

Directory of Professional Support

... a comprehensive guide to the professional advice available to Technium companies



Technium[®]

From big ideas to big business



G/MH/3449/11-09
November
ISBN 978 0 7504 5446 9

Typeset in 12pt
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Introduction

Technium Professional Service Providers

Technium offers enhanced specialist support to residents and associate members across Wales via a network of approved professional firms dedicated to supporting Technium companies.

The professional firms operate in a wide range of discipline including: sales, marketing, research, design, purchasing, innovation, IP, law, taxation, accountancy, finance/investment readiness, banking, IT, HR, employment law, business administration and management.

How they work with you

The professional firms all offer Technium residents and associate members at least two hours initial free advice on a “no-obligation” basis, with many offering much more. In certain cases, this can result in cost savings from an advisor of over £1,000! The firms offer regular one to one support, and a free telephone helpline in order to answer queries on a range of subjects.

How to access the service

In order for you to access the specialist advice we will set up one to one meetings on your behalf. You will be invited to seminars, briefings, drop in clinics and networking events.

The professional firms are also available for one-to-one meetings at your place of work. The monthly Technium e-newsletter will also keep you up-to-date with regular industry updates from the professional firms.

Continuing the relationship

If you would like to continue working with one of our professional firms, financial assistance is now available. Please contact your Technium Manager for further information on how to apply.

Contact us

Please do not hesitate to contact **Louise Morris** to discuss your business needs in more detail and to match your support requirements with a suitable professional firm.

Contact Louise Morris to discuss your business support requirements at louise.morris@technium.co.uk or telephone **07834 452 558**.





Support Available

Finance

Accountancy

- Salisbury & Company
- PKF
- PricewaterhouseCoopers
- Ralph Bettany Associates

Raising finance and investment

- PKF
- PricewaterhouseCoopers
- xénos

Independent Financial Advisers

- Estate Capital Financial Management
- PKF

Taxation

- Salisbury & Company
- PKF
- PricewaterhouseCoopers
- Ralph Bettany Associates

Legal

Legal Services

- Aaron & Partners
- Capital Law
- John Collins & Partners LLP

Intellectual property, patents and trademarks

- Abel & Imray
- Haseltine Lake LLP
- Urquhart-Dykes & Lord LLP

Managing your business

Business management and administration

- Business XL Consultancy
- EnterpriseConsulting
- GreyMatter
- Greenleaf UK

IT support services

- Teamwork Technology Services
- Digitrol
- Smart data

Health and Safety

- Creative Risk Solutions
- Hazard Research and Risk Consultants (HazRes)
- La Playa

Insurance and risk

- Creative Risk Solutions
- Estate Capital Financial Management
- La Playa

Marketing, sales, communications and branding

Sales and Marketing

- EnterpriseConsulting
- GreyMatter
- John Rees Consulting
- Rhian Hayward Consulting

Branding and corporate identity

- Sequence
- S8080

Human Resources

HR services

- Acorn
- Capital HR

Training, recruitment and retention of staff

- Acorn
- Capital HR
- GreyMatter

Employee' benefits (share schemes, pensions, healthcare etc.)

- AWD Chase de Vere
- Estate Capital Financial Management
- PKF
- PricewaterhouseCoopers

Company Profiles



Aaron & Partners LLP is a high profile highly motivated firm committed to the needs, demands and success of its Welsh clients. It is a leading firm of commercial lawyers working for business clients and assisting them to solve their problems. The firm handles the core areas of commercial law such as litigation, corporate, commercial, employment and property. We also provide specialised services such as corporate finance, planning, environmental, minerals and waste, transport and warehousing, insolvency and notarial services. Aaron & Partners is committed to providing high quality legal services. It holds the national quality standard as an Investor in People and has also achieved the Law Society quality standard Lexcel.

www.aaronandpartners.com



Abel & Imray is a long-established firm of patent and trade mark attorneys, with an office based in Cardiff since 2001. We advise companies of all sizes on all aspects of intellectual property (IP).

IP takes many forms – patents can protect inventions, trademarks can protect names, logos and branding, and copyright can protect company literature and software code. Other, less obvious forms of IP include the know-how that a company has at its disposal. Abel & Imray can help in identifying, protecting and enforcing IP in the UK and worldwide.

In order to be protected, IP must be identified. Abel & Imray can help by providing a free informal IP audit to help you to identify key IP, to determine whether it is suitably protected and, if not, to suggest ways of protecting that IP.

Further information concerning Abel & Imray, the technical expertise of our attorneys, and the services we offer can be found at our website.

www.patentable.co.uk



Acorn's Learning Division specializes in providing Workforce Development Solutions. We offer a comprehensive portfolio of learning and development programmes that include: training / business consultancy services; personal development programmes; team building; leadership exercises; management programmes; health and safety programmes; IT courses.

These can be bespoke or accredited courses tailored to meet the needs of all types of organisations, across a wide range of areas. Our Awarding Body Accreditations include CIEH, City & Guilds, Edexcel, BTEC, EDI, OCR, and OCNW.

Once a plan has been developed we will research funding opportunities to support the cost of delivery.

To view full outlines of our courses please visit our website: www.acornpeople.com if you do not find the course you are looking for please contact us to discuss your requirements.



AWD Chase de Vere

During this period of economic turmoil there are significant pressures on businesses to reduce costs. The dilemma which we are faced with is the need to retain key talent whilst improving the bottom line.

Asking four key questions can help you ensure your benefit provision is more effective and saves you money:

- What benefit package do you offer – does it work?
- Do you know what else is out there?
- How do you deliver it – could it be more efficient?
- What does it cost you – could that money be better spent?

We are able to help you:

Implement a new range of benefits or review existing arrangements; introduce a Flexible Benefits (Flex) Scheme; review your pension scheme liabilities; create a tax-efficient remuneration strategy for directors and executives (The Financial Services Authority does not regulate tax advice); review the cost of your benefits such as group life assurance or private medical cover; establish an employee engagement programme to help your employees appreciate the value of the benefits you offer to them and look at ways to improve awareness

Whatever your needs, our team of employee benefits' consultants based throughout the UK can assist.

www.awdplc.uk



Business XL Consultancy specialises in helping start-up and growth companies in the technology sector, to establish documented management systems that are designed to streamline critical business processes and optimise business performance.

Having an approved management system is becoming an essential element for tender applications and winning new business, indicating that you have the controls in place to continually develop and provide your services and products.

Our key services include management system implementation, development and audit for:

- ISO 9001:2008 – Quality Management Systems
- ISO 14001:2004 – Environmental Management Systems
- EFQM Business Excellence Model

In addition we offer interim project management for:

- New product development and introduction.
- Six Sigma Methodologies.
- Lean Process Improvement.

Our consultants are qualified and experienced Lead Auditors, Six Sigma Black Belts, Lean Practitioners, Business Excellence Assessors and Prince 2 Practitioners.

We will deliver training, coaching and consulting in all aspects of business improvement techniques.

www.bizxl.co.uk



At **Capital Law** we don't try telling you that we're different; we think you'll see that for yourself. We focus on core areas of law and business support. By sticking to what we're good at, our advice is always clear, focused and expert. Our clients are mostly businesses, both publicly quoted and privately owned. They are not impressed with jargon and aren't tolerant of delays. Neither are we. Our lawyers are straight-talking and proactive; they are strong on the law and keep in mind the commercial objective. We work in teams which are structured to enable us to allocate exactly the right resource to each client.

We have worked with many Technium businesses and would be delighted to meet with you. As part of our commitment to working with Technium businesses, we are willing to provide a 1 hour free consultation with your business at our offices in Cardiff on any of our areas of practice, being (1) corporate and commercial, (2) employment, (3) human resources, (4) corporate recovery and insolvency, (5) commercial property, (6) intellectual property and (7) commercial litigation.

www.capitallaw.co.uk



The **CBI Wales** is considered the Voice of Business by the Welsh Assembly Government, working with the Assembly government to help Welsh businesses compete effectively.

The CBI promotes these interests by lobbying and advising the Assembly, networking with other businesses and creating intelligence through analysis of Assembly policies and compilation

of statistics, both in Wales, the UK and internationally. The CBI is presently heavily involved in consultations related to the environment, public sector procurement and business support.

The CBI would like to hear more about the issues affecting Technium companies. The CBI runs a range of events and a number of committees including an environment committee, enterprise committee for SMEs, North Wales Area Committee and a HR Forum and would be pleased to see representation from Technium companies.

All Technium companies are automatically entitled to the benefits of the CBI membership as part of Technium group membership arrangement. For further information on the Enterprise forum or membership to the CBI please consult with your Technium Manager or contact Ian Price, Assistant Director of CBI Wales on ian.price@cbi.org.uk



Creative Risk Solutions are commercial insurance and risk management consultants. Through our intimate knowledge of the Technology arena, and the specific risks faced by such businesses, we are perfectly placed to assist companies develop robust risk management and appropriate insurance programmes to align with the risk faced within the industry. We ensure competitive premiums through our close working relationships with technology biased insurers.

www.creativerisksolutions.co.uk



Digitrol is an independent company with over 39 years of experience in providing systems and IT support services to businesses in the South Wales area.

Digitrol maintain computer systems and equipment in a variety of businesses including, solicitors' offices, accountancy practices, manufacturing and service companies. Our customers benefit from our experienced, qualified and friendly staff.

Areas of support:-

- Windows 2000/2003/2008 Servers
- Microsoft Small Business Server 2000/2003/2008
- Exchange 2000/2003 and 2007
- Mobile data services (Blackberry, Nokia and Windows Mobile)
- Terminal Server
- VOIP Telephone Systems
- Cable wireless networks
- Internet Security

We can provide:-

- Remote diagnostics and administration of servers or workstations.
- Site visits to carry out repairs and upgrades.
- New equipment
- Software solutions for internet, email, virus and threat protection.
- Support contracts or ad-hock support as required.

For a free no strings review of your current or future needs please contact us or visit our web site to view the full range of services at www.digitrol.com



Enterprise Consulting is one of the leading management consultancy practices in Wales.

Our experienced team offer consultancy in Business Strategy, Sales and Marketing, Process Improvement, Internationalisation and Export Strategy, Leadership and Purchasing.

We have a track record of offering a unique combination of experience, best practice tools and techniques, and the ability to drive profitable growth within an organisation especially within companies in a high growth environment.

www.enterprise.plc.uk



Estate Capital Financial Management are Swansea based independent financial advisers offering ongoing advice to start up businesses and growing enterprises in areas such as; investment management, pension funds; SIPPS; Property purchase and mortgage finance; Shareholder and Key Man insurance; Personal life, critical illness and income protection. All our advisers hold at least a CII Diploma or Advanced Diploma in Financial Planning.

www.estatecapital.co.uk



Greenleaf UK

We provide resources and support to growing businesses that need help to take them to the next stage in their development.

We can provide a variety of services:

- Strategic Development
- Financial Control
- Brand/Product development
- Establishment of structure necessary for growth

- Mentoring of owners

We are flexible in the way that we operate:

- Non Executive Directors
- One-off projects
- Retained basis

However we work we become involved in a hands-on way to ensure that the business grows in an effective and controlled manner

We have many years involvement in consumer product businesses, over 10 years of which were at MD level, leading to significant growth in both turnover and profitability. In addition we have significant experience in the protection and commercial exploitation of IP.

In addition we have successfully worked with businesses in a wide range of markets, including retail, IT, safety services, gifts, legal, construction products and furniture.

www.greenleafuk.co.uk



GREY MATTER
STRATEGY + INNOVATION

GreyMatter will help you maximise the potential in your business through a wide range of business support programmes, including marketing, project management and training.

Through one-to-one meetings we identify how the “early wins” can be achieved. We review your marketing strategy and help you implement an action plan. We have an excellent track record in helping small and medium sized companies who need more time, more sales, and more finance to grow.

GreyMatter can help you identify the resources you need to achieve your objectives – this could be a grant from the “Workforce Development Programme” or a software application to help you manage new product development.

We help you think about your business in a different way – as a Technium company your product or service is unique – and so should your approach to the market. Together we can identify your ideal customers and use the best sales techniques, setting targets and measures to get the best results.

GreyMatter is registered with SFEDI, the Government recognised UK Standards Setting Body for Business Support and Business Enterprise.

www.greymatteruk.com

Haseltine Lake LLP is one of the largest independent Intellectual Property firms in Europe. All of our resources and expertise are exclusively dedicated to IP protection: safeguarding the inventions, creative designs, brand identities and other innovations of our clients.

Our highly experienced attorneys and advisers operate in specialist teams, which are grouped according to industry sector; Engineering, Electronics and Communications, Chemistry and Life Sciences, Nanotechnology, Energy and Environmental, Design, and Trademarks. For more information visit www.haseltinelake.com

Technium members can request a free IP review visit from one of our attorneys to discuss IP management and protection.



HazRes is an advanced technologically savvy process safety, environmental and risk management consultancy that can help companies conduct their business in a safer, more energy efficient and economic way. HazRes also has an innovation arm which has conducted numerous R&D and innovation projects for private companies, government and military organisations, internationally.

HazRes is fortunate in having its own research facilities that includes experimental testing laboratories and a large scale prototype testing facility. HazRes undertakes research for clients that include technical feasibility, market analysis, analytical modelling including Computational Fluid Dynamics (CFD) and Multi-Physics (MP) modelling, visual concept communication, production and testing of prototypes and advising on the utilisation of Intellectual Property Rights (IPR) which may include licensing.

www.hazres.com

JCP are a reputable firm of solicitors offering no nonsense and practical legal advice. We have a strong and successful track record advising on the full range of legal issues which are important to business, including Employment, Corporate and Commercial Services, Intellectual Property, Ecommerce, Commercial Dispute Resolution and Commercial Property.

A full list can be found at www.jcpsolicitors.co.uk. We are based in Swansea's Enterprise Park and pride ourselves on our accessibility and speed of response.



John Rees is a Sales and Marketing professional who helps companies improve Marketing and Sales Performance to win more business. He does this by concentrating on the areas that require most attention. This could mean sales training, taking a fresh look at marketing strategy or the development of new sales messages that really captures the Unique Selling Proposition a business has. For the past 30 years, he has worked with small and large companies around the world and he has sold software solutions for Manufacturing, Retail and Supply Chain to clients in Europe, India and the U.S. such as Unilever, Proctor and Gamble and Hitachi.

Since 2003 he has lived worked with Aberystwyth University spin-outs and developing Welsh businesses through bodies such as Spinout Wales, Opportunity Wales and Technium. John can work with young business with a great idea or a mature business in need of some help.

www.jerconsulting.co.uk

La Playa



La Playa: Insurance with Intelligence

La Playa's Science & Technology Division provides specialist insurance solutions and risk management services to the Life Science, IT, Communications, Electronics, Nanotechnology and Cleantech sectors. We also work with entrepreneurs, science parks, investors and spin-out specialists to provide valuable support in risk identification, control and transfer for incubated sci/tech companies. Our intelligent solutions help protect assets, liabilities and IP from start-up to IPO.

We'll help you protect your:

- Employers' Liability
- Professional liabilities
- R&D activity
- Product trials
- Income streams
- Reputation and brand
- Key people
- Investors
- Intellectual property
- Directors and officers
- Office and lab equipment
- Cargo and Transit risks

www.laplaya.co.uk



Accountants &
business advisers

PKF (UK) LLP ("PKF") is one of the UK's leading firms of accountants and business advisers, which specialises in advising the management of developing private and public businesses. We pride ourselves on creating and sustaining supportive relationships where objective and timely advice enables our clients to thrive and develop.

Our clients benefit from an integrated approach based on understanding the key issues facing small and medium sized businesses. This enables us to meet their needs at each stage of development and allows them to focus on building the value of their business.

The principal services we provide include assurance and advisory, business support services, corporate finance, corporate recovery and insolvency, forensic, financial planning, management consultancy and taxation.

We have particular expertise in the following sectors: hotel consultancy services, medical, mining and resource, pensions and real estate and construction.

We have more than 1,500 partners and staff operating from 23 offices around the country. Wherever you do business, we can offer you local expertise backed up by the resources of a national firm. PKF (UK) LLP is also a member firm of the PKF International Limited network of legally independent firms. Our membership means that we can, through collaboration with other member firms, offer sound advice on a range of international issues.

www.pkf.co.uk



PricewaterhouseCoopers is a global professional services organisation with experience in all industry sectors. We provide a range of assurance, tax and advisory services. We have vast experience in the technology sector, assisting companies maximise their enhanced tax relief claims, available on qualifying research and development activities. We provide a range of other services to companies in the technology sector, including assistance with grant claims.

www.pwc.com

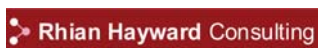


Ralph Bettany Associates Ltd are a firm of South Wales based chartered accountants who specialise in corporate finance for SME's, financial consultancy and business advice. We provide businesses with a complete business finance solution. We specialise in assisting businesses with growth potential to successfully expand by listening to their needs and helping them with everything from accounts to raising finance for start-up or expansion projects.

We offer a complete and comprehensive range of business planning and finance related services including:

- general accountancy services;
- raising finance; financial forecasting;
- financial training;
- business planning;
- business mentoring;
- financial and general consultancy;
- non-executive director services and business turnaround services.

www.ralphbettany.co.uk



Rhian Hayward Consulting (RHC) provides consultancy and interim management in the life sciences, healthcare and pharmaceutical sectors. Founded in 2007 and based in Aberystwyth, mid Wales, RHC works routinely with investors, early stage companies and universities to successfully commercialise discovery research and to improve commercial practices.

Based on extensive commercial and scientific experience we have developed a problem solving, flexible and creative approach to assist our clients in areas that include business planning, fund raising and products and services marketing strategy.

www.rhianhaywardconsulting.com



S8080 help organisations by designing, developing and implementing effective online communications. They have done this for some very impressive clients. Take a look at www.s8080.com/ourwork. They specialise in website and interactive design; Technical web development and eMarketing campaigns.



Salisbury & Company is a dedicated team of professionals based in St Asaph with a clientele throughout North Wales.

We deliver a full range of services to suit the needs of all kinds of businesses from a start-up one man band to preparation for an AIM listing.

We can help you produce business plans and financial forecasts to satisfy your needs as a business and the requirements of lenders and grant funders. We have an excellent record of retaining as long term clients businesses that come to us for such assistance with start ups or expansions.

We can take care of your payroll processing and reporting, your tax and VAT returns, your audit needs and your compliance with Companies House filing, leaving you free to focus on the running of your business with the comfort of knowing that these important matters are in safe hands. And, of course, we do all of this for you promptly and as frequently as you need.

www.salisburys.com



Founded in 1995, **Sequence** became one of the first agencies in the UK to market a cost-effective method of making the internet interactive for website owners and users alike.

The company's extensive digital services include designing and building websites, online directories, games, touch screen applications, viral marketing campaigns and interactive DVDs.

Sequence employs 45 people, and counts hit BBC programmes Doctor Who and Torchwood; Storm Model Agency; Welsh National Opera; Rachel's Dairy and the Welsh Assembly Government among its clients.

www.sequence.co.uk



Established in 1999 as a spinout from the University of Wales, Aberystwyth, **SmartData UK** is a flourishing company at the forefront of custom software and database development for intelligent business practice. SmartData's mission is to create cutting edge custom tailored software and database solutions that will allow businesses to operate as efficiently as possible. Their comprehensive services include consultancy, bespoke software development, database design, E-Business web sites and support services.

Work for Technium based clients has included consultancy and development or "Online Businesses" (e.g. Revenue generating applications for online service providers, associated content management systems, data management and cleansing)

www.smartdata.co.uk



Teamwork Technology Services are a professional, dynamic independent provider of Information and Communication Technology (ICT) solutions.

We can demonstrate a very successful track record of delivering cost reductions to our clients and added-value deployment of "best practice" in the management and exploitation of ICT.

Teamwork are a delivery partner for the Welsh Assembly Government's E-Business Support programme which helps Welsh businesses reduce costs and become more efficient through the use of ICT.

As an independent company, Teamwork advises its clients on the most appropriate ICT strategy, while taking into account both current and emerging technologies.

We also provide support during the implementation phases to help our clients fully exploit the value from their investment.

This long term support allows our clients to focus on their core activities, confident in the knowledge that their ICT system will cope with the demands imposed on a growing business. Our aim is to ensure that our clients systems are always aligned with business strategy and that clients are fully aware of the potential of ICT to help them improve operationally and grow their top line revenues.

Teamwork's main differentiators are:

- An in depth understanding of the unique ICT issues facing high growth companies
- Independence that does not favour any hardware or software vendor leaving the freedom to recommend the most appropriate solution for all our clients
- In depth understanding of the Communication aspects of ICT with significant expertise in this increasingly important and rapidly changing area
- Real world knowledge and experience of many of the de-facto applications deployed by medium size businesses and the ability to add-value to our clients through the application of 'best practice'
- A skill mix that allows us to provide a 3 tiered ICT service, covering:
 - Operations
 - Management
 - Strategy

www.teamworkict.com



Urquhart-Dykes & Lord LLP

UDL has 125 years experience of helping companies and academic organisations protect, manage and maximise their Intellectual Property across a wide spectrum of technologies and industry sectors. UDL is constantly ranked as one of Europe's most active Patent and Trade mark firms, acting for people, companies and organisations of all sizes from private individuals through to SMEs and major multinationals. We have a national team of over 40 attorneys including leading figures in many technological areas, and have an established team of experienced attorneys based in central Cardiff.

Our core activities are advising on patent, trade mark, design and copyright issues as well as other related services such as portfolio management of IP rights, risk assessment/clearance advice and filing strategies.

To assist Technium members maximise the value of their innovation and creativity UDL is delighted to be able to offer a free initial consultation and free brand protection review.

www.udl.co.uk



xénos, the Wales Business Angel Network

xénos is Wales' only business angel network, brokering deals between business angels (private individuals of high net worth) and businesses seeking investment. Established in 1997, the network, a subsidiary of Finance Wales, matches investors and investees at all stages of development, from early stage through to expansion, acquisition and turnaround.

Visit www.xenos.co.uk for more information.



For a discussion about professional support available to Technium members, for details of upcoming events or to order more copies of the Directory please contact:

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