

# CHAMBERLINK



**Cork  
Chamber**  
*Advancing business together*

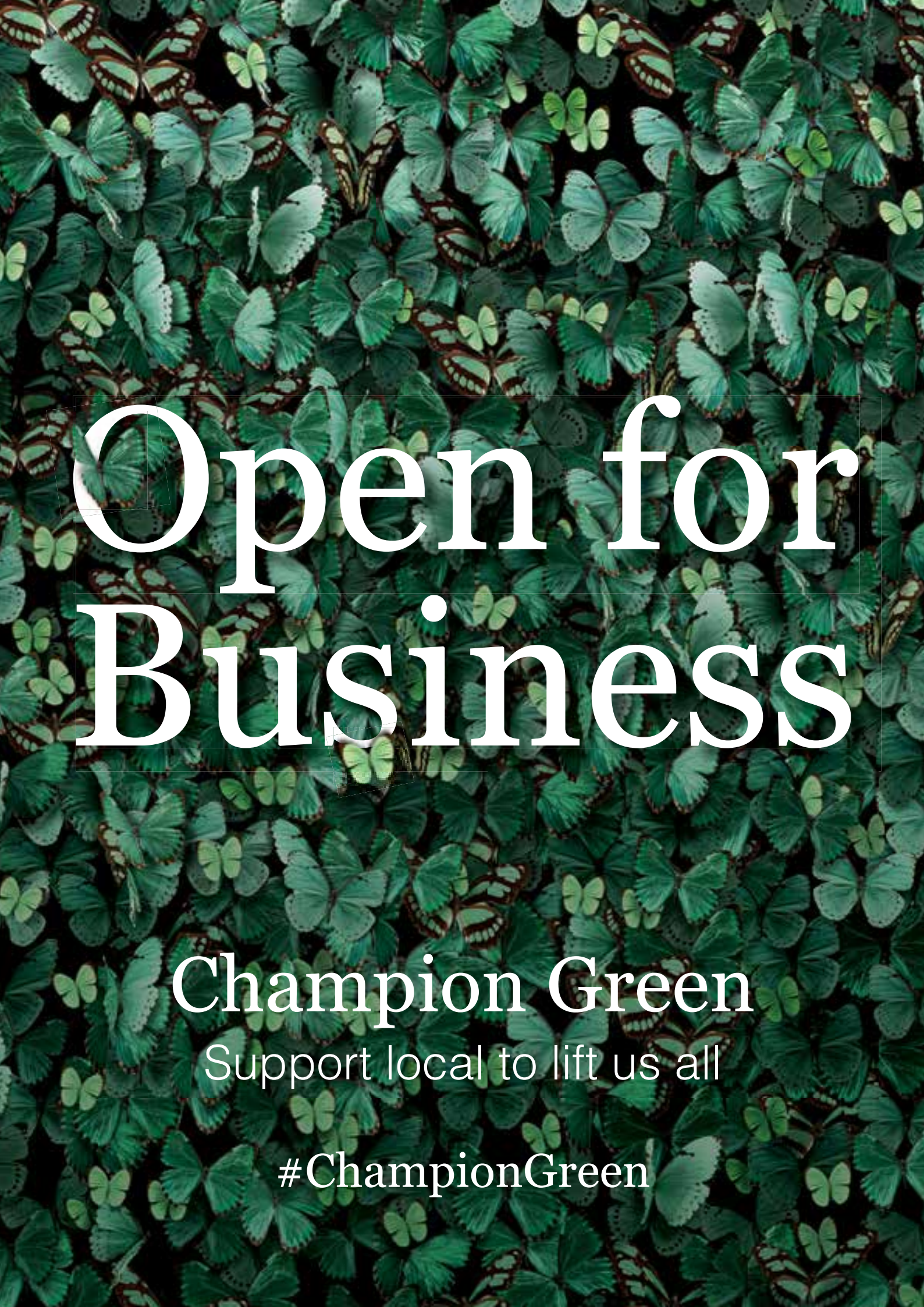
ISSUE 04 2021

## A NEW ERA

*South Docks project is a major boost*







# Open for Business

Champion Green

Support local to lift us all

#ChampionGreen



## In this issue

There is no shortage of ambition or vision in our region at the moment. Despite the turbulence and uncertainty there has been much to celebrate and commend. Our community benefits from a spirited approach to life and business which is evident in our unwavering drive to work together to enhance our city region.

Our remote and distant working arrangements have made our Chamber network more vibrant, engaged and valuable than ever. Despite the challenges it has been our privilege to continue to host Cork's largest business membership events and to facilitate networking and training, to support growth opportunities and to represent your interests through our engagement with Government and stakeholders.

We were delighted hold our 202<sup>nd</sup> Annual General Meeting in person where Paula Cogan was re-elected as President of Cork Chamber and Clair Murphy, Pfizer, Ray Kelleher, The Montenotte and Captain Brian Fitzgerald, Simply Blue Group were elected as members of the Board and we are glad to also announce the co-option of Pankaj Agarwal, Pepsico to the Chamber Board recently.

In October we had the opportunity to host an event which showcased the financial services industry in the southwest region. We share updates from this and more recent events we hosted, along with our schedule for 2022 and



tips for training and upskilling to meet the changing demands of the working environment.

The publication of plans for the rejuvenation and development of the Docklands certainly brings us a step closer to harnessing the potential of these significant brownfield sites right in the heart of our city. Vision alone, however, will not deliver and in this publication Paula Cogan gives a candid account of what is required to truly allow our city region to realise its potential and deliver for Ireland.

I wish you, your colleagues and families a safe and happy Christmas and New Year season. We look forward with optimism to 2022 and to supporting you, your business and your team through your future plans. As your Chamber, we are here to represent you and to enhance Cork's reputation as the best place for business.

**Conor Healy**  
CEO

**T** +353 (0)87 9471858  
**E** conor@corkchamber.ie  
Fitzgerald House,  
Summerhill North, Cork,  
T23 TD90.

**CorkChamber.ie**



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Cover image: Courtesy of O'Callaghan Properties

# VISION FOR CORK



*Speaking of business beyond the eb and flow of the pandemic, Cork Chamber President Paula Cogan sets a vision for Cork.*

## Vision

Vision is essential. Without it we remain in a Kant-like state of threat, surviving for the short-term at best, while others carve out leadership positions. It is true in life, in business and for nation states. Ireland must have a vision and deliver if it is to be credible among its people, the international community and investors.

Chamber members believe in a sustainable future focussed on enhanced public and sustainable mobility, renewable energy, biodiversity, urban living, equality and access to opportunity. Our Sustainable Cork Programme research says that quality of life will be the key differentiator for Cork.

## Commitment

Cork is well placed with strategies such as Ireland 2040 the Cork Metropolitan Area Transport Strategy already agreed by all. There is significant URDF funding that must now be delivered.

Cork's local authorities have already thrown down the gauntlet by significantly ramping up everything from pedestrianisation to street art and this momentum must be sustained.

Housing for All contains a Croí Cónaithe fund that must prove its worth and deliver urban living. There is also now a National Development Plan which paints a picture of capital spend allocations for the next 10 years and there is no reason to think that any project aligned to Government policy won't be funded if it can get to final investment decision.

## Delivery

If all appear aligned on vision then what can get in the way? Recent experience would show that simply getting projects to final investment decision is akin to the rolling of dice. The culture of objecting to projects post consultation improves a project on rare occasion but always adds time. The act of challenging in courts adds nothing to the detail of a project, but does offer a chance to test the laws upon which trust in our state is based and creates jurisprudence along the way.

In principle this is all very appropriate but it falls down in practice with inadequate resource and elastic timelines to process appeals at an Bord Pleanála and in the courts. Objections can take years to resolve for no reason other than poor resources and lack of binding timelines.

What credible State allows its own nationally significant infrastructure projects to languish in this manner? It undermines the institutions, the economy, the environment, and the vision.

## Energy

No discussion of contemporary infrastructure can be had without consideration for the power we consume in the productivity of our work and enjoyment of our lives.

We now know that the grid is stretched almost to capacity. We also know our ocean is an asset that is unique in the richness of its potential for the generation of renewable energy in the form of electricity and green hydrogen created by floating offshore wind.

Our ocean is geopolitically uncontested yet while other nations spend billions to defend energy assets, we don't even seek to tap the value of our own. In a changing Europe it is in our geopolitical interest to create more energy than we consume. Energy is power.

Yet, we are aiming at best to scrape over our 2030 and 2050 climate commitments while in the same timeframe we could be global leaders. It is utterly negligent to be lamenting energy insecurity and climate change when we have such a potent solution in our hands. In this context of inertia, business will not be resigned to a future of carbon tax rises, or accept any excuse for energy insecurity. Targets must be increased and RESS expanded and the transmission infrastructure for hydrogen and electricity must be resourced and enabled. **Power can only be solved at source and large-scale renewable generation is the answer.**

## Inclusion

As our economy finds its level, we are met with many constraints and barriers to competitiveness. Access to a diversity of talent, ever the partner of innovation must be addressed with more open visa processes for international students, and the elevation of apprenticeships to the CAO. In consideration of talent we must think global and local and be inclusive in doing so. Whatever we tell ourselves about social progress made in recent years, it is fact that not all are treated equally or have the same access to opportunity.

Ireland is one of the only countries in the EU which does not currently have legislation establishing bias motivation as an aggravating circumstance of a crime and the Hate Crime Bill can improve this. Crimes





Seated Paula Cogan, President Cork Chamber and Thia Hennessy, Honorary Secretary. Standing Gerard O'Donovan, Honorary Treasurer; Conor Healy, CEO Cork Chamber and Ronan Murray, Vice President Cork Chamber.

## Annual General Meeting 2021- *Representing You*

The 202<sup>nd</sup> Annual General Meeting of Cork Chamber took place on Thursday 21<sup>st</sup> October at the Imperial Hotel, Cork. Paula Cogan was elected President. Thia Hennessy continues in her role as Honorary Secretary; Gerard O'Donovan continues in his role as Honorary Treasurer and Ronan Murray is our current Vice President.

We announced the election to the Board of Clair Murphy, Pfizer; Raymond Kelleher, The Montenotte Hotel and Captain Brian FitzGerald, Simply Blue Group. We also announced the recent co-option to the Board of Pankaj Agarwal, PepsiCo.

The retiring board members Eoin Motherway, AMX; Hugh Smiddy, Tyndall National Institute and Mark Fitzharris, AIB were thanked for their work and commitment over the past four years.



**RAYMOND KELLEHER**  
The Montenotte Hotel



**CLAIR MURPHY**  
Pfizer



**CAPTAIN BRIAN FITZGERALD**  
Simply Blue Group



**PANKAJ AGARWAL**  
PepsiCo

motivated by hate send a message to the victim, and to the wider community to which they belong, that they are not welcome or safe in Irish society. **Strong legislation can protect people and ensure all know that they are welcome in our society and protected by the law.**

It is also true that social capital can create significant advantage for some while creating barriers for others. For example, a student with well-placed professional parents is more likely to find themselves on a similar professional path than one who does not. To break down these barriers and ensure Cork is a place that encourages equal opportunity, we are working in partnership with Cork ETB to pilot a programme that links disadvantaged students into meaningful and

relevant work placements. We look forward to engaging with members who understand that we cannot have a stable economy without a cohesive and respectful society.

In the pandemic business and Government have shown that we are capable of exceptional and swift action. From a policy and capital perspective we have many of the foundations in place. Ireland can sustain a stable and creative world-leading economy, and Cork can be a globally compelling city region, if we stay sharp in relation to the pandemic, deliver on our existing infrastructure commitments, step up to our rightful place on renewables and walk the walk as a welcoming society of equals.

# ARDÚ 2021

Pictured: A new mural by Dublin artist Asbestos, created for Ardú 2021, South Main Street, Cork. The giant gable end mural challenges the passerby to think about 'What is Home?' Do you have one, is it safe, can you afford it? Never as a country has our sense of what home means been more at threat.

Ardú Street Art project returned to Cork city recently, commissioning artwork from home grown talent of the highest level. Supported by Cork City Council and Creative Ireland, with paint sponsored by Pat McDonnell Paints. This year's edition features four large-scale murals: Friz at St Finbarr's Road, Shane O'Malley at Lower Glanmire Road/Horgan's Quay, Conor Harrington at Bishop Lucey Park (WIP), and Asbestos at South Main Street. (Photo: Asbestos)







# DIVERSITY & INCLUSION

Cork Chamber's Sustainable Cork Programme is designed to set a vision for a more sustainable and resilient Cork, empowered by a thriving business community. As part of this initiative, we have committed ourselves to furthering five of the UN Sustainable Development Goals (SDGs): Gender Equality, Decent Work and Economic Growth, Industry, Innovation and Infrastructure, Sustainable Cities and Communities and Climate Action.



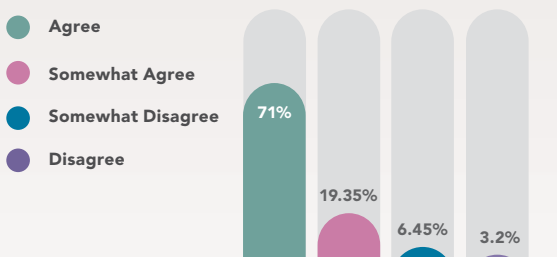
Ensuring diversity, equality and inclusion (DEI) in the workplace is an integral aspect of several of these SDGs. While DEI is a much discussed topic in the business community, we wanted to understand the true progress being made by companies in the DEI space. The results of this research inform how we can better support our members on their own DEI journeys.

## Chamber Member Insights

### Inclusivity Matters

Inclusivity refers to the extent to which an employee feels they belong in their workplace. Highly inclusive workplaces are 1.7 times more likely to be more innovative than their less inclusive peers. Employees who feel they can bring their whole selves to work are 42% less likely to leave their job within a year of hiring. In a time when talent and skills availability is such a critical issue for business, creating an inclusive work environment can deliver long term positive benefits for the business as well as the community as a whole.

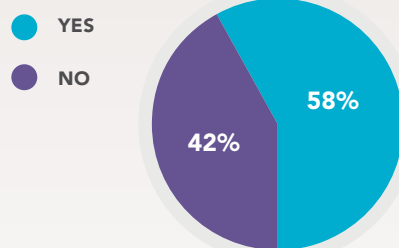
**90% AGREE OR SOMEWHAT AGREE THAT THEIR WORKPLACE IS INCLUSIVE OF ALL EMPLOYEES.**



### DEI Training Building Blocks

DEI training is not a "quick fix" for increasing diversity and inclusion in the workplace. Rather, it should be used as a knowledge building exercise for leadership teams to learn how to implement and strengthen diversity and inclusion policies in the workplace. When used effectively, it can lead to systemic change within an organisation.

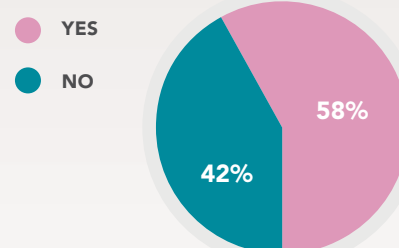
**42% SAID THEIR WORKPLACE HAS NEVER PROVIDED DEI TRAINING.**



### Active Leadership for DEI

DEI efforts are often managed by an organisation's HR team. However, for real change to take place, the entire leadership team must be actively involved. Consider creating a position of Chief Equality Officer or Chief People and Culture Officer to get things started. Having people dedicated to fostering DEI and active engagement across senior leadership will help to ensure long term and meaningful change in the organisation.

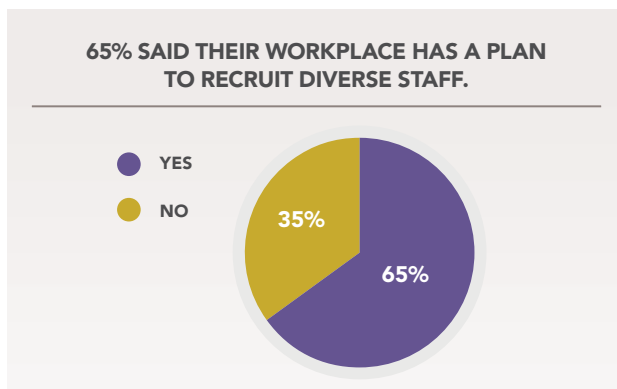
**42% SAID THEIR WORKPLACE DOES NOT HAVE STAFF SPECIFICALLY DEDICATED TO FOSTERING DEI.**





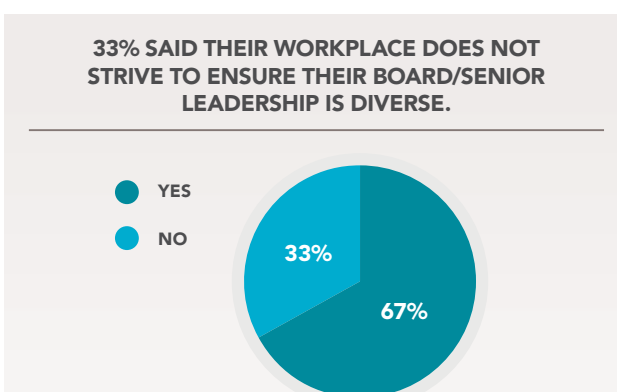
## Benefits of Diversity

Organisations with high levels of racial and ethnic diversity outperformed their peers by 35%. Further, teams with high levels of diversity have been found to make better, more informed decisions 87% of the time.



## Diversity in Senior Leadership

Organisations with Senior Leadership teams comprised of at least 15% women are more likely to have higher financial returns. Additionally, organisations with highly ethnically diverse leadership teams were 36% more likely to have higher profits than those with less ethnic diversity. It makes business sense to enhance the diversity within the organisation.



## Key terms used by interviewees to define an inclusive workplace:

- Trust and open communication between leadership and staff
- Being able to bring your “whole self” to work
- Active listening by leadership when concerns arise
- Sense of belonging and importance
- Equitable decision making

## 5 KEY RECOMMENDATIONS

1. Develop a strong integration of DEI in strategic and operational planning including short-term and long-term goals for Board and team diversification.
2. Introduce mandatory DEI training for all staff members.
3. Proactively engage with local community (especially disadvantaged groups) to ensure everyone is given a fair chance at employment.
4. Ensure that access is part of your DEI plan. If your workplace is not accessible to people with disabilities (physical, cognitive, behavioural, etc.), then it is not adequately inclusive.
5. Lobby Government to ensure the Criminal Justice Hate Crime Bill 2021 is passed



Authored by placement student Casey Hartnett, MSc International Public Policy and Diplomacy at University College Cork



# Irish Community Air Ambulance is on a mission to bring **Hope** this Christmas

**“It’s the best sound on earth”.** The words spoken by Mary, one of the over 450 people that we have helped this year. Mary from West Cork suffered a major traumatic injury earlier this year. Living many miles from the nearest Trauma Centre Mary was worried that she mightn’t get the help that she needed in time. Thankfully with the support of our donors and supporters we were able to respond. Within 4 minutes our pilot and the medical team were airborne and on our way to help. We reached Mary in 20 minutes and following treatment at scene Mary was then airlifted by our charity funded Air Ambulance to the nearest Trauma Centre in Cork. A journey that could take over two hours by road took just 30 minutes by air. Mary visited us at the base recently and is making a good recovery and is in no doubt that her rapid transfer to hospital not only saved her life but improved her chances of making a better recovery.

Irish Community Air Ambulance is a mission driven organisation. Our mission is ‘To Bring Hope’, To Bring Hope when time is critical, to bring hope to someone who is many miles from the nearest hospital. To Bring Hope to someone who is worried that they may not get the help that they or a loved one needs in time.

This Christmas period, while many of us spend time with our family, friends and loved ones the crew of the charity funded Air Ambulance will spend time away from their families so that they can respond to someone in need of emergency medical care.



**Join us on our mission this Christmas and help us to Bring Hope.**

**Please consider Irish Community Air Ambulance as the charity to benefit from your generosity this Christmas in the knowledge that you will be helping us to save lives so that for many, this won’t be their last Christmas.**



**IRISH COMMUNITY  
AIR AMBULANCE**

<https://communityairambulance.ie/>





## THE SUBMARINER

Created for divers in 1953, the Submariner is a universal symbol of waterproofness and reliability. It remains one of the most iconic watches of all time. Now, with a new 41 mm case and a next generation movement, the story of the Submariner continues.

*#Perpetual*



OYSTER PERPETUAL SUBMARINER DATE

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## CORK'S PLACE IN EUROPE - NEXT GENERATION EU

Cork Chamber's recent Communicating Europe Initiative 'Cork's Place in Europe - Next Generation EU' supported by the Department of Foreign Affairs received valuable feedback on what is needed to improve and sustain public dialogue on the EU in Cork - a thriving European city driven by an international outlook.

Speakers included Moderator, Noelle O'Connell, CEO of European Movement Ireland; Billy Kelleher, Member of European Parliament (MEP) for Ireland South; Kieran McCarthy, Independent Cork City Councillor, Member of EU Committee of the Regions and Emmy Coffey Nguyen, Ireland's Alternate Citizen Representative to Conference on the Future of the European Union. Many of the challenges and opportunities that we face today are global and it is evident that we cannot address these on our own.

### Climate

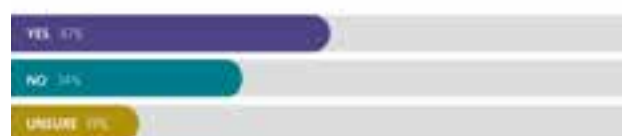
Positively, over half of respondents to our survey reported awareness of carbon emission reduction targets have been adopted by the EU to ensure a climate-neutral continent by 2050.

Specifically, Ireland is set to receive almost €1 billion in grants from the European Union to support Ireland's recovery and resilience plan, of which 42% will go to climate objectives and 32% to digital objectives. The plan forms part of an unprecedented and coordinated EU response to the COVID-19 crisis. It should support city regions such as Cork to address challenges by

embracing the green and digital transitions and to in turn, strengthen economic and social resilience and the cohesion of the Single Market.

47% agreed that the EU is doing enough to lead on climate crisis, 34% disagreed and 19% responded that they did not know.

### Is the EU doing enough to lead on the climate crisis?



CLlr Kieran McCarthy remarked that the EU's climate action plans, the European Green Deal and Fit for 55 package are very ambitious in order reach 2030 and net zero 2050 targets. However, the "Gap needs to be closed between top-down thinking with what's happening on the ground". For example, he cited that 70% of greening regulations will be carried out at local level by local and regional authorities and 30% of future EU cohesion policy will go to green initiatives. He added, "The bottle is half full, Cork is ready to rise to the challenge but more partnership, appropriate knowledge, regulation, funding and citizen engagement will be needed to speed up the green transition and support people and actions on the ground".



## Digital

45% of survey respondents agree that digital solutions are immediately needed for fighting climate change and promoting a greener and more environmentally friendly economy and society. However Emmy Coffey Nguyen warned against the fraught promise of salvation through technology. Again, leadership and courage to address a looming crisis in energy and to develop renewable energy solutions to power the economy is required.



Cllr McCarthy cited current examples of EU engagement via Cork Smart Gateway, the EU Intelligent Cities Challenge, as well Horizon Europe success enjoyed by third level institutes such as Tyndall, UCC, MTU and industry.

EU digital priorities 2025 remain the most fundamental building block of the digital transformation of Europe. To achieve a European 'Gigabit society', connectivity needs to be achieved with all households having internet connectivity of at least 100 Mbps download speed, upgradable to 1 Gbps and uninterrupted 5G network.

## EU Regions and connectivity

Cork is one of 300 regions in Europe and one of 500 cities in Atlantic Europe. Ireland's competitiveness relies on the competitiveness of the regions, and our peripheral location calls upon us to continue to engage with strong internationalisation programmes, engagement with the EU and even shift in focus from Dublin to peers in Northern France and Spain.

Revised EU guidelines on regional State aid will enter into force on 1 January 2022. These set out the rules under which Member States can grant State aid to companies to support the economic development of disadvantaged areas in the EU, while ensuring a level playing field between Member States. SMEs are urged to engage with the EU to shape policy and funding to best harness supports for SMEs and local action.

## Single Market

A resounding 96% of respondents agreed that the EU should continue to evolve and strengthen the Single Market. In addition to digital connectivity to access markets, Ireland is well placed to capitalise on opportunities which have arisen from the exit of the UK from EU membership and closer economic integration in the EU. Connectivity of Cork via Cork Airport, ferry and port remains crucial for access to the EU single market.



Interestingly, 62% of people believe that there should be more economic integration in the EU, even if this means reducing the flexibility that individual member states have to adjust their spending and tax rates.



## Public participation

Safeguarding European democracy and the rule of law has never been more to the fore with the rise in tensions related to Brexit, migration, public health emergency and independence of the judiciary in Eastern European member states. Emmy Coffey Nguyen concluded that if Ireland is to continue to punch above its weight as an EU member state, it needs to address any EU democratic deficits by staying connected to citizens, and integrating youth and the voice of the next generation into EU decision making.

In this year of the Conference on the Future of Europe, Noelle O'Connell concluded by reiterating the opportunity to share their ideas about the opportunities and challenges facing the EU and to envision its future. Cork Chamber was proud to lead on this important Communicating Europe discussion with its network and to highlight the value of the business community and all of society in contributing to the conversation on Ireland's role in Europe.

# FINANCIAL SERVICES CLUSTER IN SOUTH-WEST ANTICIPATES CONTINUED GROWTH IN THE FUTURE

Cork Financial Services Forum recently hosted an event to showcase the Financial Services (FS) cluster in the South-West region, as part of a commitment to support the Government's Ireland for Finance Action Plan 2021. The event was addressed by keynote speakers Michael McGrath TD, Minister for Public Expenditure and Reform, Seán Fleming TD, Minister of State at the Department of Finance and Deirdre O'Connor, native of Cork who has carved out an exceptional 25 year career in the asset management and investment fund industry in New York.

Ireland's South-West region is now home to a significant and growing cluster of approximately 40 international financial services (IFS) companies with particularly strong activity in sub-sectors of FS including asset management, fund administration and fintech. Described by Minister McGrath as a key pillar of the Irish economy, the growing cluster in the South-West region now supports a broad ecosystem which employs upwards of 3,500 people.

The sector is supported by a robust enabling environment which includes a significant number of leading audit, accountancy and legal firms with specialised FS teams, and a vibrant business support environment, including the state agencies IDA and Enterprise Ireland. The FS sector has grown steadily over the last 10 years and companies across the FS ecosystem in the region are now significant employers, with international employees from across the globe in many of these companies who have made South-West Ireland their home. The long-established ICT cluster and the growing cyber cluster in the region provide an ideal environment for complementary activities. New software solutions for the industry are emerging through the growth of indigenous and multinational companies and exchange of expertise in areas such as AI and cybersecurity will prove vital as these themes will dominate the future of the FS industry

in subsectors like fintech and regtech. Availability of talent is top of the agenda for all business sectors at the moment, and the FS sector is no exception. In the South-West, the financial services industry is supported by a strong talent pipeline of highly-educated potential future employees from the two regional universities. University College Cork (UCC) and Munster Technological University (MTU) have a combined total over 40,000 students, and 2,000 graduate in business or finance disciplines each year. Along with industry-focused programmes and research collaborations such as FINTECHNEXT (a collaboration

between UCC and FEXCO, supported by Science Foundation Ireland) and the newly launched Funds Academy (a collaboration between MTU and Waterford Institute of Technology), the sector really has a great opportunity to harness the emerging talent here. In order to continue to attract talent to the region, it is vital that government commits to support future investment in housing and other vital infrastructure projects if we are to enhance the accessibility and attractiveness of the Cork and Kerry regions in order to maintain and grow our reputation as top-class locations for quality of life.



Katherine Fitzpatrick, Director of International Relations, Cork Chamber; Conor Healy, CEO, Cork Chamber; Seán Fleming TD, Minister of State with responsibility for Financial Services, Credit Unions & Insurance; Eoin Motherway, Chair of Cork FS Forum & Ireland Country Head, AMX; Karen Cullen, Head of IFS Department, Department of Finance.



Michael McGrath TD, Minister for Public Expenditure & Reform with sponsors of the showcase, represented by Ray O'Connor, IDA Ireland; Maggie Cusack, MTU; Michael Nolan, Grant Thornton; Ciara Concannon, Enterprise Ireland and Mark Hutchinson, CUBS.

*kindly supported by*







Panelists: Liam Collins, Partner, Asset Management & Investment Funds, Matheson; Nick Howard, Chief Investment Consultant & Co-Founder, Amarenco; Yvonne Sheahan, Head of Fund Accounting, Apex Group; David Brosnan, Managing Director, Clearstream Global Security Services and David Bennett (Moderator), Associate Partner, EY.



Pat Lardner, CEO, Irish Funds; Deirdre O'Connor, Managing Director, BlackRock; Eoin Motherway, Chair of Cork FS Forum and Alan Cuddihy (Event MC), Financial Services Audit Director, Grant Thornton.



Panelists: Karen Conboy (Moderator), Audit Partner – Financial Services, KPMG; Philip O'Reilly, Professor of Financial Technologies & Information Systems, Cork University Business School, UCC; Ruth McCarthy, CEO, Fexco Corporate Payments; Dr. Seán McSweeney, Head of Department of Computer Science, Munster Technological University; Eoin Motherway, Ireland Country Head, AMX.

The IFS industry in the South-West includes both indigenous and FDI companies covering multiple sub-sectors of financial services.



# PLANNING YOUR TRAINING FOR 2022

## *Trends, Focus, & Training Plan Tips*

November saw the Skillnet Ireland 'Future Works Summit', which explored how talent development can help businesses navigate the disruptive world of business and work. It examined the challenges and opportunities of emerging trends and helped identify industry trending needs.

### Unlocking Innovation Through Talent

#### Trends in Training for 2022

1. SME Leadership
2. Digitalisation Transformation
3. Climate Change
4. Workforce Innovation
5. Supporting FDI (Foreign Direct Investment)

**"Talent development plays a vital role in navigating a new and ever-changing business landscape and agility really matters. Companies need to embrace innovation to drive their business successfully, into the digital age."**

### Focal Points for 2022

#### 1. Workforce Design

Analysing the workforce, determining future needs, and identifying gaps that exist between what the organisation needs now and what it will need in the future.

#### 2. People Development

Developing people is an essential strategy to achieve business goals. This helps business to improve through talent development and enables workers to learn to grow.

#### 3. Strategic Innovation

This is how enterprises manage change and adapt to changing circumstances. Strategic innovation places businesses ahead of the curve by boosting creativity, ideation and productivity and helps workers adapt to the new world of work by future proofing their skills

**"There's been an emergence of digital transformation and SMEs need to embrace this because in order to maintain their competitiveness, they need to focus on training; both for the retention of current staff and to entice future staff."**



#### General Tips for Building an Effective Training Plan in 2022

1. Analyse your career aspirations and link your desired outcomes with your company's strategic goals
2. Identify trainable skills and evaluate your competencies - what skills are you missing or need to develop to reach your goals?
3. Create an appropriate plan with realistic timelines
4. Develop your training plan and implement it!
5. Measure your progress, evaluate your plan, and improve where necessary

#### For more information

W: [www.corkchamber.ie/training](http://www.corkchamber.ie/training) E: [training@corkchamber.ie](mailto:training@corkchamber.ie) P : 021 4530141



# UPCOMING EVENTS



## MASTERCLASS: NETWORKING IN A CHANGED WORLD

IN ASSOCIATION WITH  
CORK CHAMBER SKILLNET

THURSDAY 20TH JANUARY  
12PM-1PM  
ONLINE

Start 2022 the right way with this interactive Masterclass with Networking Expert **Kingsley Aikins**.

Kingsley will go through everything you need to know to fully utilise any networking opportunity that comes your way. Following this session you will be ready to take on any virtual interaction or face to face meeting in the new year.

This informative session will break down the fundamentals of networking and set out a precise Four Step Process on how to build a strong and diverse network.

If you would like to improve your networking skills, learn how to make meaningful business connections or simply want to start the new year on a positive note, then this masterclass is for you!



## MAXIMISE YOUR MEMBERSHIP

WEDNESDAY 26TH JANUARY  
10AM-11AM  
ONLINE

Join our 'Maximise Your Membership' virtual workshop to learn how to maximise your membership through our many promotional channels, in particular, our digital Member's Area.

You will gain practical tips on how to access the wider Chamber membership base, maximise their visibility and utilise the Member's Area to its optimum capacity.

This virtual session is open to anyone within your organisation, to both our newer and long term members who would like a refresher on how to best utilise the Chamber platforms to continue to promote your brand, stay connected and be informed.

Members will also have the opportunity to network and chat with fellow businesses across your Chamber network for the final 30 minutes of the online event.

**We look forward to engaging with you on a busy schedule of virtual and in person events into 2022.**

**For more info and bookings on all events visit [CorkChamber.ie](https://www.CorkChamber.ie)**



# A NEW ERA FOR CORK

*South Docks project is a major boost but Urban Regeneration and Development Fund (URDF) commitments and Croí Cónaithe must deliver.*

**Recently released plans for the €350m South Docks project show major confidence in the Cork region and are a preview of the thriving City that can be achieved if the conditions for brownfield development are favourable.**

The development of the Docklands has been in sharp focus in recent years and has been given the attention it deserves in Project

Ireland 2040, the National Development Plan and the proposed City Development Plan. Plans unveiled by O'Callaghan Properties bring this vision a step closer to reality by showcasing the variety of uses that can be achieved in the area; a rehabilitation hospital, office space, mixed-use buildings, apartments, and the creation of a new public realm and riverfront amenity.

This ambitious project will be transformative, regenerating the previously industrial zone of the docklands to a district that will thrive in a new way, driving economic growth and enhancing the attractiveness of the city for people and investors alike.

However, it is vital that the recent Government commitment of €353m in Urban Regeneration and





Development Fund (URDF) funding for Cork Docklands, along with the establishment of the Croí Cónaithe Fund contained within the Housing for All report, deliver viability with urgency. Never before has there been a greater need for the delivery of housing on Leaside, and in particular, the delivery of apartment style accommodation.

With the projected 50% growth

in population in Cork by 2040, the lack of housing currently being delivered is an issue that must be resolved. The docklands area will deliver accommodation for over 25,000 people and a sharp focus on viability must be retained as multiple sites must be developed for this vision to be realised. It is crucial now that the issues around the viability of apartment development on brownfield sites

are addressed with infrastructure and supports, and that this exciting project and more like it can be realised. Brownfield apartment viability remains a persisting challenge as highlighted in the recent CIF/Cork Chamber report produced by KPMG, and further steps must be taken by Government if the plans for this area are to move from page to reality.



## A SNAPSHOT OF OUR E-SERIES

Take a glimpse at some of our recent virtual events including our Business Breakfast Live, Thought Leaders Council Live, our successful CONNECTS series and SCP Webinar series along with informative sessions held with Grant Thornton and our strategic partner Adare Human Resource Management.

### BUSINESS BREAKFAST LIVE



**Business Breakfast Live with Professor Maggie Cusack, President, MTU and Professor John O'Halloran, President, UCC**

**Professor Cusack** and **Professor O'Halloran** joined us for our Business Breakfast Live on the 10th November. **Conor Healy**, CEO, Cork Chamber moderated a wide-ranging conversation on current issues including the impact Covid has had on college operations, how Cork compares internationally, student housing, sustainability and Inclusion.

IN ASSOCIATION WITH



MEDIA PARTNER



#CCBreakfast

### THOUGHT LEADERS COUNCIL LIVE

**Thought Leaders Council Live with John Coleman, CEO, Land Development Agency**

**John Coleman** joined us for our Thought Leaders Council Live on the 17th November. **Conor Healy**, CEO, Cork Chamber and John had an engaging conversation on many topics including current and future developments in Cork, government impact on operations and the vision of the Land Development Agency.





## LEADERSHIP FORUM LIVE

### Leadership Forum Live with Professor Mary Horgan, President of the Royal College of Physicians of Ireland

On the 1st December we were joined by Professor **Mary Horgan**, President, Royal College of Physicians Ireland. **Conor Healy**, CEO, Cork Chamber moderated an insightful discussion on current issues and Professor Horgan's impressive career in many leadership roles in medical education and training, in infectious disease and public health.

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## MEMBER-LED WEBINARS

### HR Barometer Report – Unrivalled Source of Analysis & Insights

This interactive session featured **Derek McKay**, Managing Director and **Sarah Fagan**, Consulting Practice Manager, Adare Human Resource Management and took place on the 23rd November. Derek and Sarah showed attendees how the HR Barometer is an invaluable source of information, providing analysis and insights on key issues and challenges impacting HR in Ireland.

IN ASSOCIATION WITH



### How the Pandemic is Shaping the Future

**Patrick Gallen**, Partner leading Grant Thornton's People and Change Consulting practice joined us on the 7th October to look at why remote working is here to stay and the steps to take before implementing a hybrid working model. He also spoke of the impact of a distributed workforce on performance management and collaboration.



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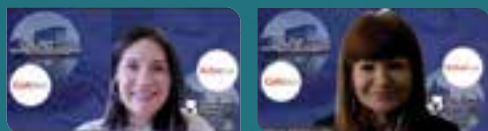
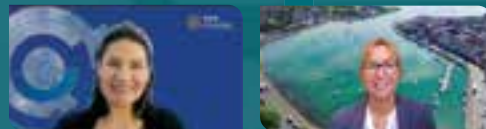


## CORK CHAMBER CONNECTS SERIES

### Cork Chamber CONNECTS with South-East Chambers

Our Cork Chamber CONNECTS Series continues to break boundaries and bring businesses together virtually no matter what the location!

Over 60 members from South-East Chambers including **Carlow, Dungarvan, Wexford, Kilkenny** and **Waterford** joined us on the 28th October for this upbeat and captivating session.



### Cork Chamber CONNECTS with Northern Ireland Chamber

On the 19th November we virtually travelled to the other side of the country to connect with members of **Northern Ireland Chamber of Commerce and Industry**.

Over 50 members tuned in to make meaningful connections with other businesses and like-minded individuals.



IN ASSOCIATION WITH

**CorkBeo**





## WEBINAR SERIES

### Leadership in Sustainability

This session took place on the 22nd October and highlighted how Irish SMEs are grasping the business case for sustainability and are taking action to achieve change across business operations.

Speakers included **Anne Moore**, Sustainability Manager, Gas Networks Ireland, **James McManus**, Managing Director, Earth's Edge, certified B Corp and **Sinéad Hickey**, Chair of Chambers Ireland Sustainable Business Council and Head of Sustainability Ireland & Europe, John Sisk & Son (Holdings) Ltd.



### Climate Action from Global to Local

Our final SCP Webinar of the year took place on 26th November focusing on practical advice for businesses on global commitments and targets from COP26, the Climate Action Plan and local action.

Speakers included **Shane O'Reilly**, Director, Sustainable Futures, KPMG, **David Joyce**, Director of Services, Operations Directorate, Cork City Council and **Paul Murphy**, Climate Action Solutions Lead, Climeaction - a Leading Edge Group company.



IN ASSOCIATION WITH



Thank you to all of our members who attended our virtual series this year.  
We will see you again online and hopefully in-person next year!

# NEW MEMBERS

We welcome the following new members

## Aspen Landscapes Landscape Contractors

*We are a landscape design, construction and maintenance company. Managed by Vince, a horticulturist with more than 20 years experience. We create perfect, cosy, and vibrant spaces for you to enjoy.*  
T: 083 157 8015  
E: aspenlandscaping19@gmail.com  
W: <http://www.aspenlandscapes.ie>

## Croía Ireland Retail

*Croía Ireland is the one stop shop for buying Irish online.*  
T: 087 354 3853  
E: [info@croiaireland.com](mailto:info@croiaireland.com)  
W: <http://www.croiaireland.com>

## Double Marvellous Web Design

*Double Marvellous provides a full service including bespoke web site design & build, content, design, custom WordPress plugins themes & maintenance, HTML email & cartoon animation.*  
T: 085 768 6677  
E: [info@doublemarvellous.com](mailto:info@doublemarvellous.com)  
W: <http://doublemarvellous.com>

## Egans Opticians Retail

*Egans Opticians is one of Cork's leading independent optician practices. Offering all our customers an exceptional eyecare experience.*  
T: 021 437 7655  
E: [lmartin@egans.ie](mailto:lmartin@egans.ie)  
W: <http://www.egans.ie>

## Elasnik Computer Network Ltd. IT Services

*Elasnik Computer Network Ltd. specialises in business & education infrastructures, networking and computers. IT solutions from first fix to finish for your company.*  
T: 021 470 0507  
E: [info@elasnikcomputers.com](mailto:info@elasnikcomputers.com)  
W: <http://www.elasnikcomputers.com>

## Fluid Equipment International Manufacturers

*We are manufactures and traders in equipment used in the firefighting construction industry.*  
T: 087 703 1887  
E: [cronin@fluid-equipment.com](mailto:cronin@fluid-equipment.com)  
W: <https://fluid-equipment.com>

## HSF health plan Healthcare Provider

*HSF provide the largest possible number of health benefits in a variety of low-cost health cash plans. Our plans cover corporate and individual customers.*  
E: [laura.long@hsf.ie](mailto:laura.long@hsf.ie)  
W: <https://www.hsf.ie/>

## Lemass Engineering Supplies Engineering/Building Contractors/Providers

*We are a one stop shop for all engineering/industrial and construction supplies. Our knowledge and understanding of customer needs has seen our business grow month on month.*  
T: 087 602 5025  
E: [Ryan@lemass.ie](mailto:Ryan@lemass.ie)  
W: <http://www.lemass.ie>

## LINC Social Enterprises

*LINC are a community organisation advocating for lesbian and bisexual women in Ireland.*  
T: 021 480 8600  
E: [info@linc.ie](mailto:info@linc.ie)  
W: <http://www.linc.ie>

## Livu Solutions Web Design

*Livu Solutions is an affordable web development company, with services ranging from website building and updates to consultation for entrepreneurs who run their own business.*  
T: 085 152 6284  
E: [info@livu.ie](mailto:info@livu.ie)  
W: <http://www.livu.ie>

## Lynda di blasi Online Shopping/Retail

*Personal certified stylist. Wardrobe makeovers edit.*  
T: 086 259 9539  
E: [hello@lyndadiblas.com](mailto:hello@lyndadiblas.com)  
W: <https://lyndadiblas.com/>

## Mothers First Charities

*Mothers First deliver food and medicine to clinically malnourished women when they are pregnant and 4 months post-delivery. Our interventions directly increase birth weight.*  
T: 089 959 3147  
E: [nutritionforall.net@gmail.com](mailto:nutritionforall.net@gmail.com)  
W: <http://mothersfirstcharity.org>

## Noirxtone Limited Photography

*A commercial content creator for your business needs. From corporate headshots to your everyday business activities. Louis from Noirxtone (noir and tone) has got you covered.*  
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E: [noirxtone@gmail.com](mailto:noirxtone@gmail.com)  
W: <https://www.noirxtone.com>

## The Open Doors Initiative Services

*We create pathways to education and employment for marginalised people.*  
E: [jeanne@opendoorsinitiative.ie](mailto:jeanne@opendoorsinitiative.ie)  
W: <http://www.opendoorsinitiative.ie>

## Pat Hennerty Sales Ltd Office Supplies/Equipment/ Furniture

*A Cork based office supplies, printing and furniture business, that supply business and homes nationwide.*  
T: 021 431 2490  
E: [sales@pathennerty.ie](mailto:sales@pathennerty.ie)  
W: <https://pathennerty.ie/>

## Roisin Kelleher Education/Training/Languages

*My career guidance service has built up a strong clientele who are provided with relevant and up to date information to enable them to make appropriate decisions regarding their future.*  
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E: [info@roisinkelleher.ie](mailto:info@roisinkelleher.ie)  
W: <http://www.roisinkelleher.ie>



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W: <http://www.stryker.com>

**TAPiTAG  
Advertising/Marketing/Market  
Research**

*TAPiTAG is a global cloud based solution platform that allows users to share information digitally via NFC Tags & Cards.*  
T: 086 810 6810  
E: [john@tapitag.co](mailto:john@tapitag.co)  
W: <http://www.tapitag.co>

**TIER Mobility  
Transport**

*TIER Mobility is the largest micro-mobility operator in Europe, serving over 160 cities in 17 countries across Europe and the Middle East, with a range of leading-edge e-scooters, e-bikes and e-mopeds.*  
T: +44 79 304 91770  
E: [benjamin.bell@tier.app](mailto:benjamin.bell@tier.app)  
W: <http://www.tier.app>

**Walsh and Partners  
Services**

*A general practice based on the south mall Cork specialising in renewable energy, family law, conveyancing, probate, litigation and agricultural law.*  
T: 021 427 0200  
E: [info@walshandpartners.ie](mailto:info@walshandpartners.ie)  
W: <https://walshandpartners.ie/>

**Weldon O'Brien Ltd  
Solicitors/Legal Services**

*Patent Attorneys, working for clients who develop new products or services of a technical character.*  
T: 023 885 2144  
E: [mail@weldonobrien.ie](mailto:mail@weldonobrien.ie)  
W: <https://www.linkedin.com/company/72530326/admin/>

**Wizer Energy Ltd  
Fuel/Energy**

*We are an electrical contracting firm with specialisation in solar PV installation, battery storage, EV charger and infra-red heating system installations.*  
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E: [martin@wizerenergy.ie](mailto:martin@wizerenergy.ie)  
W: <http://www.wizerenergy.ie>



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# HR BAROMETER

BENCHMARKING | ANALYSING | FORECASTING

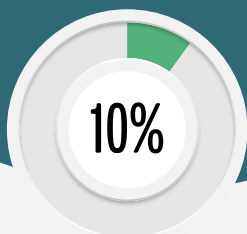
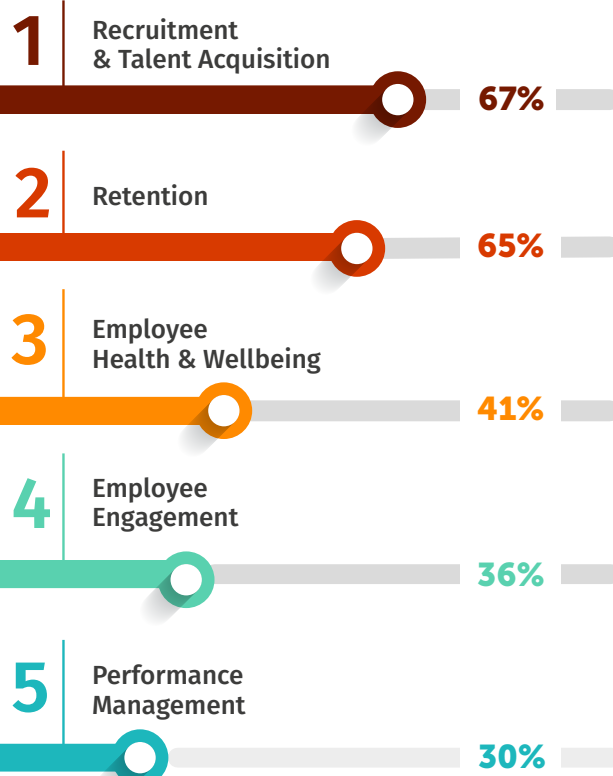
The HR Barometer Report is the **most comprehensive research report** analysing the impacts, challenges and trends within the HR and Employment Law landscape in Ireland. It an **invaluable source of information, analysis and insights** on the key issues and challenges facing HR Practitioners.

The HR Barometer Report examines all aspects of HR including HR Metrics, Key Strategic HR Areas, Pay & Benefits, Working Practices and HR Priorities.

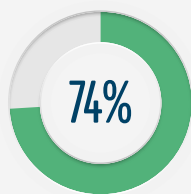
## SURVEY SNAPSHOT



## TOP 5 HR PRIORITIES FOR 2022



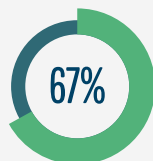
Expected Employee Turnover in 2022 compared with an anticipated 7.5% for 2021



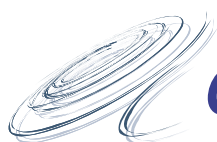
Organisations increased Salaries in 2021



Of Organisations planning on increasing staff in 2022



Of Organisations not planning on increasing HR headcount in 2022



**adare**

human resource management

Research was conducted by phone by Behaviour & Attitudes (B&A) in Oct/ Nov 2021 with over 150 HR Directors and Managers nationwide on on behalf of Adare Human Resource Management.

The HR Barometer Report is exclusively available to our Linea members. For more information on how you can access it please **visit [www.adarehrm.ie](http://www.adarehrm.ie)**

Penrose Wharf Business Centre,  
14 Penrose Wharf,  
Cork

(021) 486 1420  
info@adarehrm.ie  
[www.adarehrm.ie](http://www.adarehrm.ie)



## ***The next economic and industrial revolution is underway – and sustainability is at its core. Conor Holland, of KPMG Ireland's sustainable futures team, outlines what the sustainable revolution means for business today.***

A new economy is emerging, driven by profound changes in technology and the increasing pressures associated with climate change and changing societal expectations. Covid-19 has accelerated changes in how we live and work – with enhanced digital integration, and a greater focus on resilience of company operations. Indeed, the context in which organisations now operate has been transformed by climate change, biodiversity loss, and increasing focus on companies' role in addressing broader societal challenges such as diversity, equity and inclusion. Consequently, the role of business in contributing to solving these issues is more important than ever and as a result, environmental, social and governance (ESG) matters have become a top priority on Board and executive agendas. Companies are increasingly recognising that they operate as part of an ecosystem with their various stakeholders. These stakeholders want to be associated with organisations that have a strong sense of purpose and contribute to societal wellness and the common good.

As a result, for companies to succeed in the long-term, they must demonstrate how sustainable their operating models are, how they create long-term value for society, and how they make their company resilient for the future. Moreover, investors and other stakeholders are increasingly demanding this information. To continue to thrive, companies need to ensure they maintain their social licence to operate through greater commitment to long-term, sustainable value creation, that embraces the wider demands of society.

### **Prepare for a low carbon economy**

The 2021 Intergovernmental Panel on Climate Change (IPCC) special report on the impacts of climate change provided an unequivocal message – without immediate and urgent action to respond to the climate crisis, we are facing potentially catastrophic impacts on agriculture, coastlines, critical ecosystems, and human poverty. Businesses must consider the implications of transitioning to a low carbon economy and what this means for their business models, products, operations and financial performance. This message was underscored during COP26 where it was clear that the institutional investment world is starting to exercise significant influence through investment policy - and are starting to demand increased climate focus from investee companies. – including private companies as much as public companies.

Crucially, a transition to a low-carbon and climate-resilient economy will involve significant financial opportunities, as businesses leverage new renewable energy technologies to displace carbon-intensive processes, and identify many other significant areas of growth and disruptive innovation across all industries. Indeed, low carbon and resource efficient solutions are already emerging across traditional industries, presenting new investment opportunities in areas such as healthy food systems, transport, water infrastructure and waste management. Ultimately for businesses, “going green” is not just a matter of “saving the planet”; it is about pursuing economic growth and development that is strategic, resilient, and sustainable.

### **Integrating ESG factors into strategy and culture**

Few organisations today are not affected by the demands for more inclusive capitalism, and to demonstrate that their business informs their strategy and governance with reference to the commercial, social and environmental context in which they operate. This means creating a strategy that integrates shareholder and stakeholder value and aligning managerial incentives with the company's core purpose. Strategic priorities and internal investment decisions should support key drivers of sustainable, long-term value creation and should focus on culture, talent development and branding.

To ensure businesses continue to maximise value creation, they need to reformulate how they measure success. To be fully effective, ESG factors must be integrated and internalised into

governance, strategy, operations, performance management and ultimately reported and assured. Indeed, how companies manage and communicate their ESG impacts has never been more important. Organisations should therefore consider how robust their ESG reporting framework is. Does it currently enable disclosure of quantitative and qualitative information in a way that best communicates the company's long-term ESG related ambition, while equally ensuring they provide relevant and reliable information to their stakeholders?

### **Reporting and assurance**

Indeed, in response to the growing stakeholder demand for ESG information, many organisations have already started preparing for future sustainability disclosures by identifying the metrics most material to their sector, strategy and stakeholders, and developing the associated infrastructure to facilitate reporting on those metrics. Moreover, as companies report and disclose more ESG information, they should expect a sharpened focus on the accuracy and reliability of their disclosures and metrics. With mandatory ESG assurance on the way for most large EU companies, management should ensure that they develop appropriate processes and controls, similar to financial reporting, and consider undertaking ESG reporting readiness assessments to ensure they are in a position to comply with the new regulatory obligations.

### **Conclusion**

We are on the cusp of a radical transformation in the way we live and work, where businesses are expected to measure, manage, and report a holistic view of enterprise value, measured by a broad base of capitals (financial, human, intellectual, social and natural). Those corporations that align their goals to the long-term goals of society are the most likely to create long-term sustainable value, while driving positive outcomes for business, the economy, society, and the planet. This is the sustainability revolution.

### **A sustainability revolution emerging in Cork**

From a local perspective we are seeing the emergence of a sustainability revolution in Cork. Companies such as Amarengo, Exceedance, DP Energy, Brookfield Renewables and Simply Blue continue to go from strength to strength supporting Cork's reputation as a renewables hub - building on a position where the significant majority of national energy generation/supply for Ireland is produced in the Cork region. The Cork City Development Plan 2022 – 2028 sets ambitious tangible targets to position Cork as a sustainable city. Cork Chamber's Sustainable Cork Programme, which we have proudly supported, has importantly highlighted and advanced the broader sustainability conversation among the Cork business community – seeking to set a vision for a more sustainable and resilient Cork – while at third level, University College Cork has been named the Most Sustainable University in the World and Cork University Business School (CUBS) recently released their strategy which has sustainable business at its core. These are all positive indicators, however for Cork to realise its potential as a global leader in sustainability it requires relentless focus and action across all stakeholders on the sustainability agenda which is critical to continued business success locally, nationally and globally.



**Conor Holland**  
Director ESG Reporting  
& Assurance, KPMG

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# NEW APPOINTMENTS

## Cork Chamber announce Director of People, Operations & Governance

We are delighted to announce the appointment of Naoimh Frawley as Director of People, Operations & Governance. Naoimh has worked for Cork Chamber for almost 8 years. Working within the Senior Executive team Naoimh will be responsible for delivering and implementing the strategic plan and annual operational plan of the Chamber, with a strong focus on our People, Operational excellence, ESG innovation and digital transformation. Naoimh holds a degree in Human Resource Management, a Certificate in Data Protection Practice and is currently completing a Diploma in Corporate Governance.



**Kevin Cullinane**  
DAA

DAA is pleased to announce the appointment of Kevin Cullinane as the company's new Group Head of Communications. Kevin has worked with daa for the past fifteen years and previously held the position of Head of Communications at Cork Airport for the past seven years and prior to that, as Cork Airport's Head of Aviation Marketing. Kevin is currently the Chairman of the Airport Council International (ACI) Europe Communications Forum after being elected to the position in February 2020.



**Ciara Byrne**  
Starcircle

Starcircle, a Cork-based global strategic talent sourcing firm that helps companies source and recruit hidden talent, has appointed Ciara Byrne as its Chief Revenue Officer. Ciara will be responsible for creating and monitoring strategies that will strengthen its positioning and global business growth further. Starcircle's clients include high profile multinationals such as Facebook, Amazon, Dropbox, Cisco, Doordash, Epic Games and Sonos.



**Justin Farrell**  
The Crann Centre

Justin joins Crann from UPS where he worked as an account manager. Prior to this, Justin has worked in business development and marketing for leading companies including Leading Edge Labels and Packaging, North and West Coast Links. He holds Bachelor of Commerce and Master of Business Studies degrees from the NUI Galway. Justin is focused on building corporate partnerships for Cork-based Crann, where they provide solutions for families with neuro-physical disabilities across Ireland.

## MEMBERS NEWS



### Hovione increasing capacity

Hovione announced that it is expanding its Cork site in Loughbeg and will create up to 100 jobs over a three-year period. The expansion in Ireland is part of a global expansion strategy representing an investment of €148 million (\$170million) in increasing its capacity at its sites in Ireland, the USA and Portugal and was recently announced by Guy Villax, Chief Executive Officer, and Jean-Luc Herbeaux, Chief Operating Officer, at Hovione.

Pictured Dr. Paul Downing, General Manager with Mary Hennessy, Senior Human Resources Director Hovione. Photograph: Darragh Kane Photography

### Starcircle creates 100 jobs as it sets on international growth

Starcircle, a trailblazing Cork-based talent sourcing technology provider that helps companies source and engage with hidden talent, is excited to announce plans to create 100 new jobs. Enabled by technology and informed by data, Starcircle is rapidly expanding its team to cater for the surge in demand for its revolutionary approach to talent acquisition. Starcircle clients are some of the world's biggest names - Marvel, Facebook, Amazon, Epic Games, Sonos, Dropbox, Doordash and Paypal.

Starcircle CEO James Galvin; Taoiseach Micheál Martin, Chief Revenue Officer Ciara Byrne and Chief Commercial Officer Colin Hickey. Photo Gerard McCarthy



### Time for Action

Leading Edge Group is creating 30 new jobs over the next 2 years for its Lean business transformation consulting company and climate action subsidiary "Climeaction". For 26 years Leading Edge Group has supported over 1,000 companies and institutions in Ireland and abroad, supporting savings and process improvements worth over €500m through its business transformation consultancy. Climeaction was launched in May 2021 and has over 60 client companies ranging from Micro businesses right through to some of Ireland's best-known brands.

Cllr. Gillian Coughlan, Mayor County Cork; Paul Murphy, Climate Action Solutions Lead, Climeaction; Joe Aherne, CEO, Leading Edge Group and Gerard O'Donovan, Deputy President Cork Chamber.



## Backing Green initiatives

An organisation working to end the need for single-use plastic water bottles, a citizen science project empowering people around the country to monitor their local waterways and a conservation charity preserving Ireland's biodiversity. These are among the projects, announced by Rethink Ireland, that will receive funding as part of their Glas Communities Fund. The Glas Communities Fund is a €200,000 Fund created by Rethink Ireland in partnership with Ornua Co-operative Limited and the Department of Rural and Community Development via the Dormant Accounts Fund. The objective of the Fund is to back innovative solutions which are working to build green sustainable communities in Ireland.

Jennifer Taylor, Refill Ireland; Pádraic Vallely Rethink Ireland and Eva Griffin, Ornua. Photo: Gerard McCarthy



## New Cycleway opens

Stryker, together with IDA Ireland and Cork County Council, officially open a section of cycleway at IDA Business & Technology Park, Carrigtwohill, Co Cork. The new amenity, will form part of the Cork County Council-led initiative to develop an interurban strategic cycleway linking Dunkettle and Midleton.

Ciarán O'Callaghan, Senior Executive Engineer Cork County Council; Norma Beechinor, Plant Manager, Stryker; Mag O'Keeffe, Stryker Vice President of Manufacturing for Neurovascular; Deputy Mayor of Cork County Cllr Anthony Barry; Aisling Holland with her daughter Rosemary and Ray O'Connor, Head of Regional Development IDA Ireland.

## Inaugural RDJ Diversity Scholarships

Two UCC School of Law students, Laya Little and Imamma Eunice Ikebuasi were recently awarded the first RDJ Diversity Scholarships at UCC. The RDJ Diversity Scholarship supports students from Black, Asian and Minority Ethnic Backgrounds studying Law at UCC, with the aim of encouraging diversity in the legal profession. RDJ has donated €40,000 over four years for the scholarships, which will be awarded to two UCC School of Law students each year beginning this academic year, 2021/22.

Pictured: Professor Mark Poustie, Dean of Law, University College Cork and Richard Martin, Managing Partner, Ronan Daly Jermyn with UCC law students Laya Little and Imamma Eunice Ikebuasi.



## MEMBERS NEWS



- 1 The Marymount Annual Christmas Cracker Cycle was held on Saturday 4<sup>th</sup> December, with all proceeds going to Marymount Hospice Cork. Pictured are Diane Magee; Jack Callanan, Friends of Marymount; Sanita Pušpure, Rowing World Champion and Liam Kerins, Marymount.
- 2 **National Transport Authority unveils draft new bus network for Cork:** Pictured are Anne Graham, National Transport Authority CEO with Denis McCarthy, Bus Éireann Training Supervisor and Stephen Kent, CEO Bus Éireann in Cork city centre at the launch of the National Transport Authority's Draft New Bus Network for Cork. Under the proposals, the level of bus services in Cork will increase by 36% with shorter waits and more direct routes for commuters within the city. 34% more people will live close to a frequent service.
- 3 Ella Burke and Leigh Kelleher from Cork School of Dance pictured as Brown Thomas unveiled its highly anticipated Christmas Windows.

## Ronan Daly Jermyn announces five partnership promotions

Ronan Daly Jermyn (RDJ) has announced the appointment of five Partners. The new partners are Ruth Finnerty (Healthcare), Marie Gavin (Corporate & Commercial), David Phelan (Real Estate), Michael Quinlan (Litigation) and Michelle Ryan (Employment). Managing Partner at RDJ, Richard Martin, commenting on the appointments, said, "My congratulations go to all of our new partners on reaching this milestone in their career. They are all talented solicitors who have demonstrated exemplary commitment to the firm and to our clients. I am delighted to welcome them into the partnership."



Pictured: David Phelan, Michelle Ryan, Richard Martin, Marie Gavin, Michael Quinlan and Ruth Finnerty.



# Our Business Banking team would like to get to know you

At permanent tsb, supporting our customers on an individual basis is our priority. We've a range of business banking solutions for our customers' daily banking and lending needs, all delivered with personal support. Our dedicated business banking team know the importance of understanding your needs. Having those meaningful conversations is what matters.



**ANNA BUCKLEY**

*Business Banking Manager*



**AURIOL KELLY**

*Business Banking Manager*

## We'd like you to get to know who we are.

Permanent tsb is rising to the occasion to solidify itself in the Irish business banking space. Our team in the South is led by Tom Leahy who has a vast amount of experience working with business owners sourcing funding solutions to meet their ambitions. He was previously CEO of BDM Boylan Solicitors in Cork.

Along-side Tom, Anna Buckley and Auriol Kelly are two of the Business Banking Managers who cover Cork City & County. Contact Tom at [tom.leahy@permanenttsb.ie](mailto:tom.leahy@permanenttsb.ie)

Anna, based in Cork, is our on the ground Business Manager. Anna has in excess of 16 years banking experience having worked in Bank of Scotland (Ireland), ACC Bank and AIB in their respective SME Departments, both as a lender and a credit underwriter. She has a breadth of banking experience when it comes to providing banking solutions for SMEs, who are looking to expand, acquire and grow their businesses. Anna has a particular interest in the Retail Convenience sector. Anna is a Qualified Financial Advisor, she holds both a BBS & MBS in Business Studies and a Diploma in Management Accountancy (CIMA). Contact Anna on [Anna.Buckley@permanenttsb.ie](mailto:Anna.Buckley@permanenttsb.ie)

Auriol is also based out of our Cork office. She has over 25 years experience in business banking working initially with Bank of Scotland before taking up a role with Bank of Ireland in 2016. Auriol has worked with wide range of business customers across all sectors of the economy. In her early banking career Auriol worked in the Capital Markets Division of AIB based in Singapore. Auriol has great growth ambitions for business banking. Set up an appointment with Auriol by emailing her [Auriol.Kelly@permanenttsb.ie](mailto:Auriol.Kelly@permanenttsb.ie)

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## RUNWAY RECONSTRUCTION 2021

At the beginning of November the Cork Development Forum were given a tour of the runway reconstruction at Cork Airport ahead of its official reopening. It was the fastest large-scale construction project undertaken in the State in recent years - 12 months from funding approval to the completion of the construction works.

Managing Director at Cork Airport, Niall MacCarthy said: "The massive runway reconstruction project was completed on schedule and within budget in a 10-week construction period, during which the airport made the brave decision to close completely to undertake the reconstruction works and be delivered in a quicker time, in a safer environment and with less long-term impacts on airlines and passengers than an alternative of night time closures next year over a 10-month period next year."

"Today is a very proud day for everyone associated with Cork Airport. Rebuilding and reopening the new runway at Cork Airport is a major milestone on our road to recovery post COVID-19. Rebuilding major infrastructure is always disruptive but we have confined the disruption to a short 10-week off-peak period and now we can reap the benefits of recovery. Seeing the quality of the finished product today is a testament to the tight teamwork undertaken by our airport team, our daa group team and all our skilled construction partners. We are very confident about the future of Cork Airport and, with your support as stakeholders, we will grow this airport back to be an engine of growth for the South of Ireland economy once again. We are renowned for our customer service at Cork Airport and from Monday, November 22nd nothing will please us more than welcoming our passengers back again," Niall MacCarthy added.

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An aerial photograph showing a vast expanse of broken ice floes floating in dark water. A small red lifeboat is visible in the lower-left quadrant, surrounded by ice. The image is used as a background for the top half of the advertisement.

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