

START UP BROMLEY

Business support for aspiring
and early stage entrepreneurs



Discover more

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Only a few days to go until Start Up Bromley's first networking event on Thursday 30 September from 18:30 with Jackie Groundsell of [1230 TWC](#). This is an excellent chance to learn the essentials of effective networking and to make new business connections. Registration is essential! Scan the QR code, or follow the [Eventbrite link](#). We look forward to seeing many of you there!

Start Up Bromley Presents... Networking for Business Success Jackie Groundsell



In collaboration with 1230 The Women's Company's Jackie Groundsell, Start Up Bromley is holding a networking event that can't be missed! Registration is essential.

Thursday 30 September 2021

6.30 pm – 8.30 pm

4th Floor Hall, Bromley Central Library

Scan our QR code to
register your attendance
and for further details



eventbrite link

1230
The Women's Company

Bromley
THE LONDON BOROUGH

BETTER
www.better.org.uk

Business &
IP Centre
London

BRITAIN

Returning to an office environment?

Tracey Latterman of [THL Coaching](#) was kind enough to share her thoughts and insights with us about workplace environments in a post-covid business world:

"44% of employees feel anxious about returning to their workplace, according to a new survey published by the [CIPD](#). In addition, the same survey found that 52% of London workers were anxious about commuting to work.



Photo by Matthew Henry on Unsplash

We need to acknowledge that we, and the people around us, have legitimate concerns about returning to the workplace. But, as business owners, we need to ensure we put our people and their concerns first as we move into this next phase of the pandemic. It's not good enough to just address the physical Health & Safety (H&S) of the workplace; we now need a greater emphasis than ever on the mental wellbeing of our people.

As we've established, we are all in the same storm but different boats, with different experiences of the pandemic and its impacts. Some of us are in paddle boats without any oars, frantically trying not to drown, and others are in ocean liners, surrounded by people delivering them cocktails. But, of course, there is a host of people in-between those extremes. Their experiences will no doubt impact how they see and experience the return to work.

Many of the concerns are around the H&S of themselves and their loved ones. Therefore, the first step should be to understand and acknowledge their anxieties and mutually agree on how and when they return to the workplace. Flexible working is here to stay; if you simply demand that everyone returns to the 'old normal' you will damage the relationship, break trust, create conflict, and end up with people on long-term sick leave or your talent walking out the door.

A Microsoft/LinkedIn survey across 30,000 people in 31 countries, found that "40% of the global workforce are considering leaving their employer this year, a thoughtful approach to hybrid work will be critical for attracting and retaining diverse talent."

Therefore, if we want to keep our talent, we should learn from each other's experiences, minimise the stress and uncertainties that many feel about returning to work, and build trust by adopting a collaborative and thoughtful approach to returning to work."

THL

COACHING

About Tracey Latteman of THL Coaching
With over 20 years in Senior Operational/HR roles in the legal field, I have managed a variety of teams across key support areas, evaluating resources, planning and executing successful projects, relocations, and restructures.

My organisational experience enables me to recognise the complex and constant challenges that exist for individuals and organisations. I work predominantly with Middle to Senior Managers and Executives, both on an individual level and as groups, focusing on identifying and enhancing their strengths and understanding how they think, lead, interact and deliver results.

I work across the employee life cycle, including redundancy, job search, interview skills, career change, performance management, support during on-boarding or promotion, and return to work after a career break.

THL Coaching most recent assignments include:

Global Investment Research

Global Tech Management

Supporting organisational leadership with tech management team dynamics across three global sites.

Thackray Williams LLP

Equity Partner Group

Understanding and developing their individual and group strengths, characteristics, and business behaviours. The purpose was to build further strength in their leadership.

Acuris – global media company

Snr HR Advisor

Three-month programme: Personal brand and communication at a senior level to achieve promotion (Since promoted twice).



Tracey Latteman

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[**https://www.linkedin.com/in/tracey-latteman/**](https://www.linkedin.com/in/tracey-latteman/)

Start Up Basics Workshop Review

Why do you want to start a business? This was the first question Lee Lam of **Your Startup Partner** asked our members in our 9th September webinar. Lee took us through the 10 main questions every aspiring entrepreneur, new business, and even well established business should be thinking about. The questions might seem obvious 'what business do you want to start?' or 'what is your first goal?' but taking a serious look at not only the questions, but how you would achieve the outcome helped give a deeper insight into business passion, ambitions, and fresh ideas on how to steer your business more down the path you want and ultimately achieve business growth. The webinar was recorded, available exclusively to our Start Up Bromley Members, so if you would like to re-watch, or for those who were unable to attend please get in touch with the Start Up Bromley Team.

Photo by Estée Janssens on Unsplash

UPCOMING EVENTS & THINGS TO LOOK FORWARD TO:

START UP BROMLEY WORKSHOP ALERT:

Nicola Philips of **Canvass** will be running an educational and interactive workshop on the **10 Steps to creating a Successful Website**, to provide you with a clear breakdown of the stages to consider when approaching a website project, ensuring you create strong foundations to grow your business online. This in-person workshop will take place in the **Workshop Room at Bromley Central Library on Thursday 14 October from 12:00 - 13:30**. Registration is essential via [Eventbrite](#).

CANVASS:

Canvass designs and builds websites. They help SME's get their ideas online, demystifying the technology and making the process accessible to all. With over 20 years experience in the digital industry, they navigate clients around the potential pitfalls and support them with their challenges. Their team aims to create clean, modern solutions with a focus on design and quality. Believing all businesses can be a force for good, all their sites are designed, built and hosted with 100% renewable energy and they donate 10% of profits to [The Young Lives Foundation](#). To learn more about Canvass please visit their website <https://www.canvass.design>



OTHER UPCOMING EVENTS:

Thursday 30 September - Networking for Business Success, **4th Floor Bromley Central Library 18:30 - 20:30**. This event will give you a brief introduction to the skills needed for effective networking, followed by the chance to make new business connections with speed networking. Registration is essential via [Eventbrite](#).

Wednesday 6 October - 'Deep Dive' Productivity Pod session, **Orpington Business Lounge, Orpington Library 10:00 - 13:00**. Hosted by Laretta of [Life in Magazines](#), & Helen of [The Social Surgery](#). The Deep Dive session will start with attendees stating what they'd like to get achieved in the two hours and then get to work to achieve that. After the group discusses what each managed to accomplish, followed by a dilemma/challenges discussion where the group can help each other. A limited number of spaces are available. Please register by sending your full name, telephone number, name of the business (and business nature) to: productivitypod@post.com

Thursday 4 November - Social Media: Content Creation, **Workshop Room, Bromley Central Library, 10:00 - 11:30**. Jem Bahaijoub of [Jem Bahaijoub consulting](#) will be taking us through a 90-minute workshop that will help you create a framework and systems to strategically organize your social media communications. Registration is essential via [Eventbrite](#).

Start Up Bromley Members Directory

It has been great to see so many Start Up Bromley members add their businesses to the Directory! Follow this [link](#) or scan the QR code to get to know Start Up Bromley Members by exploring the exciting and varied products and services they provide!



Members Directory



Visit
[www.better.org.uk
/start-up-bromley](http://www.better.org.uk/start-up-bromley)
to learn more!

View the
MEMBERS
DIRECTORY
here.

BUSINESS ROOMS AT THE LIBRARY!

BROMLEY CENTRAL LIBRARY

The Business Lounge at Bromley Central Library is open for drop-in visitors, while the Library is open;

Monday - Friday	9:30 - 19:00
Saturday	9:30 - 17:00

In addition to our Business Lounge at Bromley Central Library we can offer small rooms for use for private meetings with clients, professional advisors and so on. These rooms must be pre-booked, to do so either email the team or complete our [booking form](#).



ORPINGTON LIBRARY

The Business Lounge at Orpington Library is open for drop-in visitors, at the following times only:

Tuesday - Wednesday	10:00 - 17:00
Thursday	10:00 - 13:00
Friday	10:00 - 17:00

Please contact the [Start Up Bromley team](#) if you cannot find the email containing the access codes for the Business Lounges

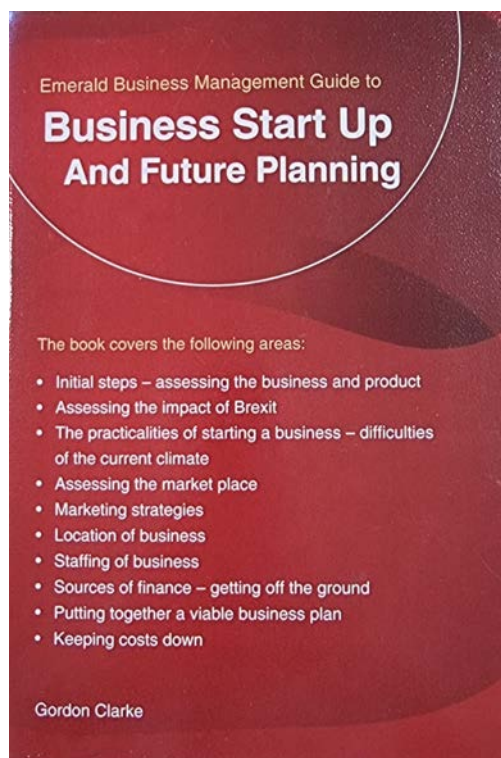


We are excited to announce that we are currently in the process of setting up a third Business Lounge in Biggin Hill Memorial Library, which should be available for our Members to use from early - mid October. We will be sure to let you all know the exact opening times once available.

JOIN THE PROGRAMME NOW!

There is no charge for joining Start Up Bromley or any fee for using the facilities on offer. All we ask is that you complete our Registration Form [\(link\)](#) which will give us brief details of you and your business or business idea.

BOOK OF THE MONTH!



Business start up and future planning

Clarke, Gordon, author;

Sproston, Roger, editor [2020]

This comprehensive and easy to follow guide covers all the main topics you will need to consider when starting a business, as well as to the ongoing planning and development of a business. Topics covered include;

- Putting Together a Business Plan
- Setting Out Business Objectives
- Choosing the Structure of your Business
- Location and Staffing
- Protecting Intellectual Property
- Marketing your Business
- Pricing your Product
- Raising the necessary finance & controlling finance

**You can reserve a copy
of the book at your local
Bromley Library [HERE](#)**

Just a quick final note, if you have a product or service you wish for us to feature in the monthly newsletter then please feel free to email us at StartupBromley@gll.org.

Follow us on social media for
Start Up Bromley updates



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**Thank you, we look forward to seeing you at our future events
and 1-2-1s**

**With kindest regards,
the Start Up Bromley Team!**