

Proudly sponsored by our patrons



Resources to support leadership and wellbeing in the workplace



BY CHARLOTTE WATSON

The Covid-19 crisis is the ultimate test of leadership, in this extraordinarily stressful time, the value of great leadership is being demonstrated every day. Since the start of the pandemic business leaders and their teams have had to face different waves of challenges, from the initial lockdown, to rebuilding and recovery and now coming out of the second lockdown.

Employers up and down the country are becoming increasingly worried about the mental health and wellbeing issues presented by the coronavirus pandemic.

As leaders, we have a job, a responsibility to improve and focus on the wellbeing resilience of our workforce as we continue to navigate the uncertain and challenging landscape.

With the increased need for support, working with Business Lincolnshire, we have gathered tips, resources and support that we think will help business leaders and individuals improve health and wellbeing in your workplace, whether you are managing a large organisation, a small team or an individual, there is resource for everyone.

Further expanding on our current work, the resources available will be part of our



Rachel Linstead

central Leadership and Wellbeing Hub and will include the following:

Leadership and Wellbeing Hub

A platform to share, inspire and inform business leaders and individuals in the



Phil Hutchinson

form of blog posts, video content and inspirational, behind the scenes stories.

A Webinar Programme

A place to openly discuss topics affecting businesses and leaders, share best



Sam Kendall

practice and have thought-provoking discussions to further influence and support the importance of wellbeing in the workplace.

Turn to Page 6

Supporting leadership and wellbeing in the workplace

From Page 5

Expert Panel of Advisors

To enable support to challenges in workplace wellbeing and proactively provide business leaders with a platform to speak to experts about wellbeing strategies, we have pulled together some leadership and wellbeing experts from across the Chamber membership and wider business community. These experts can offer one-hour free support to business leaders in Lincolnshire, whether that be to discuss the challenges you are facing, how you can better support your staff or you just want a sounding board, they are here to help.

Our experts so far include:

Alison Harris, Alison Harris Wellbeing
Dr Carol Brady, Brady Consulting
Charles Barnascone, Infinte Possibilities
Ian Barratt, Mind Strengths
Michelle Johnson, PCW Consulting
Phil Hutchinson, Lantern Development
Rachel Linstead, Firecracker
Roz Williams, Positive Occupational Health Psychology (POHP)
Sam Kendall, Kendall Training



Alison Harris

Simon Beardsley, Chief Executive, Lincolnshire Chamber of Commerce said: "For some time now leadership and wellbeing have been a key policy strand for us at the Chamber and we will be continuing that work into 2021 and beyond.

"We recognise the impact this pandemic has had on the wellbeing of our workforce and the challenges it has presented to business leaders but with initiatives such as this one we can further support and influence organisation to survive and thrive in a post COVID world."

If you wish to be a part of our Leadership and Wellbeing Hub, in a content or expert advisor capacity get in touch at marketing@lincs-chamber.co.uk If you are interested in accessing these free resources visit www.lincs-chamber.co.uk/recovery-support/leadership-and-wellbeing



Dr Carol Brady



Michelle Johnson

Funding boost will supercharge ring road

Chartered Surveyor Banks Long & Co has welcomed news of a £110 million Government boost - bringing a complete ring road for Lincoln one step nearer reality.

The Team Lincolnshire member said the injection is a real shot in the arm, with its power to help fulfil Lincolnshire County Council's ambitions to build the Lincoln Southern Bypass, around North Hykeham.

Banks Long & Co Director William Wall said: "This is great news for Lincoln. A full bypass is essential for a forward-thinking, growing city. This scheme is worth celebrating - it holds so much promise for the future."

The Council will have to submit a full business case for the 70% funding of the £154.458 million project. However, provided it gets final approval, it will only need to pay about £44m towards the build.

"The dualling of the A46 from Lincoln to Leicester quickly proved its worth by increasing accessibility to the city. The completion of the Eastern Bypass, offering better access to the rest of the county, is imminent, so the Government's support for this remaining section is the final piece of jigsaw," said Mr Wall.

"We have already seen increased interest and demand from national investors, developers and businesses, a prime example being St Modwen Park Lincoln



William Wall

that has attracted occupiers from near and far. We are confident this trend is poised to grow further."

"The road will create scope for further housebuilding and employment-generating developments," said Mr Wall.

"It will make it more accessible and offer better connectivity to a destination now recognised as a magnet for inward investment, thanks to the continuing growth of the University of Lincoln, which now serves 14,000 students."

A complete ring road is also expected to make Lincoln and Lincolnshire a serious choice for people considering relocating from the South East of England and larger regional cities.

As a growing firm, Banks Long & Co is proud to serve Lincolnshire, the East Midlands and wider UK.

"We work closely with Local Government bodies and want to praise their collaborative hard work to ensure a better and brighter future for Central Lincolnshire," added Mr Wall.

LEP calls for funding bids

The call has gone out to businesses and organisations in Greater Lincolnshire to submit grant funding bids of £500,000 or more to support major projects.

The Greater Lincolnshire Local Enterprise Partnership and the Greater Lincolnshire Strategic Infrastructure Development Plan Working Group have recently launched a joint call for bids.

The aim is for Greater Lincolnshire to have a pipeline of major projects to consider should funding from central Government become available in the new year.

To maximise the potential for investment into the area the LEP has already established a single pipeline of priority projects which is expanded and updated each year.

The LEP and the SIDP Working Group are calling for projects that align to the LEP's emerging Local Industry Strategy and Covid Recovery Plan and that will contribute to economic resilience, growth and productivity.

"Although the LEP has no funding currently available it is imperative that we can respond quickly as funding opportunities arise," said Pat Doody, Chief Executive of the Greater Lincolnshire LEP.

"We appreciate the amount of work that goes into project development and we want to work with businesses and other organisations to ensure that our most strategic projects can be successful in a competitive environment."

Proposals must be for capital projects that can financially complete before March 2025 (category A) or long-term capital projects that are still in the development or concept stage (category B).

Projects in both categories must demonstrate value for money and good deliverability; meet the Government's and the LEP's strategic growth aspirations, focusing on creating new jobs, training employees, building new homes, and delivering key infrastructure improvements; and directly contribute to the key priorities identified in the Local Industrial Strategy and the Covid Recovery Plan.

Outline business case submissions should be emailed to greaterlincslep@lincolnshire.gov.uk no later than 11.59pm on Monday 15th February 2021.

For information on business support, please visit Business Lincolnshire on www.businesslincolnshire.com

Corporate Tax Senior Manager joins regional accountancy firm

Forrester Boyd are delighted to welcome Vicky Prior to the firm as Corporate Tax Senior Manager. Vicky brings with her over 20 years' experience working in a top 40 accountancy firm with a mix of tax expertise.

For the last 8 years, she has specialised in corporate tax compliance and planning with a particular interest in research and development tax credits, capital allowances, other business reliefs and business reconstructions.

In a time when cash is absolutely king for any business, tax planning and allowances are more crucial now than ever.

Speaking of her appointment Vicky said, "Forrester Boyd's reputation for providing a great service to their clients throughout the region is well known. Their approach allows them to utilise their combined experience and expertise across

all fields to provide a bespoke and personal service. It is this focus on their clients and commitment to investing in their staff that appealed to me the most and I am looking forward to being part of the team."

Vicky has worked with a wide spectrum of clients ranging from start-up companies through to established multi-million turnover groups and not for profit organisations. She also has experience dealing with complex HMRC enquiries and settlements, tax residency issues and off payroll working. Tax is very complicated and there is no one rule or approach as every business is different and tax legislation is evolving all of the time.

David Everatt, chairman of Forrester Boyd said, "Vicky's appointment reinforces our commitment to delivering excellence in client service. Vicky's extensive expertise in corporate tax is a fantastic addition to support the services that we offer our clients."



Business mix makes Lincolnshire Co-op resilient

Community retailer Lincolnshire Co-op has recorded a solid trading result in 2020, despite pressures including substantially increased costs and the major impact of the Coronavirus pandemic on the travel industry.

The Society runs 223 outlets and has a diverse mix of businesses including food stores, pharmacies, funeral homes, post offices and travel branches.

In food stores, sales were up by 10 per cent to almost £230m as people stayed closer to home and shopped locally. The Society's own bakers Gadsby's and local producers stepped in when food shortages hit during March and April. And customers carried on buying local, with sales of the Love Local range up 23 per cent this year, worth £4.6m to the local economy.

Pharmacies dispensed 1.3 per cent more prescriptions, a total of 5.8m items, and saw demand for home delivery services increase.

Funeral homes supported families through the pandemic, guiding them through restrictions which limited the type of ceremony they could have.



And in travel branches, sales dropped by £28.3m as cancellations and the impact of international travel restrictions and UK lockdowns hit.

Total sales in the 52-week year to 5th September 2020 were down 3.3% to £336m. Trading surplus remained in line with last year at £15.5m.

Lincolnshire Co-op's Chief Executive Ursula Lidbetter said: "There is no doubt that the pandemic has had a profound

impact on our business. But there is strength in diversity and our mix of outlets gives us resilience.

"The strong performance in our food stores has helped mitigate the huge industry-wide changes our travel branches have faced for example."

This year, Lincolnshire Co-op achieved Investors in People Platinum status which marks the Society out as a top employer.

Lincolnshire Co-op shares its profits locally in several ways,

including by paying dividend to its 290,000 members. Extra dividend of £1.8m was paid onto dividend cards on top of the £2m of dividend members have already collected this year - a total of £3.8m.

Outlets opened in new trading areas including food stores in Sturton by Stow, Springfield Road in Grantham and Clipstone, near Mansfield as well as a chiropody branch in Lincoln.

In total, the Society spent £14m with contractors from the local area.

The Community Champions fundraising scheme collected £468,256 for 315 good causes this year. Lockdown saw demand for mental health and domestic violence services rise so over £99,058 has gone towards groups tackling those issues.

Colleagues also set up a scheme to enable those isolating to access essential groceries and prescriptions, working with 110 community groups and linking them to food stores and pharmacies.

"I've been constantly amazed this year by what my team have achieved and what people have been doing to support their communities," said Ursula.

Manage your social media across cultures

Social media communication is an essential part of international growth strategy. With digital marketing and advertising agencies under ever-increasing pressure to deliver quality content and stay culturally relevant, here we discuss successfully posting on social media in a foreign language.

Research shows that more than 1 billion of the 1.7 billion people who use Facebook speak a language other than English, and that the 82% of consumers are more likely to buy a product if it's marketed in their native language.

So what should you consider when posting on social media in a foreign language?

In sales and marketing, language is one of the most powerful instruments. When you need your social media content to be used across a variety of regions and to accurately reflect your marketing messages, you need to consider the following:

Language proficiency

Your social media campaign could have all the elements to be successful overseas, but if you



Iwona Lebidowicz

are trying to communicate only in English, people who speak a language other than English simply will not be able to find you.

Ideally, you need a fluent English speaker to create a post in English, and a French fluent speaker to create a post in French for French-speaking audience.

Local and cultural context

When posting on social media in a foreign language, it is very important to be sensitive to different cultural norms and values. Without truly understanding the culture of the people who speak the

language, it becomes easy to offend people when interacting with them.

If you want to effectively communicate your content to your foreign audience, you need to consider whether or not your social media post contains culture-specific references and how you can adjust the content to make it relevant to them.

It's useful to have an understanding of what people from different cultures will best respond to before launched, and to have consistent tone of voice

If you want to emotionally engage your global audience, it is not only about using the right words but also about adopting the right tone of voice. As a result, you maintain the power of your marketing messages, reinforce the brand with a consistent tone of voice, and build an authentic, long-lasting connection with customers.

Iwona Lebidowicz of PAB Group is passionate about helping businesses to succeed internationally. More Information at <https://www.pablanguages.com/> localisation

Leading law firm enters top UK 200

Sills & Betteridge LLP has again been recognised as a leading law firm as it enters for the second time, The Lawyer UK 200 - a list of the UK's largest firms by revenue, where Sills & Betteridge are ranked 187.

The Annual Report is the result of months of detailed impartial research by The Lawyer publication and is seen as the benchmark report for anyone with a serious interest in the business of law.

Stephen Wilson, the firm's Senior Partner said "The Lawyer UK 200 is a prestigious league table and we are delighted to retain our position for a 2nd year. Despite the challenges of the last 9 months, the firm's performance has been reassuring and demand for most of our services has either stayed the same or increased. We look forward to a more settled 2021."

The report also highlighted the firm's commitment to gender equality of its partner and staff appointments.

Charity launches cookbook celebrating the excellence of Lincolnshire produce



Emergency Response charity, LIVES, have partnered with a number of renowned companies to produce a cookbook to celebrate a fantastic range of Lincolnshire produce. The cookbook, entitled 'Lincolnshire Kitchen' will be available in Lincolnshire Co-Operative stores this winter and also through the LIVES website.

LIVES and headline sponsor, Ringrose Law have worked with a whole host of Lincolnshire companies to expertly showcase what our county has to offer. Tiffany Allen, Corporate Fundraising Manager at LIVES explained, "We have been really excited about working on this project, and to have so many wonderful local companies involved has made this even more enjoyable. We know this cookbook will really showcase Lincolnshire talent and excellence."

Local Lincolnshire Chef, Darren Rogan has provided his talents in cooking the recipes and produce that you will see in the cookbook. He

added, "I am really proud to part of Lincolnshire Kitchen, which promises to provide a range of recipes which will proudly put a spotlight on our county. We hope that the reader will enjoy all the recipes, whilst supporting this lifesaving charity."

During this difficult year, it is wonderful to give these fantastic producers such as Bateman's Brewery, Belvior Fruit Farms and Pin Gin, a stunning platform to share their expertise and work together, supporting the industry.

LIVES are very proud they turned 50 this year, but have had to suspend almost all of its anniversary celebrations and fundraising activities due to the pandemic. LIVES volunteers have continued to support their communities by responding to medical emergencies when a 999 call is made, in full PPE.

To find out more, and explore who else is supporting this cookbook please visit www.lives.org.uk/lincolnshire-kitchen-book

Initiative to prioritise mental health and boost productivity

A major initiative aiming to boost economic productivity is calling on businesses across the East Midlands to prioritise their employees' mental health after Covid-19 has put significant strain on workers' wellbeing.

The Mental Health and Productivity Pilot (MHPP), funded by Midlands Engine, is a pan-regional pilot being delivered across the Midlands.

MHPP's research found workers were less likely to talk to managers about experiencing mental health problems since lockdown. Overall, a lack of support for workplace mental health problems could reduce the overall productivity in the region by a quarter.

MHPP is leading the way towards making a step change in attitudes towards mental health in the workplace, and reducing the stigma associated with talking about mental health at work.

The three-year project will signpost employers to established initiatives that can help their employees' mental health - no matter the size of the business - not only making their staff healthier but helping boost their productivity too.

Through MHPP, employers can also sign up to be pilot sites for trials of new workplace interventions that focus on early identification of issues and support for both employers and employees, spanning effective return to work following sickness, emotion regulation, sleep therapy and individually tailored support from a liaison worker.

MHPP is being led by Coventry University in partnership with the University of Warwick, the West



Paul Farmer



Dean Fathers

Midlands Combined Authority, mental health charity Mind and the universities of Birmingham, Derby, Lincoln, Loughborough and Nottingham.

Professor Dean Fathers, of the University of Lincoln's Centre for Organisational Resilience, said MHPP is a way for employers to take the first steps into improving mental health in their workplaces.

He added: "MHPP is actively encouraging businesses to find ways to improve productivity through supporting their workforce's mental health and I would urge any company unsure about what their options are to visit MHPP's website."

Paul Farmer, Chief Executive of mental health charity Mind and programme Strategic Advisory Board member, said: "It's good to see employers recognising the need to support the mental health of their staff, which is arguably more important now than ever before."

Any business looking to improve mental health in their workplaces should visit the MHPP website and sign up at mhpp.me/employers

Boston Borough Council announces plans for YOUR Future

Boston Borough Council's wide-ranging aims for the next four years - contained in a document known as the Corporate Strategy 2020 to 2024 - are now available for all to read.

It sets out the Council's direction of travel over the coming years; identifying where the council will focus its efforts and resources to improve the borough for our community. Taking into account the council's priorities and how, working with partners, it aims to achieve them.

The new document reflects the principles of the council's ambitions - continuing to deliver high quality services that our community needs in their everyday lives, whilst at the same time looking to the future with a view to addressing some of the key challenges the area faces.

Performance will be matched against targets and measured and monitored every step of the way in order that adjustments can be made to keep the council on course.

The four overarching priorities are to ensure Boston is a place where people want to live, work and visit; grow Boston's economy to ensure it remains a thriving town; reduce the Council's carbon footprint and become net zero carbon in advance of the timetable declared by UK Parliament and deliver high quality services and maximise use of technology to support residents.

Cllr Paul Skinner, Leader of the Council said: "I urge everyone to take a look at what our strategy holds. We will do our utmost in matching our achievements to our strategy and I am confident that we will deliver this."

"In addition, we now have submitted for the opportunity to secure up to £25m of Government funding for regeneration in our Borough and we have entered into a strategic alliance with East Lindsey District Council that will enable us to save £5m over the next ten years."

Read the full Corporate Strategy 2020 to 2024 at www.mybostonuk.com



The tax impact of Covid-19 and the business implications

BY MARK TAYLOR, director and head of tax projects at Duncan & Toplis

The Covid-19 crisis has impacted many areas of society, and for the UK government, it has resulted in huge levels of spending to support businesses and individuals through the pandemic.

The government's debt currently stands at £1.8 trillion, and it's expected to borrow £400 billion in total this fiscal year as the country continues to work through uncertain times. As a result, there's little doubt that the government's expenditure will mean that UK taxes will rise - and soon.

Chancellor Rishi Sunak recently commissioned a report by the Office for Tax Simplification (OTS). OTS has now published its initial findings, which recommends a major overhaul of Capital Gains Tax (CGT) to help the government recover some of its expenditure.

Proposals include:

- The possible alignment of CGT rates with income tax
- Measures against the retention of profits in small companies to extract as capital when ceasing, rather than taking dividends during a company's lifetime
- Taxpayers not benefiting from both an Inheritance Tax exemption and CGT uplift when someone dies.

Currently, there are four rates of CGT. Basic rate income tax payers pay 18 per cent on second homes and buy-to-lets, and 10 per cent on other assets. While for higher rate taxpayers, the rates are 28 per cent and 20 per cent respectively.

Landlords may be set to make the biggest losses under the proposals, however they may be best positioned to hold on to their buy-to-let properties once these measures are put into place, rather than incur a CGT charge by selling up. Alternatively, we may see a surge in landlords selling properties before the changes come into play. Each individual's circumstances will be different.

The report has also called for the government to reduce the annual CGT

allowance, or annual exempt amount - which currently means the first £12,300 of gains from assets such as shares and property are free of CGT. This could reduce to between £2,000 and £4,000.

As the government is on track for a £400bn deficit this year due to Covid-19, it's likely that the Chancellor will be encouraged to make significant changes in the coming months. Indeed, it's thought likely that these measures will be introduced in the Chancellor's next budget in spring.

These proposals, if implemented, will have major implications on businesses and taxpayers both in the UK and overseas. If you'd like advice on CGT or IHT, get in touch with our experts today.

Imp-pressive gift to schools



Social enterprise, The EBP is looking for local businesses to support next year's Lincoln IMP Trail Education Programme.

More than 40 Lincolnshire schools have already signed up to take part in the programme, delivered in partnership with the University of Lincoln, Bishop Grosseteste University and Waterside Shopping Centre and supported by Lincoln Digs and Galliford Try.

Your support will enable a Lincolnshire school to participate in the programme, covering the cost of a one-metre-tall Imp sculpture and full education resource pack, with links to the National Curriculum and Ofsted framework.

Schools will be able to let their creativity run wild on the sculptures before they are added to next summer's Lincoln IMP Trail in venues across Lincoln's city centre. The programme is open to Greater Lincolnshire primary, secondary and special schools and The EBP is able to match your company to a school local to your business.

Please contact Emma Welbourn at emma.welbourn@the-ebp.co.uk for more information.

Ongo win at regional development awards

An Ongo development has been announced winner of 'Best Small Social or Affordable Housing Development' at the Local Authority Building Control awards (LABC), with another taking runner up of 'Best Social or Affordable Housing Development'.

These awards are the largest business to business honours in the building control sector, and they aim to recognise quality in many different types of project.

The development taking first prize in 'Best Small Social or Affordable Housing Development' category is on Holgate Road in Scunthorpe and includes a total of 16 one-bedroom homes. They are set in a popular area of the town and each home comes with spacious living areas, private parking and list of modern features.



The Holgate Road development

Runner up in the 'Best Social or Affordable Housing Development' category is a development of 27 homes on Cottage Beck Road in Scunthorpe, which are a mix of three and four bedroom family homes.

Martin Phillips, Development Manager for Ongo, said: "We are honored that not just one, but two of our developments has been celebrated at such fantastic and widely recognised awards in the industry."

"It means a great deal to us that the homes we provide are of excellent quality and it's great that we can compete with other major developers in the region."

"We have ambitious plans to work with more local contractors to build hundreds of homes each year for rent, shared ownership and outright sale. So be sure to keep

an eye out for our latest exciting announcements."

Ongo worked with local building contractor G S Kelsey Construction Ltd, BSB Architecture and DBA Management Consultants to design and deliver the homes on both sites.

Andrew Kelsey, Managing Director at G S Kelsey Construction Ltd, commented: "Our latest two projects with Ongo have achieved some really positive outcomes. We all work together attentively and with a shared sense of purpose to make the development process run smoothly and with a real emphasis on quality."

"The LABC Awards and commendations signify this and demonstrate that as a team we are getting it right."

To find out more about Ongo or their development plans, go to www.ongo.co.uk.

Ellgia and Multifuel Energy partnership extended

Ellgia are delighted to announce the signing of an extended agreement for the supply of Refuse Derived Fuel (RDF) to the two Energy from Waste facilities at Ferrybridge which are owned and operated by Multifuel Energy Ltd, a 50/50 joint venture between SSE & Wheelabrator Technologies Inc.

The new agreement based on a 7 year term, comes into effect on 1st January 2021 and provides future assurance for Ellgia's customers of a UK based "zero to landfill" offtake partnership delivering the highest levels of operational and environmental performance.

Jack Lavington, Operations Director for Ellgia stated: "We are delighted and the new supply agreement marks a significant milestone for our partnership with Multifuel Energy Ltd. We have worked over a number of years with MEL to ensure we can consistently deliver a high quality specification fuel to their class leading facilities and we are delighted to be able to further solidify that relationship on a longer term basis."

"Our customers can take comfort in the fact that we are able to offer a continued and sustainable based "zero to landfill" solution. I would like to offer my thanks to all those involved within both organisations who have worked tirelessly over the past 4 years in developing this real partnership approach."

Colin Drew, Plant Manager at Ferrybridge 1 and 2, said: "We started to receive waste from Ellgia in March 2016 and since that time the relationship has worked well for both of us, and aligns our vision to generate energy from waste in an efficient and sustainable way, achieving the highest recovery rates."

Welcome to our new members



Brady Consulting

Lincoln Moneyman
www.lincolnmoneyman.com

Country Oak Frames
www.countryoakframes.co.uk

MHME
www.mhmelincolnshire.com

Engineering Services Partnership
www.espltd.co.uk

LA Solutions (Training) Ltd
www.la-solutions.net

Horizon Consulting
www.horizonconsulting.org

Victorian Fireplaces
www.victorianfireplaces.com



AS A CHAMBER
MEMBER I'M
WELL CONNECTED

Morgan Sindall announced as headline Sponsor for the 2021 Greater Lincolnshire Construction and Property Awards



Morgan Sindall Construction has been announced as the headline sponsor for the 2021 Greater Lincolnshire Construction and Property Awards.

Taking place on 22nd April 2021, later than previous years, but they are here to continue to reward and recognise the hard work that goes into making construction and property the stand-out sector it is in Lincolnshire.

Commenting on the sponsorship is Rob Cant, Framework Director for Morgan Sindall Construction; "We are incredibly proud to support the Greater Lincolnshire Construction and Property Awards and to have the opportunity to celebrate the outstanding work being done.

"As a Midlands-headquartered business, Morgan Sindall Construction has a real focus on Greater Lincolnshire, constructing the places where people live, learn, work, play, care and protect.

"We're fortunate enough to see first-hand,

the positive impact that buildings make to people's lives, and having just completed the construction of a brand new state-of-the-art leisure centre in Market Rasen, we were amazed at the positive difference it's already made to that community.

"Lincolnshire is a rich and diverse county boasting vibrant agricultural, energy, food, defence and enterprise sectors amongst many others, so we look forward to supporting even more local customers, and their communities, by not only constructing new buildings, but through delivering social value investment opportunities such as training, employment and apprenticeships for local people."

Charlotte Watson, Head of PR, Marketing, Comms and Policy at Lincolnshire Chamber of Commerce, said: "It has been such an uncertain year for events and business as a whole, but we are so delighted to be announcing Morgan Sindall Construction as

our headline sponsor for the 2021 awards.

"The awards will be taking place later than originally planned next year but myself and the awards steering group wanted to ensure we had the best possible chance of a physical event. They are likely to be different to previous years, but we are confident we can still deliver a fantastic event whilst considering government guidance.

"As a Chamber we understand the value this industry brings to Lincolnshire and the UK economy, making it so important to continue to recognise and reward the industry for making Lincolnshire a fantastic place to live, work, play and invest in."

Other sponsors include Willmott Dixon and Viridis Building Services. Companies wishing to enter these awards via the website can do so until Friday 22nd January 2021.

Sponsorship opportunities are still available, please visit www.lincsconstructionandpropertyawards.co.uk

EVENTS

Maximise your Membership

11th January
Time: 10.00am - 11.30am
Zoom

ChamberConnect: Adapt and Thrive Workshop

12th and 13th January
Time: 10.00am - 12.00pm
Zoom

ChamberConnect: QES Q4 Briefing

12th January
Time: 8.00am - 8.45am
Zoom

Drive Safer, Arrive Safer

12th January
Time: 10.00am - 12.00pm
Member: FREE
Non-Member: £30.00 incl VAT
Zoom

Virtual Lincolnshire Construction and Property Network

19th January
Time: 12.30pm - 2.00pm
Zoom



ChamberConnect: Doing Business in Poland

19th January
Time: 10.00am - 11.30am
Zoom

ChamberConnect: Public Relations - The Basic and More

20th January
13.00pm - 15.00pm
Zoom

ChamberConnect: How to Write a Killer Marketing Plan

21st and 22nd January
10.00am - 12.00pm
Zoom

ChamberConnect: Stress Management and Resilience

26th and 29th January
10.00am - 12.00pm
Zoom

South Holland Virtual Network

28th January
12.30pm - 2.00pm
Zoom

For more events and bookings, please see our events page: www.lincs-chamber.co.uk/events or call the team on 01522 523333.