lenders to help UK businesses access the funding they need and are happy to be able to help during a period of economic uncertainty.

“Newable Finance will help businesses to secure the finance they need to survive and thrive. Looking forward, we expect many businesses will need help and support understanding their financing options to return to growth once we return to more normal times. Unlike many commercial finance brokerages, Newable Finance is focussed on ensuring customers receive personalised guidance from advisors with substantive experience in the sector they operate in.”

PHILIP REYNOLDS,
MANAGING DIRECTOR, NEWABLE FINANCE

Meet some of the new additions to the team:

Terry Wolfendale

Terry Wolfendale is the new Head of Regional Broking at Newable Finance and has been helping SMEs grow for almost 20 years, predominantly in the Invoice Finance and Asset Based Lending space, having worked for some of the leading providers in that market such as Lloyds Bank, RBS and Bibby Financial Services.

Prior to joining Newable, Terry was a Regional Managing Director at Shawbrook Bank with the responsibility for growing their business in the South West.



“As Head of Regional Broking, my role is to build, lead and grow a brand new commercial finance brokerage for Newable in the South West and South Wales. We will offer a truly ‘whole of market’ service, with a team of experienced brokers that will be able to help any business access the finance they need.”

Stephen Jenkins

Stephen has worked in commercial lending for his entire career and started out at Shire Leasing when he was 19 years old. He progressed through various roles, first working in the sales support function before moving into direct sales. Dealing with the end users, mostly micro and small businesses, Stephen financed a wide range of assets and also got involved in unsecured cash loans, invoice finance and property.



“Newable is a highly ambitious business made up of very talented and widely experienced individuals - our plan is to become one of the top asset finance brokerages in the UK.”

The America Made Easy podcast

The America Made Easy (AME) Podcast is a fortnightly show, hosted by Morgan Pierstorff, to help international SMEs tackle the complexity of setting up and growing their business in the American market.

Each episode, Morgan speaks to experts across the foreign direct investment landscape on topics ranging from culture to tax and talent that help businesses map and execute a successful US expansion strategy.

The land of opportunity

The United Kingdom was the United States' 8th largest supplier of goods imports in 2019, which really cements the fact that there is a market and demand for UK goods – one of the many reasons we created the America Made Easy programme.

We wanted to create a channel where we could engage more deeply with SMEs on the myriad of topics within foreign direct investment. A US expansion can be complex and bureaucratic. Due to the format of the AME programme which relies on in-person or virtual events, we were only able to scratch the surface on key topics of interest to businesses planning a US expansion.

With this format, we now have a space where we can do a deep dive into the complexity of

topics such as tax, marketing and recruitment. The podcast allows us to engage with our in-house experts on a deeper level while providing an opportunity for SMEs who wanted to learn more on a given topic to do so at their own pace and on their own timeframe.

For the listeners

In Season 1, we explore the operational elements of scaling business in the US, speaking to the experts on topics ranging from culture to tax to talent as we seek to help SMEs map and execute a successful US expansion strategy. So many companies are just trying to figure out where to start. We help them map that journey in a phased approach that is more manageable thanks to on-the-ground partners and expertise.

The show has had a few noteworthy guests such as Allyson Stewart-Allen, Founder & CEO of International Marketing Partners who helped kick things off. Allyson is a renowned advisor, author, speaker, and educator whose expertise in brand internationalisation is sought after by leading businesses globally. A Californian based in Europe for over 25 years, Allyson has worked across blue-chip consulting firms and now advises Boards of Directors and corporate leaders in the services, luxury, retail, and industrial sectors to name a few.

All of the guests on the show thus far have experience helping international firms scale their brands in the US.

“ We have many more partners and experts across our own team with lots of best practices to share which can help SMEs avoid costly mistakes and plan effectively for the future. Expanding to the US is a journey. Companies need different support at different times and so we are looking forward to building long term relationships with our listeners as their needs change and their businesses grow!”

MORGAN PIERSTORFF, BUSINESS DEVELOPMENT AND SALES DIRECTOR, AMERICA MADE EASY

You can find all of the episodes so far on the Newable website.
newable.co.uk/advice/america-made-easy-podcast-all-episodes

YOU CAN SUBSCRIBE ON YOUR PREFERRED CHANNEL TOO.



NEWFLEX WHITE LABEL

Perfectly located in the heart of the thriving and regenerated Lewisham town centre, My Office Club offers customers ultra-stylish breakout, meeting room and event space, and stunning, state of the art office suites.

My Office Club, which is a NewFlex 'White Label' venture, is housed in the iconic Tower House. It boasts a welcoming and hugely impressive reception area and dynamic co-working space, all just short walk from the shops, bars and restaurants of Lewisham Shopping Centre.

A range of break-out spaces, including custom meeting and event space can be found at My Office Club Lewisham. The impressive reception area has been designed to give clients and visitors a dramatic and impressive first impression.

With two floors of bright, fully furnished office suites in various configurations, all available on flexible terms, there's plenty of space to suit businesses of all sizes.

My Office Club

Lewisham



NEW RECRUITS

Meet our new starters!

In a time of economic uncertainty and high rates of unemployment, Newable are grateful to be in a position to not only be able to retain current employees, but also take on new staff and continue to grow the business. Meet two of our newcomers.

Lloyd Wuth

Lloyd Wuth recently joined the Capital team as an Investment Manager.

Tell us a little about yourself

I joined Newable Capital from KPMG, where I was a Manager in the Private Equity Deal Advisory team. I focussed on financial due diligence for primarily UK based medium to large Private Equity houses, on transactions from £50m to £2.5bn across a number of sectors.

Prior to moving to the KPMG Deal Advisory team I worked in both Audit and briefly in Management Consulting at KPMG UK, with a key focus on large banking clients such as Standard Chartered and HSBC.

Originally from South Africa, I grew up in Johannesburg and then studied at the University of Cape Town where I obtained a Bachelor of Business Science with honours in Finance and a Postgraduate in Accounting and Finance. I qualified as a Chartered Accountant, also with KPMG, before moving to London with my girlfriend (now wife) at the beginning of 2015.



Outside of work, I enjoy staying fit, and when we can, catching up with friends and family, travelling, playing golf and watching the Springboks.

What excites you about Newable?

I am really excited to be joining a relatively new team in Newable Capital and hopefully helping grow this part of the business. I am passionate about understanding and growing businesses, and appreciate that Newable will look at acquisitions across various sectors and industries, while being able to offer advice and support that other private equity businesses may not have access to.

Rob Thompson

Rob Thompson has been appointed as Newable's Deputy Group Chief Financial Officer, a new position created to help support the Group Finance platform as the Group continues to grow in scale and complexity.

Tell us a little bit about yourself

I was born in Essex but grew up in Sussex, then moved to Bristol where I studied Law at university. I headed to London when I graduated but am now back in sunny Essex, where I live with my wife (and two children when they're not away at university). Following a few relatively random jobs straight after graduation, I settled into accountancy, training with a mid-tier firm in London. Most of my career since qualifying has been in various forms of banking – I spent 16 years in Finance and other roles in commercial and investment banking before moving to the Bank of England in 2017, where I was Deputy (and, for a time, Acting) CFO. I joined Newable in September where I am also Deputy CFO, a new role in Finance which reports to Mike Walsh. I enjoy cycling, cinema and am an avid cricket follower (rather than player...).

How was joining a new company during a pandemic?

It has certainly been different at least! I think it might have been harder had I not, like many of us, already spent several months working at home, getting to grips with the various challenges (and upsides) of remote working and all the rest of it. It would also have been much harder had everyone I have met so far at Newable not been so free to give up their time to meet with me (even if only virtually) and listen to my endless barrage of silly questions! I have been spending two or three days a week in the office in an attempt to learn as much as possible and build better relationships with the teams, so that has felt a bit more normal too (if there is even such a thing any more...).



“Talent is the lifeblood of our business and both Rob and Lloyd are great additions to the team. Since the start of lockdown, Newable have hired 42 individuals across the business and we hope to continue to provide opportunities to many more.”

CHRIS MANSON, CEO

Senior Team Question Time with Mash Karim

As part of our new series to get to know the Newable senior team better, meet the latest addition to the Executive Team, Mashudul Karim, Chief Information Officer.

Where is your favourite place and why?

Sylhet, Bangladesh because it's still home (I was born there and my parents have retired there). You can spend practically all day fishing and eating fruit of almost every variety, straight from the tree and nearly all year round (being careful where you throw pips because the land is so fertile). It's also the only place in the world where bad tea cannot exist (unless Jamie Parker is visiting).

Who is the person who has most influenced you?

Growing up, and beyond my parents, I would have to say my elder brother. He's cool, funny and amazing at sports...so everything I wanted to be and certainly am not but I keep trying. He influenced my taste in music and cinema and I even followed him into technology. His first proper car (i.e., not a hand-me-down) was a BMW convertible so guess what my first proper car was?

Which 7 people would you have for dinner?

Outside of my family and friends, and thinking of famous people living or passed away (trying

to avoid religion and politics like all good hosts and ancient history for good measure), in which case: Ada Lovelace, James Clerk Maxwell, Rabindranath Tagore, Elizabeth Taylor and Richard Burton (from the period between Cleopatra and their first divorce), Grace Jones and Kate Bush.

Who would you swap your life with for a day?

Either of my two daughters as I wouldn't have a care in the world and would have long, beautiful and slightly wavy hair (again).

What do you watch on Netflix?

Mostly science and nature programmes but I think someone (cough) managed to compromise my account and go on a binge of crime shows based on a true story, crime shows guilty of attempted truth, crime shows that couldn't identify the truth from a line-up of truths and Korean drama.

What are the 3 items that you always carry with you?

Usually I'd say phone, wallet and keys but now it's phone, face mask and hand sanitiser!

“ I hope that I'm nearer to the beginning of my career than the end but I'm certain that I've experienced and achieved more at Newable than I would have anywhere else.”

What's the best advice you have received?

Someone once told me to never conflate ignorance and indifference. There are those who don't know and there are those who don't care; you should be careful to not mistake one for the other or treat them the same.

What's the best thing about working at Newable?

I've been here since 2005 (roughly when Harry Civil lost his first tooth). In short, working at Newable is a lot like working at a dozen different companies at all once, as I did early in my career with an outsourcing firm, but with the good parts left in and the bad (mostly) taken out.

To expand on that, what I enjoy the most is working with colleagues across different industries and markets but we share a common vision and purpose. The company I joined is completely different from what it is today in all aspects save one: it remains a fantastic place to work. In my time, no two years have been the same: we have bought companies and sold them; we've entered some new markets and exited others; we've won major contracts and sometimes, very rarely, lost them; and, we've done countless office moves (powered by pizza and fizzy pop).

In Digital, we've grown from a single person managing a broom cupboard with a couple of servers to a team of 16 with all manner of characteristics, skills and experience including Harry who is now all grown up.



Calling Global Young Innovators

Innovate UK in partnership with Newable, Exemplas, Innocircle and Advance International Business Development have opened applications for the Global Young Innovators Programme, an exciting new, free programme for 60 of the best and brightest young innovators and entrepreneurs in the UK and South Africa to come together to tackle some of the world's biggest challenges.

Aimed at 18-30 year olds with bright early-stage ideas and founders of UK-based start-ups, the virtual programme will task young innovators with co-designing projects to tackle five global challenges: creating a low carbon economy, healthcare, improving education, infrastructure and transforming rural & urban communities.

The 3 to 9 month programme includes a package of expert advice, tailored coaching and financial support. Successful applicants will have access to a dedicated innovation mentor, industry leadership training, five-day hackathon,

five-day seed funding boot camp, ongoing webinar series and the chance to pitch for one of 15 £10,000 funding grants to launch their project.

The programme is being launched by Newable, Innovate-UK – a leading innovation agency that is part of UK Research and Innovation, Exemplas Trade Services, which helps businesses in the east of England to launch and grow overseas, plus South African partners Advance International Business Development and Innocircle.

GLOBAL YOUNG INNOVATORS PROGRAMME
Bringing together the best & brightest young innovators to tackle global challenges

Delivered by

Newable **Advance** **INNOCIRCLE**
International Business Development

Exemplas **UKaid**
Trade Services

UKRI **Innovate UK**

#IDEAS MEAN BUSINESS
Apply now

Previous success stories from a similar Innovate UK programme include Essex-based Adam Root, founder of Inheriting Earth, a sustainability-focussed product design company, currently developing a filter to prevent micro plastics entering the water system through washing machines. Adam has represented the UK on a specialist youth council at the 44th G7 summit in Canada and in 10 years' time hopes to be a major leader in ocean plastic reduction. "The ocean is such a passion of mine. I really wanted to help and I felt like I had the skills and the ability to do something. So many people think the problem is too big – I want to help people to feel like they can do something." comments Adam.

Chris Manson, CEO of Newable, comments: "We are living through a period of rapid change and uncertainty with global issues that have been accelerated by the pandemic, requiring true innovation and collaboration to help solve them. Through this programme with our partners, we want to unlock and empower some of the UK's brightest minds and early stage businesses, with a well-rounded package of support to help unleash their potential. It is vital that we remain at the forefront of research and innovation – we have a duty to ensure that we are nurturing the next generation of problem solvers."

Applications for the programme will close on 08 January 2020. Young Innovators can apply today by visiting go.newable.co.uk/UKYoungInnovators

“Diverse teams produce better outcomes and encouraging UK and South African young innovators to work together to share ideas and create business ideas to solve fundamental global challenges is vitally important.”

SEHRI MIRZA, PROJECT MANAGER

#IDEAS MEAN BUSINESS

Surveying our customers confidence

At Newable, we are committed to supporting UK businesses, helping them to grow and thrive. To do this, we need to understand the current challenges Fig 3 (and opportunities) SMEs are facing. Every 6 months, we survey over 1000 UK SMEs to fully understand how current social, economic and political factors alter the landscape in which our customers operate.

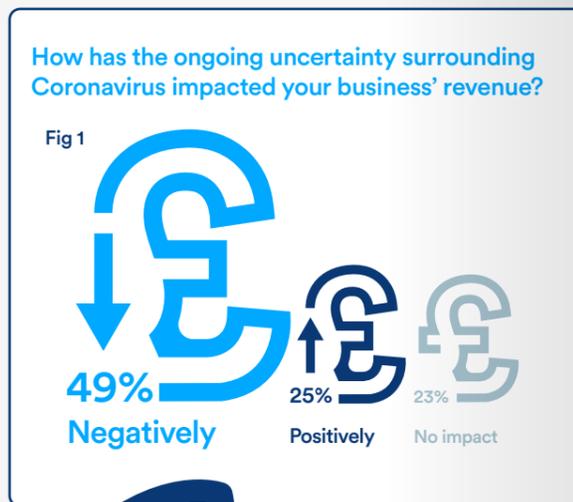


Fig 2
Are you delaying investment decisions because of the coronavirus?

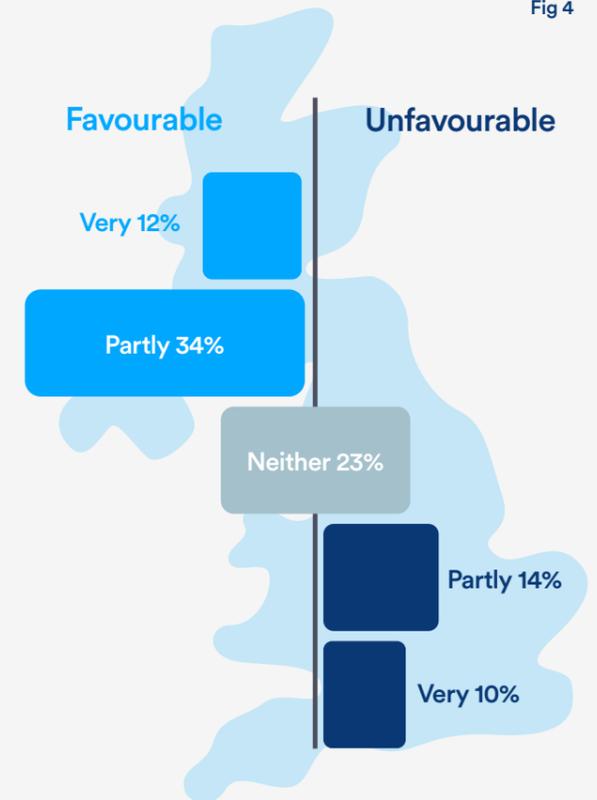


The exclusive survey of 1,009 SME decision makers by the leading provider of money, advice and workspace to SMEs, Newable, reveals that 49% Fig 1 of UK SMEs are experiencing drops in revenue and 63% Fig 2 have put the brakes on investment decisions. However, both figures are down 10% from Q2 which shows a positive sign of recovery amongst small businesses since the first lockdown. SMEs have also remained optimistic as 35% think that their businesses will fully recover in under 12 months, down only 2% from Q2.

With the UK coming out of a 2nd lockdown, 46% Fig 6 of SME decision makers feel that overall Boris Johnson is dealing with the Covid-19 outbreak effectively, down from 56% in Q2, suggesting the recent restrictions have tempered confidence in the PM. Additionally, only 46% Fig 4 of SMEs think the economic package rolled out by the Government has been favourable to them. In line with this, support for Rishi Sunak has increased with 41% Fig 5 of SMEs wanting to see him take the stand as Prime Minister in the future, up from 36% in Q2.

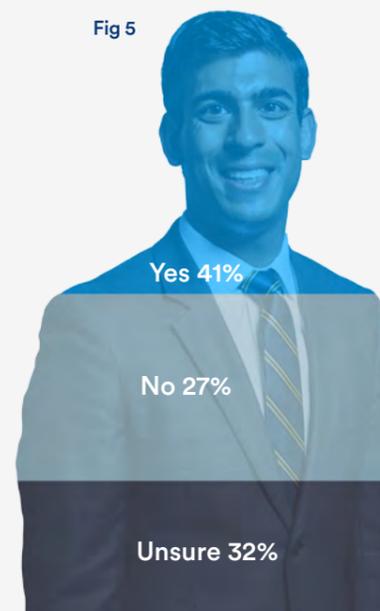
To what extent do you think the COVID-19 economic measures have been favourable to SMEs?

Fig 4



Would you like to see Rishi Sunak replace Boris Johnson as future PM?

Fig 5



Do you feel Boris Johnson is coping with the Coronavirus outbreak effectively?

Fig 6

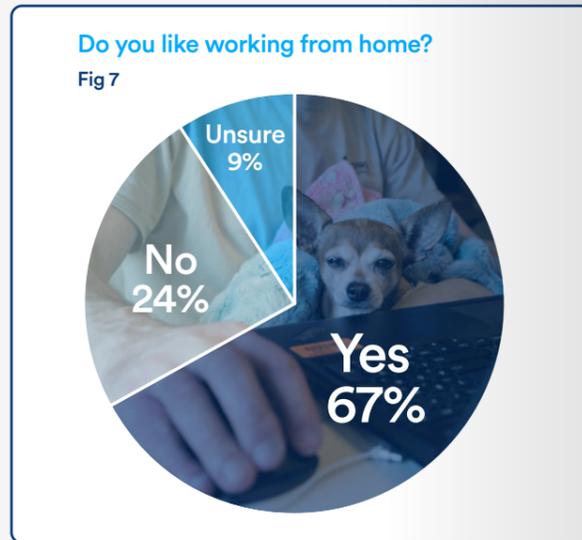


“It is comforting to see SMEs are starting to show some signs of recovery – despite these unprecedented and hugely challenging times for the almost six million SMEs that form the backbone of our UK economy. Whilst the pandemic continues to take up most of the current debate, it clear that SMEs are fearing the fallout of Brexit and more needs to be done to ensure SMEs are supported during this transition.”

CHRIS MANSON, CEO OF NEWABLE

Despite SMEs expressing a willingness to work in an office close to home **Fig 8**, 67% **Fig 7** of SME decision makers are enjoying working from home, which is only down 2% from Q2, suggesting working from home is now no longer a novelty. Additionally, 40% **Fig 11** of SMEs have seen a rise in productivity since working from home, up from 33% in Q2 and only 24% stating they have seen a decrease in productivity.

With 40% stating working from home has not had an impact on morale, the lack of human interaction (37%), team contribution (19%) and office facilities (12%) are among the things missed most about working from home. **Fig 10** The results suggest that we may see a 'flight to flexibility' – with companies shifting to hybrid working styles.



What have you missed the most about working in an office?

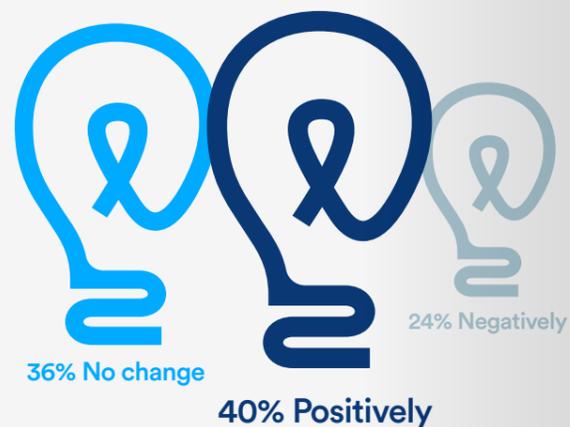
Top 3 responses:

Fig 10

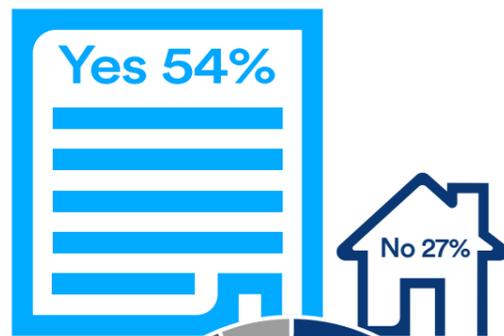


How has working from home impacted your businesses productivity?

Fig 11

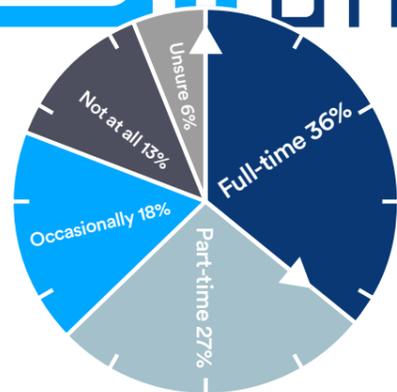


If your company opened a smaller office closer to home would you be more likely to want to work in an office environment?
Fig 8



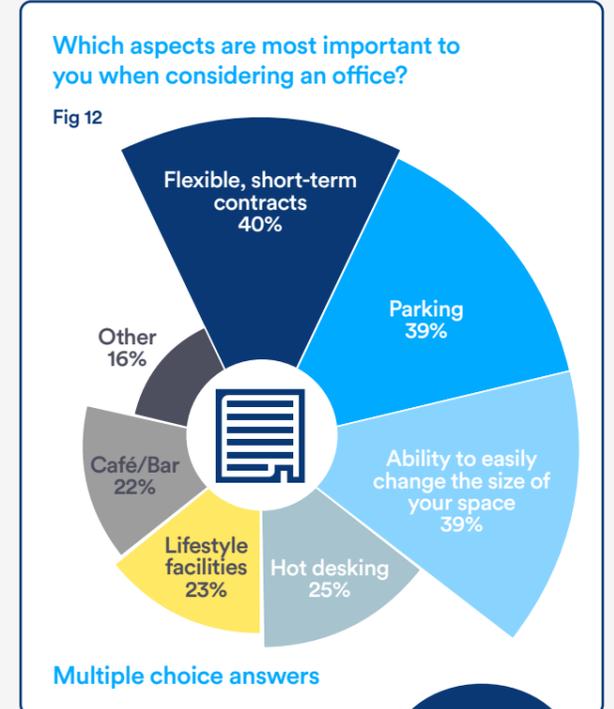
How often would you want to work in a smaller office closer to home? (Multiple choice answers)

Fig 9



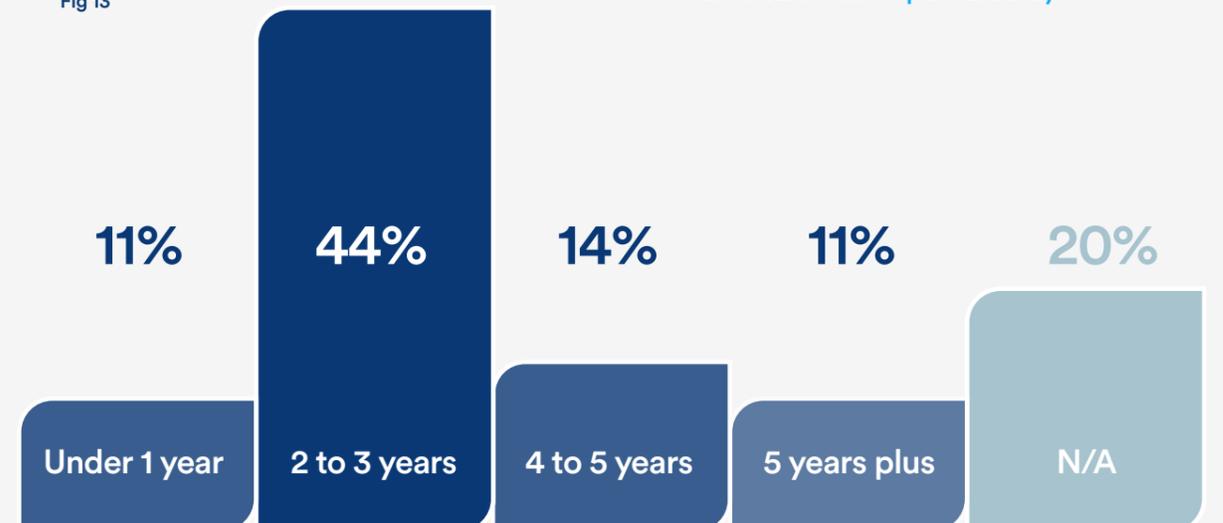
55% **Fig 13** have stated their preference for office contracts of less than three years while 47% **Fig 14** see a bright future for the flexible office industry – compared to just 20% who don't. The desire for flexible, short-term contracts is of upmost importance to SMEs, with 40% **Fig 12** selecting it as the most important option when considering an office, followed by the ability to easily change the size of your space at 39%. These figures suggest that SMEs crave flexibility and a lower financial risk when selecting office spaces, especially during times of uncertainty.

Chris Manson adds: "There is no doubt the pandemic has changed the world of work forever, but it is interesting to see how many SMEs actually do crave an office environment, however want to avoid the risks of long commutes and higher populated areas by staying closer to home. Here at Newable, we have begun a roll out of smaller, suburban work hubs as we expect to see conventional office portfolios shrink as space is reevaluated and repurposed to be more flexible. There will always be a need for human interaction and team collaboration, however it is good to see the increases in productivity as we fight through this second lockdown."



What is your ideal office contract length?

Fig 13



Do you think the future is positive or negative for the flexible office space industry?

Fig 14

ROLE MODEL HERO

Lyca Amichia – Black History month role model

Created in 2007, Urban Synergy is an award winning early intervention mentoring charity that helps over 1,000 young people between 11-18 years of age reach their full potential through outcome focussed mentoring programmes and inspirational seminars.

To celebrate Black History Month in October 2020, Urban Synergy put forward a number of inspirational figures as Role Models. Not least Lyca Amichia, Newable's Head of Human Resources at Newable. This is what she had to say.

What is the best part of your job?

I love the fact that no day is ever the same and I am constantly learning new things. I can easily find myself juggling a whole range of challenges, at the same time ensuring that the biggest asset of the company, its people, are well looked after and supported, making a positive difference in their working lives. I can also find myself working on diverse projects and find myself spending time engaging with remarkable people, whom I enjoy seeing grow in their roles.

Biggest learning moment of your career?

The road to success is always under construction. It is paved with struggles, but as long as I'm able to learn from my mistakes and never give up, the sky is the beginning! A winner never quits, a quitter never wins!

What does Black History month mean to you?

An opportunity to recognise the bravery of our ancestors, and also celebrate the numerous accomplishments and contributions that people of African and Caribbean descent have made to society, that often go unnoticed. This is a milestone to reflect on how far we are yet to go, but with the conviction that further changes are possible through raising awareness.

Why is being a positive role model important to you?

I believe it is so important because it would inspire young people from black descent to dream big and believe that success is achievable. It can inspire them to live meaningful lives, to be people of good character, who can hope in a better future and have a purpose in life, but above all it can help unleash their true potential.

What is your top tip to success?

I would give three as I feel that they are so interconnected. Firstly, start the journey with a

good plan. However, it is worth acknowledging that there will be failures along the way, but one needs to keep determination as one's motto. It goes without saying that distractions are a dream killer, so remaining focussed and determined would be very key.

What is your greatest achievement?

My greatest achievement was completing my Bachelor Honours Degree in Business Management with a 2:1 in 2005, despite numerous challenges during my university years. I was only 17 when I arrived alone in the UK and felt young and free, without parental guidance. I became a real partygoer and

neglected my studies at first. However, several challenges happened, and I managed to turn the wheel and self-motivate to successfully complete it. This taught me that everyone has the required inner strength to pull through life trials.

What advice would you give to your 16 year-old Self?

You will have many life experiences that will shape the person you will become. Always keep the mindset of learning from your mistakes to develop the right wisdom to make good decisions and choices. In all you do, excellency should remain your motto. Keep on dreaming, the sky is not the limit but the beginning! Be more involved in the community and always give back to society.



“The road to success is always under construction. It is paved with struggles, but as long as I'm able to learn from my mistakes and never give up, the sky is the limit! A winner never quits, a quitter never wins!”

LYCA AMICHIA, HEAD OF HR, NEWABLE

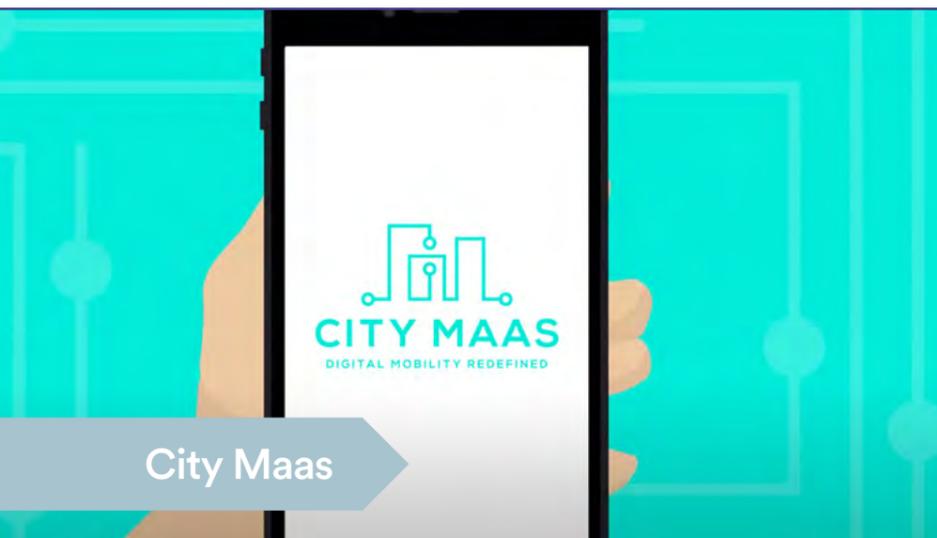
Backing British Businesses

Supporting British SMEs is at the heart of everything we do. Across our range of services Newable back British businesses.



CamperVanTastic

Newable's social impact team supported family run business CamperVanTastic, with a new programme designed specifically to assist London based small businesses navigate through the national economic crisis. The programme helps business owners modify or sustain their business processes and delivery in this climate of socio-economic uncertainty.



City Maas

CityMaas Assist is a mobile app and web service using technology to achieve spontaneous and inclusive frictionless travel for disabled people. Newable, a delivery partner for the Enterprise Europe Network, introduced City Maas to Innovation Adviser Sandra Steinhauer. Sandra helped City Maas twin a T-TRIG Grant worth £30,000 as well as an IP audit grant.

Soho Juice Co are a London based drinks firm first that make non-carbonated mixers to have with spirits. Having secured various UK retailers, the company's natural next step was to expand internationally. The Department for International Trade, for which Newable is a delivery partner, helped Soho Juice find their first export market, Sweden. UK SOHO is now sold globally with team members across the world.



Soho Juice Co.

Nebula Consulting, experts in the business tool Salesforce, help companies utilise technology to enhance their business. Having outgrown their current space, Nebula Consulting were on the hunt for somewhere new to house their team. Enter Officio, who became part of the Newable Group in 2019. Officio put forward a variety of spaces before Nebula decided to take an office with The Space UK in Aldgate.



Nebula Consulting

The Global Growth Institute (GGI) works with Governments, Companies and Leaders across the globe to maximise their people investments. Mark Higgins, a Department for International Trade Adviser was instrumental in helping GGI to connect with embassies and consulates, and their respective trade advisors in Hong Kong, New York, The Hague, Chennai, Istanbul and Ulaanbaatar



Global Growth Institute

Newable