

The First Tradeswomen-Focused Magazine in the UK

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Inspiring Women
through their Trade

WOMEN IN trade & BUSINESS magazine

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SUMMER EDITION 2017

June/July/August

Playing to Your Natural Strengths
| The Jewellery Trade

Are You Playing to
Your Natural
Strengths?

Shared Values:
A Place in the Sun
presenter Scarlette
Douglas

5 Things you should tell
yourself every morning
Trick your brain and body into
happiness

Real life stories
The Girl in the
Yellow Hi Vis

Petra Döring

*on how to attract new
opportunities and
never give up*

**The Success
Paradox**

When winning at work
feels like losing in life

**7 Reasons to
Delegate**

**British Jewellery
Trade History**

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Magazine in the UK**

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Meet our contributors



Kerry Daynes
Psychologist

Kerry spent the first part of her career working in forensic mental health and moved into more mainstream psychology services in 2013. She provides therapy and coaching globally to high-profile business leaders, sports personalities and celebrities as private clients. Kerry is a memorable keynote and motivational speaker, and has appeared on countless TV and radio programmes as an expert commentator.

Read her article

The Success Paradox on *page 44*

Connect with Kerry:

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Kirsty Henshaw
Food Entrepreneur

Inspired by her son's nut allergy and intolerance to gluten and dairy, Kirsty Henshaw made it her mission to create delicious, healthy free-from foods he could enjoy. After working for three years with Peter Jones and Duncan Bannatyne since appearing on *Dragon's Den* in 2010, she is now able to share these foods with children around the country, with her award-winning chilled ready meals available in over 1400 supermarkets around the UK.

Read her article

Fighting Allergies with Food on *page 26*

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Joanne Cruise
Transitional Coach

For over twenty-five years, Joanne has been involved in the areas of health, social care and holistic lifestyle and wellbeing. She has trained in many therapeutic and energy healing modalities, including; aromatherapy, reflexology, reiki, life coaching and is a spiritual teacher. Joanne's areas of specialty include; trans-personal development and the mind, body, spirit connection.

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Read her article

How to Step into your Soul Purpose and Shine on *page 36*



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Playing to Your Natural Strengths



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Summer is all about discovering your natural strengths and ensuring that you utilise them in both your work and personal life. Many have made millions of pounds by playing to their natural strengths – are you ready to play to yours?

Our cover story certainly played to her strengths. After losing her first business, visionary, doer and fighter Dr. Petra Döring, founder of MAGNETIX Wellness, kept on fighting. She says: “Don’t give up, always carry on!” Read her story on page 14.

What would success look like to you? Our contributing psychologist Kerry Daynes talks to us about The Success Paradox, and why winning at work feels like losing in life, on page 44. And if you are finding it hard to manage your business, perhaps it’s time to learn to delegate. Read our seven reasons to delegate on page 46.

Ever wondered what your soul purpose is? Transitional coach Joanne Cruise gives us some tips on how to discover your purpose on page 36.

In spring, we launched our brand new trade’s directory at the back of the magazine. If you are looking for a woman to tailor your clothes or a female virtual assistant, milliner, personal stylist, cheese and soap maker, or even a chimney sweep, then look no further!

Enjoy the summer!

janet

Janet Kirlaw
Founder & CEO

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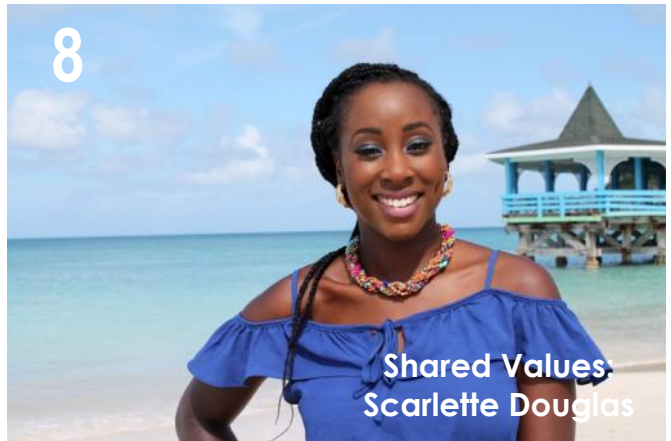
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Quality products & services by British women.

Summer Edition 2017 June/July/August





Scarlette Douglas

[SHARED VALUES]

Interview **Janet Kirlew**

Scarlette Douglas currently presents Channel 4's *A Place in the Sun*, but that is just the latest in a long list of exciting projects. She has also performed on the West End, danced for blockbuster films and music stars, modelled for major designers, and much more.



Scarlette came from an entertainment background, with her father owning the UK's first ever legal urban, soul and R&B radio station. Scarlette knew from a young age that she wanted to be a performer, and in 2011 became runner-up in a worldwide search for the 'Next Big Name in Hosting', which provided a career-boosting opportunity to interview celebs on the red carpet in Los Angeles.

One of my core values is to treat others how you would want to be treated. I think this is something that everyone is taught at a young age, but as we get older, negative, inordinate desires such as greed, jealousy and envy get in the way of that and cause us to forget that we are all the same inside.

Despite all the overwhelming changes going on in the world, I am optimistic because love conquers all... Who wants to be miserable and depressed all the time? Happiness, laughter and love always prevail, and you only have to ask people about their passions to see their eyes light up. Love can overcome hate and no matter what is happening in the world, the more we love, the more we can put things right!

As a property developer and TV presenter, I am lucky enough to be doing two of my favourite jobs in one! I never thought I would be able to merge the two, but

with *A Place in the Sun* I have done just that! I would love to have my own show covering the full redevelopment of properties, but I know a lot of these types of programmes have been made before, so I need to create a different format to make it more personal to me!

I struggle with confidence, believe it or not! I was never a favourite at college and I think being told that you're not good enough, both directly and indirectly, for two and a half years is enough to dent anyone's ego. I've overcome a lot of confidence issues now though, by believing in myself and pushing myself to accomplish things no one ever thought I could.

I find strength in my family. They are the rocks of my life, the only constant I have and the most supportive, caring and loving people a person could ever ask for. I know that no matter what I go through or what obstacles arise, they will be there to help me through – adding some humour when it's needed too! ■





Strength does not come from winning. Your struggles develop your strengths. When you go through hardships and decide not to surrender, that is strength.

- **Arnold Schwarzenegger**

MATTER OF FACT: This season's need-to-know soundbites

86%

of publicly-announced investment

deals in 2016 which developed into growth companies – including those from crowdfunding, venture capital and angel investment – involved firms without a single female founder, according to companies database Beauhurst.

“It is really important for girls to have those role models. That way, they can say to themselves, 'If she can do it, then I can too.'”

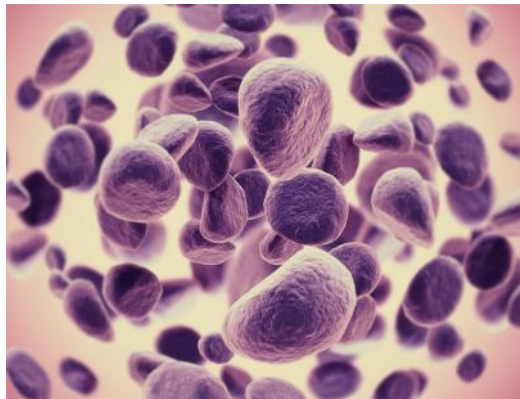
Louise Larkin of Scottish ship builder Ferguson Marine on Forth Port Harbour Master Ashley Nicholson, who won the Scottish Engineering award in 2016. Larkin was the only female in the first year of her apprenticeship at Ferguson Marine, but five female apprentices joined the team in 2016 following a concerted outreach programme by the firm, including regular school visits by Louise and other members of the Ferguson Marine team.



“Equality legislation is not sufficient to achieve equality in practice.”

Women and Equalities Committee Chair Maria Miller on the government's rejection of a petition to ban companies from forcing women to wear high heels at work. The petition, which attracted over 152,400 signatures, was set up by former receptionist Nicola Thorp, who was sent home from PwC because she turned up in flat shoes. An investigation also found that some female staff have been told by their employers to dye their hair, have manicures and wear revealing clothes. The government responded by claiming that the laws already in place were 'adequate' to deal with discrimination.

Matter of Fact:
This season's need-to-know soundbites



23%

of deaths related to skin cancer in Ireland are from the construction, outdoor and farming industries, according to research from the Irish Cancer Society. Industry federations are urging all outdoor workers to cover up and use sun lotion to protect their skin and reduce their risk of skin cancer.

“The housing market is broken, we are simply not building enough homes.”

Commons Communities and Local Government Committee Chair Clive Betts on a new report calling for the government to support small and medium-sized builders to ensure a competitive market. The committee has called for improved access to land as well as financing for smaller builders, with the government reducing the risk for them by preparing sites for development through improved infrastructure and planning permissions. “Smaller builders are in decline and the sector is over-reliant on an alarmingly small number of high-volume developers, driven by commercial self-interest and with little incentive to build any quicker. If we are to build the homes that the country so desperately needs, for sale and for rent, then this dominance must end,” said Clive.



Inspiring Women through their Trade

Trade's Directory Summer 2017 June/July/August

Quality goods & services
by British women

In spring, we launched our brand new trade's directory at the back of the magazine. If you are looking for a woman to tailor your clothes, a virtual assistant, a milliner, a personal stylist, a cheese and soap maker, or even a chimney sweep, then look no further!

Pages 49-55



Visionary, doer and fighter

Petra Döring

founder of MAGNETIX Wellness

“Don’t give up, always carry on!”





Attracting Opportunities

Since 1999, Dr Petra Döring has been helping people across the world to feel good on the inside and look good on the outside with her company MAGNETIX Wellness. Petra was the first to introduce magnetic jewellery to the European market and her business has rapidly expanded as a result, with consultants across the world providing their testimonials to the power of magnets. I wanted to find out more about the woman behind the brand and what has kept her going.

By Janet Kirlaw

"I consider MAGNETIX to be in the business of bringing overall wellbeing to men, women, and even children and pets," says Petra. "If you look good, you feel good!"



Petra's inspiration for MAGNETIX came from studies which showed how magnets can not only act as an alternative method for

treating a variety of conditions – such as arthritis, menstrual pain, sports injuries, migraines and more – but also improve an individual's wellbeing more generally. After discovering the phenomenal benefits of magnets for herself, Petra started to combine unique and elegant jewellery – taking inspiration from modern and timeless fashion trends, classic colours and shapes – with magnetic therapy to provide positive effects without the burden of visible medical devices.

"Ultimately, when a magnet is placed on an area of pain it's proven to raise circulation and regulate the blood flow, therefore having a positive effect on the healing process of swellings, inflammations, scars and injuries," Petra explains.

The concept of magnetic healing dates all the way back to ancient Greece, when magnets were used to balance the flow of blood circulation and revitalise the human body. Ever since, the popularity of magnetic therapy has increased as more and more people discover the true health benefits of this natural and alternative method of healing and pain relief.



Power Hearts

Many sufferers of crippling conditions such as arthritis and osteoporosis have reported that wearing magnets on affected areas of the body has eased pain and quickened healing around their inflamed joints and muscles. However, magnetic jewellery is not just for those with reduced mobility due to

medical conditions. Many people are now using them for a range of reasons, including improving their overall health.

“Magnetic therapy activates the metabolism – washing away toxins and infections that may have caused the initial pain – and supports the body’s natural regeneration,” says Petra.

“Magnets can improve the circulation, increasing the supply of oxygen and nutrients to cells and accelerating the elimination of toxins. The energy balance is enhanced and the body’s self-healing powers are strengthened.”

Modern lifestyles are more hectic than ever and can easily lead to crippling high levels of stress, which is why some people opt to wear a magnetic bracelet to try to

relieve some of that stress and allow them to live a more enjoyable life.

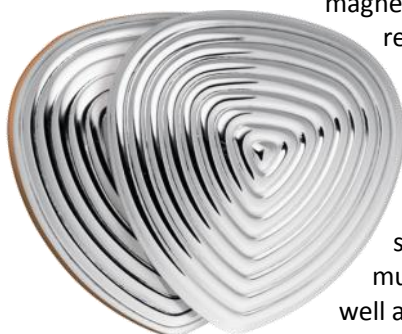
MAGNETIX Wellness is also proven to assist with common problems such as fatigue and muscle aches and pains, as well as boosting energy levels

and productivity. Particularly in recent years, magnetic therapy has also gained strong interest from various sportspeople seeking natural relief from injuries. Anyone

can benefit from the power of magnets and with MAGNETIX Wellness, there’s a product perfectly suited for any lifestyle and a design to satisfy every taste.

The MAGNETIX range includes hundreds of different designs, from necklaces and watches to earrings and accessories, including the bestselling ‘Power Hearts’, which can be attached to clothing to target specific areas of the body.

At the MAGNETIX headquarters in Frankfurt, a team of around seventy-five dedicated staff members are constantly designing and developing new products, as well as running the business smoothly and efficiently. Petra’s enthusiastic team have helped build MAGNETIX into the success story it is today – one whose powerful effects have been felt by famous faces across the world. As Petra notes, “more than 10 million satisfied customers in 16 countries worldwide have experienced the energising effects of MAGNETIX, including sports stars and celebrities such as Sharon Stone, Ivana Trump, Vanessa Williams, Buzz Aldrin and many more.”





1999: Wimbledon summer festival, the first sales stand with just about 25 different products was a complete success!



1990: Successful start to independence with cooperation



2007: Interview on German TV channel



2016: The big event with over 600 motivated sales partner

MAGNETIX wasn't Petra's first business venture, however. Her first company unfortunately folded, but this gave Petra the drive to succeed with her next project. "When I lost my first business, I felt ashamed and as if I'd let people down. But I learned to forgive myself, stop being ashamed and accept that everyone makes mistakes. I focused on being happy and passionate about making the best out of the situation. I was very lucky to have a strong support system around me who believed in me – a friend invested in my business and I was able to repay them about 18 months later. My passion is what gave me the drive to succeed. With our fantastic team, we now bring people the chance of starting their own business through direct selling and consultant schemes – which are proving hugely successful without the financial risk." "I believe anything is possible if you have the right mind-set," explains Petra. "And now with direct sales strategies and the powerful effects of magnets, it's fantastic how helpful a simple product can really be. Small pieces, with big effects."

Petra says that if she could change one thing about her business, it would be to have a business headquarters in the UK. "I really enjoy the lifestyle, ease of doing business, not taking yourself too seriously, mixing business with pleasure and that 'can do' positive attitude. At the moment, we are firmly established with a great international and reliable team in Frankfurt, Germany. Luckily, I travel a lot and my team is very supportive." Petra finds herself very fortunate to be able to say that she loves what she does. "I'm very lucky and very grateful to have had a 'second chance'!" ■



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THE POWER OF MAGNET THERAPY



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Are You Playing to Your Natural Strengths?

When you ask someone to tell you their strengths, more often than not they shy away and are reluctant to divulge, but when you ask them about negative attributes, they are more than happy to reel off an extensive list of their perceived failings! If this sounds like you, read on to explore four ways you can ensure you focus on the positive and play to your natural strengths.

A culture of negative behaviour lurks in the shadows of many business environments, with employers and senior management often using negative feedback as an indirect method of telling members of staff how to develop. This culture has generated a deep rooted belief in many that we have very few strengths, when the reality is the complete opposite; everyone has a range of different strengths which these need to be emphasised. An effect of this culture is that we find ourselves more easily recalling and focusing on criticisms and negative feedback. This is, however, not to say that corrective negative feedback doesn't have its place – in the right context, it is a very effective way of filtering out unproductive staff to ensure everyone is performing to their highest standards.

When we are thinking negatively, we are not able to identify and subsequently play to our natural strengths, which could mean we are blocking ourselves off from potential progression. But why is this and how can we shift towards a concentration on our strengths?

Listen to those around you

It is not unusual for people to block praise from a peer, friend or family member, but to play to your strengths, you need to listen to what they say, take note and thrive off it. If someone is commenting on your exceptional teamwork skills, attention to detail or creativity, they are mentioning it to you for a reason; it stands out as one of your most prominent features, despite you not realising this.

Listening to those around you is arguably the best way for you to realise your strengths. Take note of what people say, think about previous tasks that you have completed which have involved great amounts of the strengths people mention, and think about what motivated you to complete those tasks so well. Then apply that mindset or thinking to other, more challenging, tasks.

Understand what you love doing

Everybody knows the saying 'Choose a job you love, and you will never have to work a day in your life' and there is nothing more true. Knowing where your passions lie is crucial to developing a career path that plays to your natural strengths.

In order to truly play to your strengths, you need to fully understand and appreciate what you love doing. Whether this is talking to customers, doing research or



Playing to your natural strengths

In order to truly play to your strengths, you need to fully understand and appreciate what you love doing.

creating products, everyone has certain aspects of their job that they enjoy. Enjoying what you do means you feel happy and content in completing the task, and that you will naturally want to complete it to the best of your ability.

To avoid self-sabotage, you need to make peace with your inner conflicts. Inner conflicts often stem from people wanting to steer from the path of what they love to expand their knowledge base. This can often lead to self-sabotage as they forfeit what they are best at and enjoy doing most. Explore opportunities in your current position to develop the aspects that you enjoy, and speak to your manager to highlight to them that you are keen to develop. It is likely that they will be willing to help you achieve your goals.

Develop an individual relationship style

Everyone has a certain way of developing relationships with their peers, sometimes sub-consciously. Developing relationships that you feel 100% comfortable with is key to being the best possible you, and will allow you to navigate smoothly through professional waters. For example, if you are someone who prefers open

relationships with clients throughout the project, make this clear to them at the beginning of the contract to ensure everyone is on the same page and you feel comfortable with how you are communicating. This also helps set client expectations.

Individualise yourself

The common thought is that the wider your skill set, the better you are and the more likely you are to get hired. However, in most situations, it is actually better to specialise and concentrate on a few aspects of your job that you know you can do exceptionally well. It is also really beneficial to hone your thinking around certain attributes. Comments such as 'I am great at organisation' or 'I am a people person' are rather generic, which is why specifics are even better – for example, 'I am a real expert at planning and scheduling my time to fit the needs of individual projects'.

To conclude, everyone is individual and unique and it is important to realise that not everyone is going to succeed and excel in the same areas. You need to play to your individual strengths as by doing so, and by working with others who do the same, collectively you can create something great! Listening to people's praise, knowing exactly what you enjoy doing, creating unique relationships and setting yourself apart from the rest of the pack all contribute to becoming a stronger, happier, and more natural you. ■



What are you
waiting for?



Never get

tired of

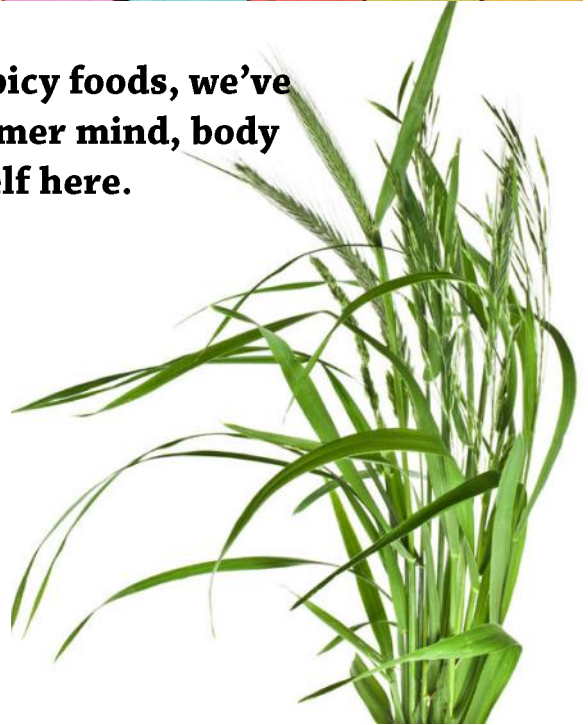
trying.

Keep going.

MIND, BODY BOOST



From allergies to awesome spicy foods, we've got it all covered in our summer mind, body boost! Boost yourself here.





@Kirsty_Henshaw



Fighting allergies with food

As spring has finally sprung, many of us are beginning to divert our attention to dreamy thoughts of bank holidays spent lying on the beach or having picnics in the park. But for those who suffer from seasonal allergies, the thought of strolling through flower meadows is closer to a nightmare than a daydream when the aggravating symptoms kick in.

*To see what role food can play in helping combat the symptoms, we've asked **Kirsty Henshaw**, the food allergy and intolerance guru who created **Kirsty's** – a range of naturally free-from ready meals – to talk us through the theory that certain foods can alleviate or worsen allergy symptoms.*

The allergy season can have a negative impact on a sufferer's life, from simply having to stay indoors when the sun is shining to impacting on day-to-day activities when the pollen count is high. However, there is potentially a light at the end of the tunnel for those affected, by adjusting our food choices to resemble a more Mediterranean diet.

Researchers assessed 700 children who lived in rural Crete and found that, on average, those who ate a balanced diet had fewer allergies. They noted that diet staples such as fatty fish, nuts, grapes, oranges, apples, and fresh tomatoes were helping protect against allergies.

The study showed that fatty fish like salmon, which contains Omega-3 fatty acids, can lower the risk of developing allergies and can also reduce



Did You Know?

The anti-oxidant resveratrol, found on red grapes and in red wine, has anti-inflammatory powers which can reduce symptoms of allergies.

symptoms due to the anti-inflammatory properties of the Omega-3. You will need to consume quite a lot of Omega-3 to see a difference though, so taking fish oil capsules as a supplement alongside a diet rich in fish may be the most beneficial and practical course of action.

Eating plenty of apples with the skin-on can also help to ease symptoms as the anti-oxidant quercetin, which has been linked to reducing the amount of histamine released from cells in the body, is found on the skin of apples. If paired with a diet rich in Vitamin C, commonly found in tomatoes, red peppers, strawberries and of course oranges, you should see an improvement in your allergies.



It seems there is some element of truth to those claims about the 'health benefits' of a frequent glass of wine, which is also present in the Mediterranean diet, as grapes are another fruit which have an allergy-rescuing skin; the anti-oxidant resveratrol, found on red grapes and in red wine, has anti-inflammatory powers which can reduce symptoms of allergies such as sneezing and wheezing.

Summer may be already here, but for those whose allergies affect them by way of congestion and coughing, hot liquids are the key to alleviating these symptoms. Whether it's hot tea or chicken soup, the hot liquid will help break-down the mucus in your chest and sort

out your cough, not to mention, help you stay hydrated. If having soup during summer really doesn't appeal to you, inhaling in a steam shower can do the trick, too.

As well as helping to ease symptoms, there are certain foods which should be avoided as they can actually heighten the effects that allergies have on the body. You'll want to stay away from celery and rocket if possible, as they may cause you to develop oral allergy syndrome (OAS) which will add to your woes with an itchy mouth and throat.

Oral Allergy Syndrome (OAS), also known as Pollen Food Syndrome (PFS), usually occurs in people who are allergic to pollen from trees, grasses or weeds. If you're allergic to grass (meaning you suffer from hay fever) you can also be vulnerable to a cross-reactivity to foods that grow in grass.

You may notice your symptoms have worsened when you eat foods like corn, wheat, barley, oats, and rice due to the pollen in grass transferring onto the foods. These grains are often used to make alcohol like beer too, so monitor how beer is affecting your symptoms and your skin if you suffer from eczema.

So, whether you get a tickle in your throat or a regular sneezing attack, eating foods like fatty fish, grapes and apples (with the skin-on) alongside your anti-histamine medication may help alleviate your symptoms and allow you to get outdoors this summer! ■

Consult your doctor before making any changes to your diet.



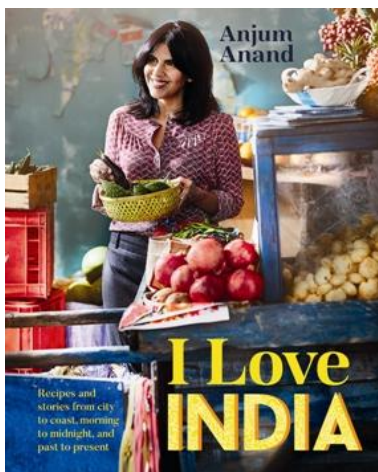
MIND, BODY BOOST

TV chef and food writer, Anjum Anand shares her favourite summer recipes with us from her new book *I Love India*.

Sprouted lentil and pomegranate pani puris



Pani puri is one of my favourite streetfoods. It consists of a spherical crispy puri, often filled with potatoes and chickpeas, or sprouts, and topped with a flavoured water, or “pani”. The “water” is spicy, salty, herby, sour and a little sweet. When I make them at home, I am always reinventing them as I come up with a new idea. I have kept this one quite close to the original, but have replaced the potato with avocado – as I think the creaminess works really well – and have added pomegranate seeds. Don’t try to bite into these – they need to be placed whole in the mouth so they can explode into a delicious, complex bite-full. For special occasions, I often add ½ tsp crème fraîche on the top of the filling, before pouring in the pani; everyone prefers it this way, but it is optional.



All recipes taken from
 I Love INDIA by Anjum Anand
 (Quadrille, £20.00)
 Photography by Martin Poole



Makes 35-40

For the pani

40g (2 packed cups) coriander (cilantro) leaves and stalks
 20g (1 packed cup) mint leaves
 6g (1 rounded tsp) roughly chopped root ginger (peeled weight)
 3 1/2 tbsp chaat masala, or to taste
 5 tbsp tamarind chutney, or to taste (for homemade, see page 181 of the book)
 600ml (21/2 cups) filtered water

For the filling

Salt
 100g (31/2oz) mixed sprouts, or mung bean sprouts
 1/2 small red onion, finely chopped
 1/2-2/3 large avocado, finely chopped
 large handful of chopped coriander (cilantro)
 1/4 tsp roast and ground cumin seeds (see page 184 of the book)
 seeds from 1/2 pomegranate

For the puris, and to serve

40 pani puris
 sour cream, to serve (optional)

Let's get cooking!

Blend together all the ingredients for the pani; it is nice if you can still see little shreds of the leaves. Taste and adjust as necessary. It should be a little sour, sweet, salty, herby and spicy. Adjust the seasoning if necessary.

Bring a pot of salted water to the boil. Add the sprouts and return to the boil, then drain. When the sprouts are cool, mix them with the remaining filling ingredients. Salt lightly to taste.

When you are ready to serve, make medium-sized holes in the top of all the puris; through the side that is slightly thinner and easier to break gently. Pour the pani into a jug.

When you are ready to eat, either spoon 2 tsp of the filling into each puri and serve with the pani jug for people to serve themselves, or have the filling in a little bowl, so people can spoon and pour just before eating.

I really love to dab a little sour cream on top of the filling before adding the spiced water.

Delhi-style lentil dumplings in yogurt - page 34



5 things you should tell yourself **every morning**





Janet Kirlew
Editor-in-Chief
@womenintradeuk

When you wake up in the morning, do you feel ready to fight for what you believe in? Ready to pursue your dreams? Or do you feel hopeless and tired? Do you wish for the day to end before it has even begun?

Here are a few things to practice saying to yourself every morning before you start your day. Repeating these mantras will help you to challenge, and therefore change, the way you feel.



I AM ATTRACTIVE:

Even if you don't feel you are, say it until you feel it. This is not about how pretty you are, it's about tapping into your power, believing that you can attract and obtain whatever or whoever you want. That's true beauty!



I AM GOING TO MAKE TODAY A GOOD DAY:

An attitude like this is a sure winner. Deciding to make today good, even when you look around and things are bad, can be a magical, powerful statement. You will find that the day will be easier, clients will be nicer, and, because you feel at ease with yourself, you will keep

adding to that feeling and growing in confidence throughout the day.



I AM UNIQUE:

You are, because there is no one else in the world like you. Yeah, sure, we all have a twin somewhere, but no-one else can be you – only you. Focus on your strengths and skills and use those to change the way you feel today, watching how people respond to that energy. Remember, your strengths can be as simple as having a great smile which not everyone has.



I AM HAPPY:

Trick your brain and body into happiness by telling yourself that you are happy even if you don't feel it in the moment. These things only work if you keep saying them over and over again until you believe them. You can actually feel happier if you keep telling yourself you are and when you do, you will attract some amazing people and circumstances into your life. What now seems hard about your work or business will become so easy when you cultivate the feelings of happiness in your soul.



I IGNORE THE NEGATIVE ATTITUDES OF OTHERS:

If you haven't gone out of your way to cause someone to be negative towards you, just ignore them. Their negative attitudes are a result of their own feelings; they have nothing to do with you.

Mantras, or as some call them, positive affirmations, work as a way of rewiring the brain. In 1890, William James first introduced neuroplasticity, the now widely accepted theory that our thoughts have the power to change the functions and structures of the brain. By training our brain through repetitive mental activities, we can change the way we feel and improve our general health.

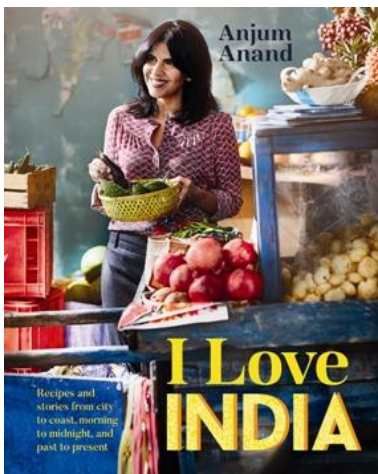
Every morning, tell yourself, "Other people's negative attitudes are not mine. I am free. I am happy. I am attractive. I am unique. I am going to make today a good day!" ■





Every great dream
begins with a dreamer.
Always remember, you
have within you the
strength, the patience,
and the passion to reach
for the stars to change
the world.

- **Harriet Tubman**



All recipes taken from
 I Love INDIA by Anjum Anand
 (Quadrille, £20.00)
 Photography by Martin Poole

Delhi-style lentil dumplings in yogurt



This is one of the dishes my mother would make on special occasions, but it is also a really popular cooling and nutritious streetfood. The tastiest version I have eaten is in Old Delhi in the large market of Chandi Chowk, which is known for its streetfood. I make a big batch of the dahi bhalla dumplings and freeze them, so I can put together this dish fairly easily in less than 10 minutes. This is quite a taste sensation in the mouth: sweet, savoury, soft and spongy and creamy all in one bite. Also, it is much lighter than it seems, as the batter doesn't absorb much oil. This is quite a traditional recipe but you can add other bits on top, like pomegranate seeds. Here, I cook up 25 so I can freeze half for another occasion, but make up only half the quantity if you prefer; people normally eat one or two each maximum.

Let's get cooking!

Makes 25 (can be halved)

For the dumplings

210g (1 cup) urad dal (split and skinned black lentils), soaked overnight
10g (2 tsp) finely grated root ginger (peeled weight)
1/2–1 Indian green chilli (chile), stalk removed, or to taste
vegetable oil
2/3 tsp baking powder
small handful of chopped coriander (cilantro)
3/4 tsp salt

To make up half of them (for 12 dahi bhalla)

450g (13/4 cups) plain yogurt
90–110ml (1/3–1/2 cup) water
salt
3 tsp sugar, plus more if needed
3/4 tsp roast and ground cumin seeds (see page 184 of the book)
Proper Date and Tamarind Chutney (see page 181 of the book), to serve
Tangy Herb Chutney (see page 182 of the book), to serve

Drain off most of the water from the lentils, leaving 2–3 tbsps, and place in a blender. Add the ginger and green chilli and grind until the batter is pretty smooth (though it might have some tiny granules in it). You can add water if necessary to help the blades turn, but the less water you add the better. The batter should feel light and fluffy.

Heat about 7.5cm (3in) oil in a medium-large karahi, wok or saucepan.

It needs to be medium hot.

Add the baking powder, coriander and salt to the batter and give it few extra whisks to incorporate as much air as possible.

Place a bowl of water near the hob. Dunk your fingers in it and scoop up a large walnut-sized amount of batter. Using your thumb to help ease it off, let it slide into the hot oil. You need to be really close to the oil for it not to splash up, but do be careful. Don't overcrowd the pan; you may need to fry the dumplings in 3 batches. Fry for 6–7 minutes or until lightly golden. Remove with a slotted spoon, draining off excess fat and place on kitchen paper. Repeat to cook the rest.

When you are ready to eat, place the dumplings in a large bowl of recently boiled hot water for about 3–4 minutes, so they absorb all the water.

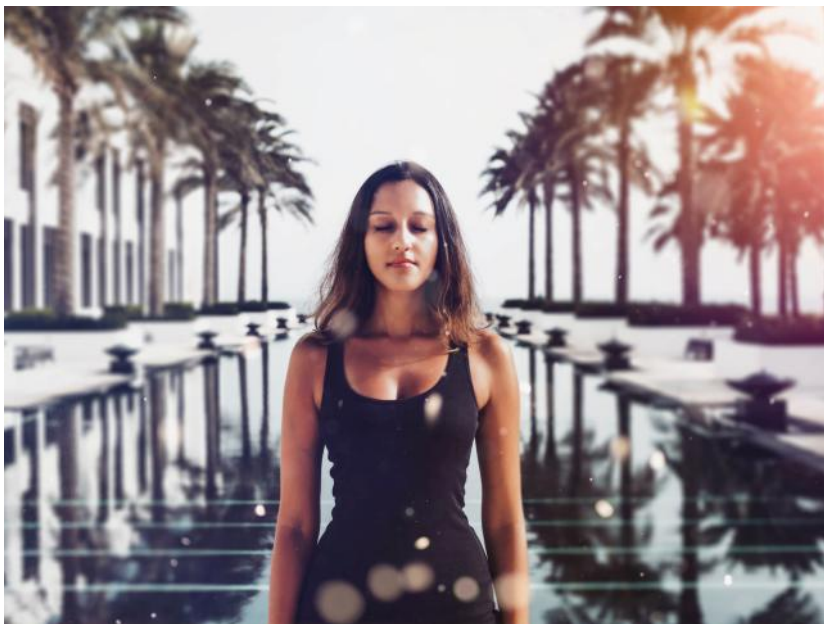
Meanwhile, whisk together the yogurt, measured water, salt, sugar and roast cumin until smooth. The mixture should be the consistency of single (light) cream.

Add some cold water to the dumpling bowl so you don't burn your fingers, and gently squeeze out the water. A lot of oil comes out as well.

Place straight into a serving bowl or plate. Spoon over the yogurt so the dumplings are covered, then spoon or drizzle over first the tamarind chutney and then the coriander chutney, so each dumpling has some of both. Serve or refrigerate to use later. It is served both at room temperature and chilled.

Try Anjum's spicy charred tomato chutney, or Tangy Herb Chutney.

How to Step into your Soul Purpose and Shine



Discovering your soul's calling isn't a static or passive experience. While I am a firm believer in Divine timing and guidance, experience has shown that we are magnificent co-creators of our reality. When you align your values to your soul's mission, this is where magic manifests!

So, how can you distinguish your purpose from 'blue sky thinking'? What steps are needed to transport you from feeling unfulfilled to embracing your unique gifts and talents?

There are three fundamental steps to uncovering the voice of your soul:

- **Exploration**
- **Identification**
- **Action**

● Exploration

This isn't an outward search, but a personal inner journey. It's about tuning in to the voice of your soul.

It's important to create your sacred space. This can be anywhere, but must be somewhere you won't be disturbed. This space allows you to connect to your centre, from where the exploration process begins. When you navigate to the core of who you are, you set sail on a personal voyage of discovery. Prepare for deep truths and realisations. Below are just some ways to communicate with your soul which I use with my clients.

Guided visualisation – this untraditional meditation method, facilitated by a practitioner, takes the listener on a structured inner journey. It allows your intuitions, emotions and thoughts to journey from the sub-conscious or super-conscious realm to the conscious mind.

Free flow writing – allow your mind to relax and write whatever pops into your head. It doesn't need to make sense, nor should you censor your self-expression. Just follow the flow of the ink.



Joanne Cruise
Transitional Coach

@Jo_Crui

Vision boards – a great way to unleash your ideas and goals in a fun, creative way. Pin on your board anything which resonates with your soul, including pictures, inspirational quotes and affirmations. Envision the future you wish to co-create as though it is already here.

Dream journaling – often our sub-conscious mind brings things to our attention through

purpose will most likely change – most people have several during their lifetime.

The identification process requires an open, honest approach. Don't let 'ego-based thoughts' infiltrate or override what your heart and soul are saying.

Ask yourself:

What does my mind think?

What does my heart feel?

What does my soul already know?

whatever your soul path. For example, one of my purposes is facilitating people in uncovering their gifts and empowering them through life transitions. Having used this process myself, I know that it works.

When I followed what I identified as being my soul purpose, it was a long and challenging road, taking many years of study and work. But I've

“When you align your values to your soul's mission, this is where magic manifests!”

dreams. When you journal dreams, you can gain great insights into more intuitive aspects of yourself.

● Identification

Through this soul-searching, you'll see a pattern emerging. You're likely to be drawn to one or two ideas, meaning that you're sensing the direction you want your life to take at this point. I say 'at this point' because as you journey down your spiritual path, your

● Action

The last step is putting into action what you've gleaned from Step 2, using your new insights to identify your purpose. While this is exciting, it is also hard work. It takes total commitment, perseverance and self-belief to implement your soul purpose into reality. So, what are the actions you need to take? It's different for each person, but how you move from your present to your future will have similarities with others,

found that when you're aligned to your soul purpose, you have little choice but to follow this calling. Your soul advocates for your higher-self, it always knows what's in your best interests, and action moves you closer to living in alignment with it.

When you implement this process and are dedicated to the pursuit of happiness, you honour your journey through life. There's no doubt that you'll also receive Divine guidance, but ultimately you have the power and responsibility to step into your soul purpose and shine! ■





Charlotte Hale: The Girl in the Yellow Hi Vis

In this issue, we hear from Charlotte Hale, Site Manager at Hale Construction, her family business. She discusses what inspired her to follow in the footsteps of her father and grandfather and her thoughts on how to inspire women into the construction industry.

Charlotte's CV

Charlotte's greatest achievements include completing her NVQ Level 4 in Construction and Site Supervision in February 2017, after receiving a 2:1 in BA Business Management from Swansea University.

Her areas of expertise range from marketing and people management to strategy development and negotiating, alongside a very strong attention to detail and self-motivation.

Won the regional award of Neath Port Talbot Best Site Manager of the Year in 2017.

Job: Site Manager

Dislikes... snakes are about the only thing I dislike. Oh, and avocados and olives.

Likes... all sports and sweets.

The most courageous thing I've ever done is... making big decisions in work every day, as I am in charge of the health and safety of everyone on site.

I cannot live without... KFC or rugby.

My favourite tool is... the track machine (which is basically an excavator). I get a real buzz out of excavating the foundations and pouring the concrete at the start of a build, as good foundations are the most important element of any build.

I believe in... myself, because if you don't believe in yourself, you will never achieve your goals or reach your true potential.



“Girls should be given the opportunity to do taster sessions in subjects such as plumbing and woodwork in a fun and engaging way.”

**Neath Port Talbot
Best Site Manager of the Year award 2017**

Charlotte was interested in the construction industry from a young age. However, when she first finished studying BA Business Management at Swansea University, she thought that she wanted a graduate business job. It was only when she was working for the family business whilst job hunting that the ‘love bug’ struck her and she developed a strong desire to continue the family tradition.

Established in 1996, Hale Construction has since grown rapidly. Soon after her grandfather’s death, Charlotte’s father expressed to her how much he wanted Hale Construction to

stay within the family. Pulling on her heart strings, there was absolutely no way that Charlotte could turn down the proposition! Throughout her time in the company, Charlotte has worked in

“Children in school of both genders should be educated about the construction industry to stamp out any preconceived beliefs that the industry is just for men.”

almost every department, from marketing and buying to quantity surveying and accounting, giving her a solid grounding and understanding of how the entire business works. This broad

experience has aided her current role as Site Manager immensely and since taking on the role, she has gone above and beyond by studying an NVQ in Construction and Site Supervision alongside a HNC in Construction and Built Environment, demonstrating her dedication and love for the industry.

However, Charlotte’s passions do not stop with her work! She plays flanker for a women’s rugby team, has previously won gold in the

West Wales Swimming Championships and enjoys art when she has any spare time. In addition, a poem she wrote was published in the World Book of Poems, demonstrating her drive to



Plays flanker for a women's rugby team, has previously won gold in the West Wales Swimming Championships



succeed and her determination to be the best in everything she does. During our conversation, Charlotte expressed her greatest challenges. As Site Manager, taking on her very first site proved extremely daunting. She was only 24 years old when she was tasked with this, but took it all in her stride and it proved to be a great experience, as she has since overseen numerous sites. She described how being in charge of a large team seemed challenging from the outset, but she never let this phase her and got on with the job in hand. Among her greatest achievements are receiving the Neath Port Talbot Site Manager of the Year award 2017, and completing her first job of constructing flats, houses, demolition and refurbishment on a tight time and monetary budget, which proved to be extremely challenging. Possibly the most rewarding part of Charlotte's job is seeing the completed projects. She explains; "There is no better feeling than

seeing the final product that you have put countless hours into and that the client is thrilled with. Whether the project is building a house or a refurbishment, big or small, the satisfaction of completing a job never tires." The other standout part of her job is being able sit inside huddled by a radiator at her desk when it's blowing a gale and pouring with rain, and then being able to enjoy the sun and clear skies during the summer, whilst most people are stuck inside. We asked her if she believes enough is being done to encourage women into the construction industry, and her response was nothing out of the ordinary. She believes that a lot more needs to be done from a younger age to encourage women to go into construction. Charlotte suggests children in school of both genders

should be educated about the construction industry to stamp out any preconceived beliefs that the industry is just for men. When it comes to choosing GCSE subjects, there are only ever one or two girls who choose wood or metal work, which reflects the huge gender gap in the overall industry. She believes that girls should be given the opportunity to do taster sessions in subjects such as plumbing and woodwork in a fun and engaging way, with the aim of encouraging more of them to pursue a future in these trades. Charlotte expressed that schools need to invite women in construction (like herself) into schools to give talks to inspire and motivate young girls by showing them women who are at the forefront of the industry. ■

British Jewellery Trade History

With a recorded value of £3.5 billion in 2015, the jewellery trade has a huge market in Britain. The high demand the industry receives is nothing new, however Britain's love for jewellery dates back centuries, and across the world it reaches back even further – it is estimated that jewellery was worn as early as in prehistoric times, as a form of protection from danger or as a symbol of status. The Romans later adorned their clothing with jewels, in addition to making items using precious metals and other materials including jet and bone. Roman jewels were still highly valued during the Middle Ages, and were found in excavations or in earlier surviving jewellery pieces, but changes in fashion, helped by an expanding global marketplace, also introduced new styles of jewellery.

In 1570 London's Hatton Garden, the now-famous epicentre for jewellery, first established itself as a hub for jewellery craftsmen, watch and clock traders. Hatton Garden also became a cutting centre for Indian diamonds, as well as gold and platinum. 1885 was the peak of the diamond business in the capital, with 67 precious stone merchants recorded as trading in Hatton Garden and its surrounding areas. Since then, the area has become renowned as the most reputable jewellery quarter in London.



Images (left) River Island Clothing Company Ltd, (right) Oliva Bonas (necklace), Bon Prix (bangle)



However, it is Birmingham's famous jewellery quarter that holds the number one spot in Britain's jewellery industry, employing an estimated 70,000 people at its height in 1913. Despite the First World War having a significant effect on employment in the industry, The Jewellery Quarter continued to thrive as demand for military buttons, badges and medals increased. The national war effort also provided valuable opportunities for working women in Britain. Before the war, women had generally been employed by jewellers only to undertake light tasks such as lacquering and polishing, but the munitions work that accompanied the war was very different. This new employment was highly sought after as it provided women with better working conditions, higher pay, and regular hours. In addition, the amount of men and women employed in government work was so large that the Birmingham jewellery quarter

became severely short of skilled artisans.

Despite the shortage of workers during World War One, Birmingham's jewellery quarter still managed to survive, and although the area's cultural and historic significance now attracts an influx of tourists, who bring with them a heavy focus on service and visitor-orientated trade, the survival of family run businesses means that the district has managed to retain its sense of community.

The jewellery industry has developed a lot since its early days, and its market has diversified; from cheap earrings available on the high-street to the stereotype of rappers with gold chains and grills, jewellery is now popular with people from all walks of life. Styles and manufacturing techniques have also been developed and integrated, with technologies such as Computer-Aided Design (CAD) and

Computer-Aided Manufacturing (CAM) altering the landscape by providing entirely new ways of visualising the processes involved. What's more, the recent introduction of 3D printing has blown the industry wide open by allowing jewellers to lower their prices for prototypes and small batches, as well as enabling them to create shapes which are difficult to manage by hand. As 3D printing continues to develop and the price of high-end devices drops, it is likely to become a major factor in how the jewellery trade develops in the future.

The UK's jewellery industry is booming and showing few signs of ever slowing down. Even as overall UK retail sales drop, jewellery remains popular with shoppers as the perfect gift, fashion accessory or status symbol. As technologies and techniques continue to develop, the UK's jewellers are sure to remain at the forefront of the industry for a long time to come. ■

The Success Paradox – when winning at work feels like losing in life



Returning to my Mayfair hotel after receiving glowing feedback on my conference keynote, my inbox is blowing up with client success-stories and fresh opportunities. I know I should be cracking open the over-priced mini-bar and sprawling like a starfish between the Egyptian cotton sheets of

this six-foot bed. This is what achievement looks like, right? So why am I slumped and small, experiencing a strange mixture of – what? Emptiness, loneliness, general malaise? Shame, definitely shame. Will they revoke my Strong Independent Woman card if I admit that sometimes, in my most supposedly brilliant moments, I just want a chest to rest my

head on?

As a psychologist, I specialise in helping people get out of their own way so that they can achieve the success they desire. I routinely ask the question ‘What would success look like to you?’ but I also ask, ‘What would *happiness* look like to you?’ This creates puzzled expressions, but it is important to acknowledge that the two states are not transposable. Perversely, in fact, moments of professional success can often feel like the highly anticipated but anti-climactic New Year’s Eve party, leaving you wondering ‘is that it?’ or, worse, triggering an existential depression.

If I had one pound for every time somebody tells me that they “have it all” and yet can’t shake a feeling of perpetual blah-ness, I’d be a rich woman. On the subject of moolah, I see a definite gender divide in my clinics in the extent to which success is defined by the acquisition of money. Male clients tend to be more primarily motivated by cold hard cash and, perhaps unsurprisingly, it is the men who most often complain of feeling a lack of true purpose and meaning in life. Whereas it is undoubtedly less stressful to contemplate your reason for living in a Mercedes than on a bicycle, research has established that income levels account for only 10% of our overall psychological wellbeing. My female clients are more likely to



By Kerry Daynes
Psychologist
@KerryDaynes

'what would happiness look like to you?'

define success in terms of not just profit, but also creativity and the value they can add to the lives of others. I have, however, found two groups of women who suffer most intensely from the 'post-success slump':

The Imposters – *"I was hired to deliver workshops for a major organisation across the world and got excellent feedback... I just felt relief when it was over, relief that I wasn't found out as not really knowing what I am doing... then anxiety."*

Imposters constantly identify themselves as 'frauds' and therefore interpret success as imperfect or down to luck rather than talent. Consequently, their ability to engage in the happiness-reliant activity of celebrating a triumph, and anticipating the next, is paralysed.

If you recognise yourself in the above description, you may need to (ironically) take a 'fake it until you make it' approach to getting off your self-esteem hamster wheel. That means consciously and routinely reviewing your accomplishments and patting

yourself on the back, ignoring your urge to dismiss them. Develop an intentional new script for the end of big projects that includes asking yourself 'What went well?' and 'What can I learn from anything that went wrong?' Re-framing your perceived imperfections as an opportunity for growth, whilst visualising things going even better next time, can significantly boost your contentment levels.

The Lone Stars – *"My corporate career was quite isolating. I was in male dominated IT and always in the minority... as I climbed up the career ladder, my peers became fewer and when I became self-employed I found myself with another sense of being apart. When I win a big deal, I soon get an empty feeling."*

Success requires hard work, long -hours and a focus that can detract from the relationships with partners, family and friends which sustain us. When a professional mountain has been scaled, our focus quickly shifts to interpersonal areas and, if there

is nothing there but the slow blow of tumbleweed, satisfaction is suddenly overtaken by loneliness.

Successes can feel painfully hollow when there is no-one there to share in them, or to benefit from them.

If this sounds familiar, you are not alone in feeling alone. A recent study of CEOs, entrepreneurs and community leaders found that over 60% described feeling psychologically isolated. It really is lonely at the top.

At the end of any analysis, the secret to being able to fully experience and enjoy success is to include time for yourself and your relationships. I am aware that I can easily veer into the Lone Star group, and my hotel-room slump serves as a clear alarm for my work-relationship balance being out of kilter. I can't telephone reception for a chest to rest my head on, but I can choose to pick up the telephone and laugh, cry and reconnect with my friends – and this is the true barometer of my success. ■

Management tips

7 Reasons to Delegate

As a business owner, your work is never done, and there are not enough hours in the day to give as much attention to each matter as you would like. It is easy to become a hydra-boss, wearing a multitude of different heads in order to ensure everything is done to your exact specification, but the fact is that it is not only difficult to carry on working this way in the long term, but it can be detrimental to you, your employees and your company as a whole. Ideally, you would clone yourself so that you could have proper oversight over every facet of the company, ensuring that every aspect of this product with your name on it represents you the way you want it to. Often, you'll keep up the juggling act because you feel there is no one else out there who has the skills, the knowledge or the x-factor that it takes to do what needs to be done.

It's time to take a breath. It is not impossible, but before you reach the point where you can talk to people and decide that they have what it takes, you need to slow down and adopt a different mindset. Here are seven good reasons for making delegation a core part of your organisation.



Reason 1: It Develops Employees' Skills



Any good employee has their career, and the wider picture, in mind, and an employer unwilling to help them develop as professionals is not going to retain good staff for long. You have to want to see your employees make progress and grow in their roles, and delegating tasks to them is a great way of giving them a chance to shine and prove their capability for bigger and better things.

Reason 2: Staff are Happy and Loyal



When staff know that their manager wants to see them progress, they know they are in good hands and will reward that manager with increased loyalty. Job satisfaction grows, as does motivation to prove themselves and make the next step on their career paths. Having a strong, reliable workforce will be worth its weight in gold to you, as they are able to lessen the burden on you and are more committed to you as an employer.

Reason 3: It Improves Your Professional Reputation



Professional reputation counts for a lot. Taking care of your staff and making them feel valued not only benefits your employees, but helps your reputation. High staff turnover is off-putting, so by prioritising staff enrichment, and having 'living

7 Reasons to Delegate

proof over at HQ, your organisation will begin to establish itself as forward-thinking and staff-oriented – the kind of place that people with great potential can make their mark.

Reason 4: The Workload is Better Distributed



Not only does delegation serve as a vehicle for career progress, it increases company productivity enormously. It is simply not practical for a manager to be hoarding tasks for themselves when there are plenty of capable people on the payroll, so loosen your grip a little and allow people to take part and help out. When the workload is better shared among the team, each person is much more efficient in the work that they do.

Reason 5: It Facilitates Seamless Succession



It is rare for an employee to spend their entire career with the same organisation, so having a smooth system for succession in place makes handovers easier and less eventful. When the time comes for employees to take what they've learned from their time with you and move on to pastures new, a company that delegates will be in a far stronger position to move an experienced and qualified person into the vacated role seamlessly, causing less disruption for everyone else.



Reason 6: It Makes Better Use of Managerial Time



Advocating delegation within your organisation will come back around to benefit you as the person at the helm. For starters, delegating tasks to others will free up your schedule and allow you to concentrate your efforts where they are really needed. You can get back to strategic thinking, considering the direction that the company is going to take in the future, without your attention being pulled this way and over minor issues which other people could be dealing with.

Reason 7: It Improves Everybody's Wellbeing



Delegating allows for a company to work at its most efficient level, which makes for a generally more positive working day for everybody. Studies have shown that happy employees are 12-20% more productive at work, and that those unhappy in their work are more likely to lose sleep and get sick, which in turn takes a toll on the inner workings of a company. Delegating helps to relieve the stresses usually found in a poorly-organised business, and to support the health and wellbeing of all staff members. ■



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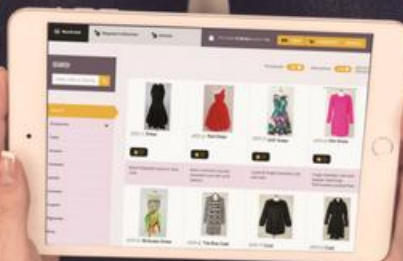
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