Innovate Accountancy Ltd
Accounting Solutions Specialists of the Year - London - UK
When you choose Groomingtails, you’re guaranteed an excellent service and amazing pet grooming. We’ve been in business since 2016, and our team has the passion, skills and know-how to serve you effectively.

Online boutique

We also have a boutique which stocks some fantastic products that we love to use with our own pets. From natural, healthy treats, to organic shampoos and dog colognes that will have your pooch both looking and smelling incredible, we ensure you can spoil your dog and yourselves by a visit to Groomingtails.

315 Croydon Road, Wallington, Surrey, SM6 7LB
020 8681 5444 / 07544 732993
marilyn.mieczkowsk@gmail.com

www.groomingtailsuk.co.uk
Welcome

As we welcome you to the Autumn/Winter edition of International Elite 100, we continue our commitment to bringing you a wealth of knowledge and insights catered to empower leaders in navigating the multifaceted landscape of today’s global business.

As the season changes again, we welcome the longer or shorter nights and our favourite foods. With a change of season there comes a shift within all of us. We look forward to a time of contemplation, further development of plans, and all of the times of togetherness that ride upon the warm or crisp air.

From relaxing at home, caring for beloved pets, educating our children around the globe, putting your currency or financing in safe hands, showing how much you appreciate your employees or creating an amazing space to relax in - we are so excited to show you more within this issue.

With a rise in the need for eco-friendly products, and outstanding experiences that create memories spanning our lifetimes, we rely on businesses such as those featured and it is with great pleasure that we present them to you.

As the season swings to another, we are happy to be able to share ideas for enjoyment and opportunities that will impact lives around the globe.

Here at IE100 we sincerely wish you a amazing end to 2023 and we are excited to see what 2024 brings...
Hot tub repairs, sales, servicing and so much more

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info@smalleyhottubservices.co.uk
Mon – Fri: 08:00 to 17:00 | Sat: 08:00 to 12:00

- PAT Test certified
- Degree in Electrical Engineering
- 17 Years as a military electronics engineer
- CosySpa Warranty Repairers – UK’s only Inflatable Hot Tub Manufacturer Endorsed Repairer
- Retailer for 12+ Brands
- F-GAS Certified Engineers from March 2023 - Air Source Heat Pump Warranty & Repairs
- ICO Compliant
- Alukov Enclosure & Tylo Sauna Retailer

smalleyhottubservices.co.uk
From the Editor

Huge congratulations to everyone who has made it into this year’s IE100.

We’ve had what can only be described as a challenging year - the conflict between Israel and Palestine, a war in Ukraine, petrol shortages, supply chain issues, energy price hikes and a major cost of living crisis. One might question if we can find any positives at all from 2023, but as the entries to the IE100 have shown, we’ve come out of it as better people and stronger businesses.

About the IE100 Awards

We launched the IE100 Awards to recognise and rank the brightest from across the globe. We strive to ensure the IE100 Awards have the credibility to reward and recognise global entrepreneurs. We’ve seen the winners demonstrate incredible achievements, and they’ll be able to use the IE100 accreditation to show the world what they’re made of.

Recognition for their efforts

Making the list in the IE100 is truly an achievement to be proud of. The IE100 winners have shown that despite all of this, they haven’t allowed it to hinder the overall performance of their businesses, and many have, in fact, thrived. They have impressed us with their innovation and growth – they deserve huge recognition for their efforts.

New for 2024!

If you’re listed in the IE100 awards then you’re invited to access our new IE100 internal awards program. (See pages 46-47.)

Debbie Walsh, Senior Editor
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Featured winners

Authlogics
Best Password Compliance Specialist

Delta Controls
Commercial Building Automation Systems Provider of the Year - Global

World Delete
Internet Privacy Service Company of the Year - Global

Medical Marijuana 411
Cannabis Education Company of the Year - Global

PromoVeritas
International Marketing Law Experts of the Year - Global

The Spa by Hotel 2 Février
Luxury Spa Experience of the Year - Global

FutureWork Institute
Diversity & Inclusion Consulting Firm of the Year - Global
LendingMetrics Credit Information Solutions Provider of the Year - Global
Richard Cook TV Cameraman & Drone Pilot of the Year - Cameraman Scotland - Global
Addcom Solution Pte Ltd Semiconductor & Electronics Components Distributor of the Year - Global
BlueBlox GmbH International Trade Specialists of the Year - Global
Melodie Music Music Licensing Specialists of the Year - Global
Starfire Wedding Jewellery Designers & Gemologists of the Year - Global
Monty Mobile Telecommunications Specialists of the Year - Global
Xpertenst AI Technology Solutions Specialists of the Year - Global
Now You Global Communications Specialist Communications, Marketing & PR Consultancy of the Year - Global
Liam O’Connor Architects Architectural Specialists of the Year - Global
Freestream Aircraft Luxury Aviation Brokers of the Year - Global
The Funded Trader Trading Evaluation Platform of the Year - Global
RE / MAX International Real Estate Specialists of the Year - Global
Hippo Events Event Project Management Specialists of the Year - Global
The Conte Club Luxury Travel Specialists of the Year - Global
InCap Electronics Manufacturing Specialists of the Year - Global
exficon GmbH Africa-Focused Financial Advisory Firm of the Year - Global
Edelman (Malaysia) PR & Communications Specialists of the Year - Global
Glowwa - Hair Food Hair Growth Product of the Year - Global
Love Home Swap Home Exchange Specialists of the Year - Global
RDP Associates R&D Tax Credit Specialists of the Year - Global
Retro 1951 Specialist Stationary Solutions Company of the Year - Global
ISEC7 Digital Workplace & Managed Mobility Services Specialists of the Year - Global
Asim Allioski International Spiritual Coaching & Consulting Specialist of the Year - Global
AviaGames inc. Mobile Skill-Based Gaming Company of the Year - Global
Ironfx Online Forex Broker of the Year - Global
Feefo Customer Reviews & Feedback Platform of the Year - Global
conXhub VoIP & Cellular Technology Company of the Year - Global
Lake Street Consulting Ltd Bespoke Weather Service Solutions Specialists of the Year - Global
Firetree Chocolate Ltd Specialist Chocolatiers of the Year - Global
Ty Nant International Bottled Mineral Water Brand of the Year - Global
Centelli Robotic Process Automation Technology Company of the Year - Global
Upcircle Beauty Organic Skincare Manufacturing Company of the Year - Global
Demotech Financial Analysis Provider of the Year - Global
OpenClean Technologies Hand Hygiene & Sanitisation Product Providers of the Year - Global
Holly Silver Labour & Employment Lawyer of the Year - Holly A. Silver - Global
FutureWork Institute, Inc Diversity & Inclusion Consulting Firm of the Year - Global
R & R International Translation Specialists of the Year - Global
Beeble Drinks Honey Spirit Drink Specialists of the Year - Global
LAVA Spirits Co Artisan Gin Specialists of the Year - Global
Intelligent People eCommerce Recruitment Consultancy of the Year - Global
Fii4GROWTH Coaching & Mentoring Specialists of the Year - Global
The Power Within Leadership & Development Programs Training Provider of the Year - Global
BNR Global Supply Group Human & Animal Health Wellbeing Product Supplier of the year - Global
United Trademark & Patent Services International Intellectual Property Experts of the Year - Global
Aberlink Coordinate Measuring Machine Specialists of the Year - Global
Oworkers Global Data Entry Outsourcing Company of the Year - Global
ShareVision Financial Live Streaming & Content Platform of the Year - Global
IFS Cloud-Based Enterprise Software Specialists of the Year - Global
Climate X Spectra: Global Climate Risk Analytics Platform of the Year - Global
Kinstellar Community Investment Firm of the Year - Global
Icy Bear Dental Tooth Whitening Product Provider of the Year - Global
ntsama’s Artisan Oil & Sauce Producer of the Year - Global
Lumos Education Ltd International Education & Relocation Consultancy - Global
Total Student Care Independent Education Agency of the Year - Global
Squire Patton Boggs Full-service Law Firm of the Year - Global
Joanna Haslam Women In Games - Independent Game Developer of the Year - Snap Finger Click - Global
Rehasense Mobility Product Specialists of the Year - Global
Instituto Marquês International Reproduction Reference Specialists of the Year - Global
Institute Hyalual Aesthetic Medicine Solutions Specialists of the Year - Global

For full list of winners visit https://internationalelite100.com/2023-winners
FutureWork Institute, Inc
Diversity & Inclusion Consulting Firm of the Year - Global

FutureWork Institute has been working in the areas of diversity, leadership and career development, futurework and work/life assignments for major global organizations for more than 25 years.

Translating future trends

FutureWork Institute is a core team and global network of consultants who model inclusion and new ways to work. They help clients discover innovative ways to make their workspaces places where all talent can make extraordinary contributions to the enterprise.

The firm focuses on the future of D&I by integrating talent management, leadership and diversity work; linking its clients’ D&I work to the business strategy; inventing new ways for clients to learn and collaborate, and ensuring a change management approach to D&I that also focuses on the ROI of clients’ work.

FutureWork Institute lives its values by operating as they envision the future workforce: a global virtual team of free agents committed to building an inclusive community of practice.

The former Global Diversity and Work/Life Practice of Towers Perrin (now Towers Watson), spun off to model and experiment with futurework and focus on the changing workforce and work environment in client companies. Its business model enables maximum flexibility, cost efficiency and immediate client responsiveness. FutureWorks combines the quality standards of its roots in Towers Perrin with the nimbleness of a small firm to give clients the expertise they need and value they deserve.

Anticipate and prepare
President & CEO, Margaret Regan is a futurist who belongs to the World Future Society and has been helping clients anticipate and prepare for the marketplace, workplace and workforce of the next 10 years since 1990.

Operating on five continents, The FutureWork Institute is an incubator of innovation and change in addressing current and future workplace issues. Margaret says: “We help clients achieve a MindShift, a HeartShift and a SkillShift in creating a more inclusive and flexible work environment.

“We operate at the cutting edge of change, using our research and consulting expertise to help clients envision the manager, employee and customer of the future. We work with our clients to co-create an inclusive and flexible work environment that will give them a competitive advantage in the war for talent and provide the market insight to target products and services for an increasingly diverse customer base.”

FutureWork Institute
www.futureworkinstitute.com
info@futureworkinstitute.com
US: 718 832 8625
UK: +44 (0)207 193 2207
Asia: 00 6 03 5621 5228
Featured winners

**Divine Freight Forwarding P/L**
Import/Export Company of the Year - Harare - Zimbabwe

**Pembroke House School**
Traditional Co-Educational School of the Year - Kenya

**Rajshree Deeptee Boodhoo**
International Finance CEO of the Year - Mauritius

**GreenWorx**
Sustainable Cleaning Product Manufacturer of the Year - South Africa
Desert & Delta Safaris - African Safari Experience of the Year - Botswana

Ukwazi - Mining Service Specialists of the Year - South Africa

Healthforce - Telemedicine System of the Year - South Africa

Liquid Intelligent Technologies - Wholesale Carrier of the Year - Africa

Aqueroburu & Partners - Multidisciplinary Law Firm of the Year - Togo

Nigerian Breweries - Specialist Brewery of the Year - Nigeria

Safaricom Limited - Telecommunications Provider of the Year - Kenya

Stratcomm Africa - Communication Strategy Specialists of the Year - Africa

Stadio - Private Higher Education Institution of the Year - South Africa

Fatoumata Sidibe-Diarra - Business Law Lawyer of the Year - FSD Conseils - Mali

Bridge Credit Ltd - Credit Solutions Provider of the Year - Nigeria

Fred-young & Evans LP - Commercial Law Firm of the Year - Nigeria

Bentsi-Enchill, Letsa & Ankoh - Energy & Natural Resources Law Firm of the Year - Ghana

Addison Bright Sloane - Multi Sector Law Firm of the Year - Ghana

Uniship Ohana Ltd - Shipping Broker of the Year - Ghana

Schoolbooks 4 Africa - Educational Supply Company of the Year - Zimbabwe

Cabinet Houda - Oil & Gas Law Firm of the Year - Cote D’Ivoire

AFRIKA TOON - Multicultural Animation Studio of the Year - Ivory Coast

TripleOKLaw LLP - Commercial Litigation Lawyer of the Year - Kenya

Jacqueline Waihenya - International Arbitration Expert of the Year - JWM Law LLP - Mombasa - Kenya

Waweru Gatonye & Company Advocates - International Dispute Resolution Lawyers of the Year - Kenya

The SAFARI Company Management Ltd - Adventure Travel Specialists of the Year - Africa

Rajshree Deepette Boodhoo - International Finance CEO of the Year - Alliance Financial Services Ltd - Mauritius

StratLink - Emerging Markets Advisory Firm of the Year - Kenya

Vikas Mehta - Marketing CEO of the Year - Ogilvy Africa Group - Kenya

Pembroke House School - Traditional Co-Educational School of the Year - Kenya

Nabil G. Sawabini - Chairman of the Year - Mena Capital - Lebanon

IBST Ltd - SME Video Production Company of the Year - Nigeria

Mohamed Al Mohannadi - Aviation CEO of the Year - Libya

Dr Dorothy Chapeyama - Insurance CEO of the Year - Reunion Insurance Company Ltd - Malawi

JA Manafaru Maldives - Honeymoon Resort of the Year - Maldives

C&A Law - Corporate Lawyer of the Year - Mauritius

Axis - Offshore Tax Firm of the Year - Mauritius

Abdool Razack Peeroo - Energy Law Attorney of the Year - Peeroo Chambers - Mauritius

Kbbs Business Advisory Experts of the Year - Mauritius

Air Mauritius - Cabinet Crew of the Year - Mauritius

Maritim Crystals Beach Hotel - Beach Resort Hotel of the Year - Mauritius

Aluminium Facade - Civil Construction Company of the Year - Mauritius

Etude Mullot - Commercial Law Firm of the Year - Monaco

Seddik & Associes - Tax Firm of the Year - Casablanca - Morocco

Morsad Adil - Human Rights Lawyer of the Year - Morocco

Abeis - Trademark & Copyright Lawyers of the Year - Morocco

IBforIP - Intellectual Property Firm of the Year - Morocco

FPay - Africa Focused Payment Service Provider & Most Innovative Digital Wallet Solution - Rezk-e - Morocco

Baronice Hans - Financial Managing Director of the Year - Bank Windhoek - Namibia

International Fund for Animal Welfare - Animal Conservation Charity of the Year - Nairobi

Jackson Etti & Edu - Intellectual Property Firm of the Year - Nigeria

G.O. Sodipo & Co. - Intellectual Property Firm of the Year - Nigeria

BTO Partners - Real Estate Specialists of the Year - Nigeria

T & A Legal - Real Estate Law Firm of the Year - Nigeria

Foundation Chambers - International Shipping & Maritime Litigation Law Firm of the Year - Nigeria

Duale, Ovia & Alax-Adedipe - Commercial Law Firm of the Year - Nigeria

KSP Shipping & Logistics LTD - International Supply Chain Management Company of the Year - Nigeria

Benfield Attorneys & Solicitors - Shipping & Maritime Law Firm of the Year - Nigeria

Ricky Tarfa - Commercial Litigation Lawyer of the Year - Nigeria

Resolution Law - Corporate Law Firm of the Year - Nigeria

CG Biostadt - Medical Equipment Supply & Installation Company of the Year - Nigeria

Afroganiks - Natural Wellness Products Manufacturer of the Year - Nigeria

Pedabo - Audit & Management Consulting Firm of the Year - Nigeria

Ark Insurance Group - Insurance Brokerage Firm of the Year - Nigeria

Bolani Oluwu - Partner & Director of the Year - IPI Watch Service - Nigeria

Adeniji Kazeem & Co - Trademark & Copyright Law Firm of the Year - Nigeria

For full list of winners visit https://internationalelite100.com/2023-winners
Breadth of opportunity at Pembroke House

Have you ever dreamt of a family sabbatical?

Pembroke House invites you to become part of the Pembroke House family for an immersive term and experience the unique spirit of its IAPS flexi-boarding school in the heart of the Rift Valley, Kenya.

Pembroke House has been educating children for nearly 100 years and has a reputation for well-mannered yet inquisitive children who are not afraid to challenge themselves both inside and outside of the classroom.

It has seen a growing demand for children to join the school for a single term or academic year, as parents love the wider outlook it gives their children and the sense that they can really embrace their childhood, in touch with nature, on our 140-acre beautiful campus.

Following a UK curriculum and term dates, admission is non-selective and open to both boys and girls from 6 months to 13 years old. The school attracts families from within Kenya but increasingly from further afield, who appreciate the quality of education and breadth of opportunities that Pembroke House children are given. With representation from 28 different nationalities, the school is rich in diversity yet very united in its sense of community.

Pembroke children are given the space to run and roam, build shacks, dam rivers and spend nights camping under the stars. Children can be found riding ponies, mountain biking through the forestry, racing against each other on the wobble board track, learning to ride motorbikes on the new MotoX course or simply enjoying a book under the shade of the nearest Acacia tree.

Pembroke House finds that exposure to its flexi-boarding environment also prepares children well for their next step. With 100% Common Entrance pass rate and 13 scholarships awarded in 2023, Pembroke children move onto top senior schools, most often in the UK and South Africa, with confidence and ease.

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Featured winners

**Akira Nakagomi Design**  
Decoration Design Firm of the Year - Japan

**Formosan Brothers Attorneys at Law**  
Corporate Law Firm of the Year - Taiwan

**HRS Asia Pte Ltd**  
Best Productivity Housekeeping Cleaning Service of the Year - Singapore

**Julius & Creasy**  
Full Legal Services Law Firm of the Year - Colombo - Sri Lanka

**Fairdeal International**  
Ship Suppliers & Supply Services Specialists of the Year - Tamilnadu - India

**Pacific Patent**  
Patent Law Firm of the Year - Indonesia

**Chaupal Sansadhan**  
Real Estate Developer of the Year - India

**Ten Little Toes**  
Baby & Toddler Products Marketplace of the Year - Doha - Qatar
ASIA WINNERS 2023

The Alkaff Mansion Luxury Wedding Venue of the Year - Singapore
Esenyl & Partners Dispute Resolution Law Firm of the Year - Istanbul - Turkey
Cheetay Online Groceries & Lifestyle Services App of the Year - South Asia
LIN Architecture Specialist Architecture Firm of the Year - China
Dalchini Restaurant & Bar Indian Cuisine Restaurant of the Year - Doha
Binflux IVF Digital Transformation Solutions Provider - Asia
AlMarsat Projects Development Construction & Real Estate Management Experts of the Year - Asia
Wafyapp Tourism & Culture App of the Year - Saudi Arabia
BIGO Technology PTE.LTD Live Streaming Tech Company of the Year - Singapore
Tee Wei Fong & Co Disputes Resolution Legal Practise of the Year - Malaysia
SmartOpt AI-Based Supply Chain Optimisation Company - Middle East
Risk Management Services Oil & Gas Insurance Broker of the Year - Middle East
Laith Group Surveillance Solutions Provider of the Year - Asia
Fairdeal International Ship Suppliers & Supply Services Specialists of the Year - India
Genesis Enviroman Water & Waste Water Management Solutions Provider of the Year - New Delhi - India
Atlas Law Partners Banking & Finance Law Firm of the Year - India
Dr Archana Srivastava Cultural Artist of the Year - ArtSage - India
Prabhuadas Lilladher Equity Research Firm of the Year - India
Jurist & Jurist International Human Rights Law Practice of the Year - New Delhi - India
Qui Prior Law Associates Full Service Law Firm of the Year - New Delhi - India
Dr Deepa Nagarajan Consultant & Coach of the Year - Deepa Nagarajan LLP - India
Suresh Kumar & Co. (Impex) Pvt. Ltd Processed Food Products Importer of the Year - India
Just us & Otto Brand Marketing Specialists of the Year - Qatar
Harry Elias Partnership Full Service Law Firm of the Year - Singapore
Exy Intellectual Property Intellectual Property Specialist of the Year - Malaysia & Singapore
Zhong Lun Law Firm M&A Law Firm of the Year - Beijing - China
DHgate Group Cross-Border E-commerce Platform of the Year - China
Archeus Law Leading Independent Law Firm of the Year - New Delhi - India
Chaupal Sansadhan Real Estate Developer of the Year - India
Julius & Creasy Full Legal Services Law Firm of the Year - Sri Lanka
Paz Itzhaki-Weinberger Insolvency Law Firm of the Year - Israel
Dimara International Hospitality Products & Solutions Specialists of the Year - UAE
Setouchi Aonagi Luxury Hotel of the Year - Setouchi - Japan
N&R Foldings Creative Product Design Studio of the Year – Tokyo
Anderson Mori & Tomotsune Banking & Finance Law Firm of the Year - Japan
Chak & Associates LLP Mergers & Acquisitions Firm of the Year - Hong Kong
Francis Li Corporate Finance Law Specialist of The Year - Square Path Law & Seggs - Hong Kong
Intuitive Success Learning Partner of the Year - Asia
Kartika Hermawan & Partners Business & Commercial Law Firm of the Year - Indonesia
Nakasaki & Sato Law Firm Anti-Money Laundering Law Firm of the Year - Japan
Okabe & Yamaguchi Shipping & Maritime Law Firm of the Year - Japan
Dwex Technical Services LLC Dewatering Services Specialists of the Year - Dubai - UAE
Kpatent Patent Law Firm of the Year - Seoul - Republic of Korea
Al Laith Group Project Solutions Provider of the Year - UAE
Dime & Eviota Litigation Law Firm of the Year - Philippines
Suhhan Khan Corporate Lawyer of the Year - Accord Chambers - Dhaka - Bangladesh
BOLD Physiotherapy Physiotherapist of the Year - Asia
Ir. Jimmy Wu Swee Schwang MEP Engineer of the Year - Perunding JW - Malaysia
Willie Ong & JL Ooi Full Service Legal Firm of the Year - Malaysia
Kaushik Patel Architects Urban Architectural Design Practice of the Year - India
Dr. Leila Soudah Obstetrics & Gynecology Specialist of the Year - DLS Clinic - UAE
Music Hunters Music Producing & Promotion Company of the Year - UAE
Charterhouse International Recruitment Specialist of the Year - UAE
Bunaken Oasis Ltd. Luxury Dive Resort of the Year - Indonesia
Neighbor Creative Agency of the Year - Singapore
The Peninsula Luxury Hotel of the Year - Hong Kong
Galaxy Entertainment Group Ltd Entertainment & Hospitality HR Firm of the Year - Hong Kong
Hang Lung Properties Ltd Real Estate Company of the Year - Hong Kong
Sit , Fung , Kwong & Shum Dispute Resolution Lawyers of the Year - Hong Kong
Loeb & Loeb LLP IPO Transactions Law Firm of the Year - Hong Kong
Para Design Works Retail Interior Design Studio of the Year - Hong Kong

For full list of winners visit https://internationalelite100.com/2023-winners
Suppliers of high-quality provision stores and services for all types of vessel calling at Indian ports.

Motor rewinding | Ship repairs
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As the hospitality industry in Singapore rapidly grows, the biggest challenge hoteliers face is securing access to competent, dedicated and skilled manpower. A large majority of recruits either lack the skillset necessary to perform cleaning jobs with the level of expertise necessary, or they lack commitment to their employers.

John Sartain is tackling this problem head on. He established HRS in 2013 and offers a wide range of services including quality consultancy and guidance related to productivity solutions, as well as the training and lecturing of hotel staff.

Having successfully directed quality hotels in the UK and Asia, Sartain now calls Singapore home. He has worked with a many industry-leading brands including Hilton, Millennium and Copthorne, Resorts World Sentosa and Meritus Hotels & Resorts. He has also helped hoteliers in China, Myanmar, Australia, Africa, Thailand and the UK transform their hospitality woes into success stories through his professional advice and service.

Sartain’s triumphs can be gauged by the numerous industry accolades he has earned during his career, his five-star hotel portfolio, and the continued growth of HRS, which now has many of the largest industry-leading brands on board.

Staff shortage
As more hotels emerged, Sartain realised that the shortage of skilled manpower was having a negative impact on their performance and productivity. While some in the industry have tried hiring additional staff to alleviate these problems and ensure that hotel rooms are properly cleaned and well-maintained, they have consistently failed to produce the kind of progress required.

The reason for this was clear to Sartain. New recruits lacked both skills and dedication. They did not want to be cleaners, associated with the stigma that it’s a difficult and tiresome job. But drawing on his past experience and innovative mindset, Sartain knew that it could be possible to solve the problem.

Work smart not hard
To cope with the manpower crunch and help hoteliers enjoy significant cost savings simultaneously, Sartain launched HRS.

By supplying trained and experienced personnel to undertake hotel bedroom cleaning, either as a fully outsourced or a partial arrangement, HRS is able to successfully streamline systems, procedures and processes, and introduce technology where appropriate. The company’s outsourcing model offers flexibility to hotels, guaranteeing that they will only pay per room cleaned, regardless of occupancy – thus effectively turning a fixed cost into a variable one.

HRS educates staff on how to work smarter not harder, helping drive productivity by performing cleaning services strategically. Through the education sessions, staff become familiar with the tips and tricks that allow them to optimise the time taken to clean each guest room, and effectively save both time and money for the hoteliers.

The solutions HRS offers are based on the individual needs of each of their customers but are rooted in finding efficiencies and productivity improvements. The team at HRS is consistently developing new methods, tools, and materials to help improve cleaning workflow, and they pride themselves on providing reliable, competitively-priced services to those wishing to outsource their cleaning needs.

Additionally, HRS has attained bizSAFE Level 3, based on the company’s effort in providing safe and healthy workplaces for their employees and is an Associate Member of the Singapore Hoteliers Association. HRS is also licenced by the National Environment Agency of Singapore (NEA).
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S6 Tutoring Academy Outstanding Tutoring Company of the Year - UK
Saloria Architects Ltd Architectural Firm of the Year - London - UK
Green Park Foundation Global Talent Advisory Firm of the Year - UK
Product Partnership Product Compliance Specialist Firm of the Year - UK
Marcin Olejnik Commercial Lawyer of the Year - The Olejnik Law Firm - Poland
Fueld HubSpot Partner For ICT of the Year - Netherlands
Mooch Creative Digital Marketing Specialists of the Year - West Midlands - UK
Seek Social Full Service Digital Marketing Firm of the Year - UK
Exclusive France Tours Luxury Wine Tour Agency of the Year - France
Wingates Gallery Sculpture & Artwork Gallery of the Year - UK
Dr. Regina Dahmen-Ingenhoven Female Architect of the Year - DRDI - Germany
Studio Artemell Interior Design Studio of the Year - Germany
Paul Wordley Insurance & Reinsurance Lawyer of the Year - UK
Coeval LED Hazard Warning Systems Supplier of the Year - UK
JustAccounts Umbrella Payroll Software of the Year - UK
JBi Digital Digital Agency of the Year - UK
Shutter Envy Ltd Blind & Shutter Specialists of the Year - Loughborough - UK
Christine De Keersmaeker Senior IP Lawyer of the Year - ASTREA - Belgium
ZSAH Managed Technology Services Provider of the Year - UK
MASF Consulting Diversity & Inclusion Training Services Firm of the Year - Ireland
Sapper Support Mental Health Support Charity of the Year - UK
P.V.P.Systems TV Independent News Camera Crew Providers of the Year - Wales
P.V.P.Systems TV Film Producers & Camera Crew Providers of the Year - Wales
Adrian Ashton Business Adviser & Social Enterprise Consultant of the Year - UK
Scott Arms Dental Practice Dental Practice of the Year - UK
Johann Muldoon Architectural CEO of the Year - Manor Architects - UK
Novacom Digital Marketing Consultancy of the Year - UK
Averian Global Strategic, Technical & Solution Consultancy Firm of the Year - ROI
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<tr>
<th>Category</th>
<th>Winner</th>
<th>Details</th>
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<tbody>
<tr>
<td>Residential Interior Designer of the Year</td>
<td>Sheila Moura Azevedo</td>
<td>Portugal</td>
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<tr>
<td>Accountancy Director of the Year</td>
<td>Simon Cowie</td>
<td>Infinity Partnership Ltd - UK</td>
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<tr>
<td>Best eCommerce Web Designers 2023</td>
<td>MultiWebMarketing</td>
<td>LJ's Fashion Boutique - UK</td>
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<td>Immigration Law Firm of the Year</td>
<td>Lexial</td>
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<td>PR &amp; Marketing Specialists of the Year</td>
<td>Manderley</td>
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<td>Corporate Immigration Expert of the Year</td>
<td>Ewald Oberhammer</td>
<td>Oberhammer - Austria</td>
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<td>Media Law Firm of the Year</td>
<td>Taylor Hampton Solicitors</td>
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<td>Residential Interior Designer of the Year</td>
<td>SHI Studio</td>
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<td>Oberhammer - Austria</td>
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<td>Online Body Jewellery Retailer of the Year</td>
<td>Pierce Me London</td>
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<td>Non-Surgical Anti-Ageing Skincare Specialists of the Year</td>
<td>Macs of London</td>
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<td>Independent Hot Tub Repair Specialists of the Year</td>
<td>Smalley Hot Tub Services</td>
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<td>Independent General Maintenance Company of the Year</td>
<td>GLC Handyman</td>
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<td>Accounting Solutions Specialists of the Year</td>
<td>Innovate Accountancy Ltd</td>
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<td>Dog Grooming &amp; Day Care Provider of the Year</td>
<td>Groomingtails</td>
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<td>HR &amp; Training Specialists of the Year</td>
<td>KR HR &amp; Training Consultancy Ltd</td>
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<td>Beverage Social Media &amp; Advertising Agency of the Year</td>
<td>The Change Agency</td>
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<td>Industrial Spray Painting Specialists of the Year</td>
<td>Cladspray Solutions</td>
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<tr>
<td>Beauty &amp; Wellness Treatment Specialists of the Year</td>
<td>Aesthetics by Lauren Turner</td>
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<tr>
<td>Commercial Property Development Company of the Year</td>
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<td>Eco-Friendly Wood Finishing Brand of the Year</td>
<td>Littlefair's Wood Finishing Products</td>
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<td>Driving Offences Law Firm of the Year</td>
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<td>Creative Agency of the Year</td>
<td>Freestone Creative Ltd</td>
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<td>Family-Run Handmade Cream Tea Company of the Year</td>
<td>Cornish Scone Company</td>
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<td>Boutique PR &amp; Marketing Agency of the Year</td>
<td>Literally Public Relations Ltd</td>
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<td>Digital Marketing Firm of the Year</td>
<td>Digital Mojito Ltd</td>
<td>London</td>
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<td>Digital Design &amp; Digital Marketing Agency of the Year</td>
<td>The DM Lab</td>
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<td>Wellness &amp; Lifestyle Medicine Coach of the Year</td>
<td>Dr Sunni Patel</td>
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<td>Education CEO of the Year</td>
<td>David Reid</td>
<td>Birtenshaw Group - UK</td>
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<td>Architectural Designers of the Year</td>
<td>Design Spec Ltd</td>
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<td>Property Maintenance Company of the Year</td>
<td>London Property Services</td>
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<td>Independent Cosmetic Clinics of the Year</td>
<td>Transpire Cosmetic Surgery</td>
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<td>International PR &amp; Marketing Agency of the Year</td>
<td>Publicity Engineers</td>
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<td>Employee Benefits &amp; Rewards Specialist of the Year</td>
<td>Perks Direct</td>
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<td>Construction Telemarketing 7 Lead Generation Specialists of the Year</td>
<td>Excel TM Group</td>
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<td>Creative Technology Marketing Services of the Year</td>
<td>Bite IT Marketing</td>
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<td>Financial Innovators of the Year</td>
<td>Sturgeon Ventures LLP</td>
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<td>Listed &amp; Period Building Architectural Practice of the Year</td>
<td>Alice Poole Architects</td>
<td>South East England</td>
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<td>Damp Proofing Specialists of the Year</td>
<td>Rosco &amp; Perlini</td>
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<tr>
<td>Property &amp; Business Coach of the Year</td>
<td>Paul McFadden</td>
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<tr>
<td>Corporate Responsibility Services Consultancy of the Year</td>
<td>Collins McHugh</td>
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<tr>
<td>Civil Law Lawyer of the Year</td>
<td>Dr Katherine Alexander-Theodotou</td>
<td>UK</td>
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<tr>
<td>Exclusive Off-Market Property Specialists of the Year</td>
<td>Calibre Acquire</td>
<td>London - UK</td>
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EUROPE WINNERS 2023

Virtus Tier III Certified Data Centre Provider of the Year - London - UK
DEFC Group Recruitment & Headhunting Specialists of the Year - Leicester - UK
GF Victoria Luxury Family Hotel of the Year - Tenerife
Brindle Distillery Independent Artisan Distillery of the Year - Lancashire - UK
Bitesize Bakehouse Online Baked Goods Specialists of the Year - South East - UK
Aurora Hairdressing Hair Stylists Salon of the Year - Northampton - UK
Approved Business Finance Ltd SME Finance Specialists of the Year - UK
Alchemy Media Independent Media Specialists of the Year - North Yorkshire - UK
Jem Lettings Residential Letting & HMO Management Specialists of the Year - Cumbria - UK
Be Our Guest Princesses Princess Party Event Business of the Year - UK
Signature Flooring Flooring Retailer of the Year - Greater Manchester - UK
Hamilton Auto Services Vehicle Repair Specialists of the Year - Scotland
GGM Accountancy Ltd Full Service Accountancy Practice of the Year - Peterborough - UK
Alchemy Bee Retail Marketing & Events Specialists of the Year - UK
The Appeal Guru Online Marketplace Seller Accounts Consultants of the Year - UK
NEMI Teas Social Enterprise of the Year - London - UK
Box Clever Consulting Brand Strategy Specialists of the Year - UK
MyMedic Healthcare Staffing Platform of the Year - UK
Cladspray Solutions Industrial Spray Painting Specialists of the Year - UK
Northumbria Kitchens Bespoke Fitted Kitchen Specialists of the Year - North East - UK
A. Armstrong Roofing Roofing Repair Specialists of the Year - North East - UK
GEL Studios SME Web Design & Graphics Agency - Wiltshire - UK
Appvia Cloud Infrastructure Solutions Company of the Year - UK
My Outreach Webinar Solutions Specialists of the Year - UK
AMC Garden Rooms Luxury Garden Rooms Designers of the Year - Cambridgeshire - UK
Lanset Medical Medical Device Suppliers of the Year - UK
Black Ducks The Company Mobile Bar Hire Company of the Year - East Midlands - UK
CP Staffing & Events Temporary Staffing & Recruitment Specialists of the Year - Yorkshire - UK
Badger's Chilli Kitchen Artisan Spicy Seasonings Specialists of the Year - UK
ALCO Properties Property Development Company of the Year - South East - UK
Arthur Rank Hospice Palliative Care Charity of the Year - Cambridgeshire - UK
Scentual Aromas Wholesale Home Fragrance Product Provider of the Year - North East - UK
Jason Threadgold Funeral Director Funeral Services Provider of the Year - Lincolnshire - UK
Jam Jar Cinema Boutique Cinema of the Year - Whitley Bay - UK
Assura Medical Centre Property Development & Management Company of the Year - UK
Rebox HR Specialist HR Consultancy Provider of the Year - UK
The Anderton Centre Outdoor Land & Water-Based Activity Centre of the Year - North West - UK
Bantham Technologies Digital Data Capture Specialists of the Year - UK
4D Dance Performance & Dance School of the Year - UK
Ramsac Independent IT Infrastructure Specialist Consultancy of the Year - UK
Publicity Engineers International PR & Marketing Agency of the Year - UK
001 Ltd Commercial Utility Consultancy of the Year - Hertfordshire - UK
Bequest Life Insurance & Wills Company of the Year - UK
All Seasons Energy Energy-Efficient Solutions Specialist of the Year - UK
The One Group Specialist Recruitment Consultants of the Year - UK
GEL Studios SME Web Design & Graphics Agency of the Year - Wiltshire - UK
Appoint Us Services Multi Service Community Support Organisation of the Year - Midlands - UK
Funding Alternative Ltd SME Financial Solutions Provider of the Year - UK
RVA Surveyors Business Rates Reduction Specialists of the Year - UK
Star Curtains Curtains & Soft Furnishings Supplier of the Year - Cambridgeshire - UK
Manority Skincare Specialty Skincare Product of the Year - UK
2020 Accountancy SME Accountancy Specialists of the Year - Dorset - UK
Bermondsey Street Bees Specialist Artisan Honey Supplier of the Year - UK
Trafalgar Structures Marquee Hire Specialists of the Year - UK
All Seasons Energy Energy-Efficient Solutions Specialist of the Year - UK
Carver Coaching Leadership & Development Specialists of the Year - Surrey - UK
Be-Safe Technologies Compliance Genie: Workplace Health & Safety App of the Year - UK
JJK Offers Ltd Construction Equipment & Plant Machinery Suppliers of the Year - UK
Trapp’d Escape Rooms of the Year - UK
Destroy’d Rage Rooms of the Year - UK

For full list of winners visit https://internationalelite100.com/2023-winners
Revolutionizing Accounting for UK SMEs

Innovate Accountancy Limited, established with the fundamental goal of empowering business owners and guiding them towards the ideal state for their enterprises, stands as a beacon of innovation within the UK’s SME accounting industry.

By seamlessly automating day-to-day business processes while pinpointing areas for improvement, Innovate Accountancy not only simplifies operations but also propels businesses toward uncharted growth. In this comprehensive exploration, we delve into the core principles that make Innovate Accountancy a pioneering force in the world of SME accounting, focusing on their tailored approach, specialization in scaling businesses, and the unique services they offer.

A Tailored Approach to Accounting
Innovate Accountancy is not your typical accounting firm; it doesn’t offer generic, one-size-fits-all solutions. Instead, it takes a client-centric approach, meticulously analyzing the unique facets of each business it serves. The mission is to co-create a brighter, more prosperous
future for every client. Regardless of the client’s size or industry, Innovate Accountancy’s primary objective is to uncover opportunities that may have remained hidden. They recognize that no two businesses are alike and, therefore, offer a thoughtful, goal-oriented, and entirely bespoke service.

### Scaling Up with Innovate Accountancy

For businesses aiming to take that transformative step towards expansion, Innovate Accountancy serves as a guiding light through the complex terrain of scaling up. Their dedicated team partners with ambitious businesses to enhance financial visibility, providing actionable insights and recommendations. These insights empower clients to make informed strategic decisions, thereby facilitating growth. Innovate Accountancy excels in identifying the best allocation of resources, focusing on areas crucial for elevating a business to new heights.

### The Four Pillars of Excellence

Innovate Accountancy’s remarkable success in the field of SME accounting can be attributed to its unwavering commitment to four distinct categories of services:

1. **Compliance Services**: Innovate Accountancy is unparalleled in its ability to meticulously assess a business’s compliance with legal and regulatory requirements. This comprehensive service encompasses everything from tax compliance to financial reporting, allowing businesses to focus on their core operations while remaining fully compliant with the law.

2. **Advisory Services**: With a strong emphasis on individuals, businesses, and organizations, Innovate Accountancy promotes thoughtful financial decision-making. They offer comprehensive guidance in areas such as budgeting, forecasting, and strategic planning. Furthermore, if specialized sector-specific advice is needed, Innovate Accountancy possesses the expertise to enhance a business’s growth potential.

3. **Financial Management Services**: Going beyond traditional advisory services, Innovate Accountancy offers financial management services. This goes one step further by not only offering advice but also providing hands-on guidance to help businesses achieve their long-term financial goals. Innovate Accountancy identifies hidden opportunities, resulting in improved performance and more informed decision-making.

4. **Profit First Coaching**: Innovate Accountancy provides a unique opportunity for business owners to receive Profit First coaching. Delivered by a team of highly skilled professionals, this service dives into every facet of a business’s financial operations that contribute to its success. It adopts a personalized, easy-to-understand approach and offers ongoing support to address specific needs.

### Client-Centric Excellence

At the core of Innovate Accountancy’s operations lies an unwavering commitment to its clients. Each service offered has been carefully designed with the business owner’s best interests in mind. These services are essential for any business looking to ascend to the next level. Innovate Accountancy has undeniably proven its expertise in the field, and their commitment to embracing emerging technologies, including AI, promises to further enhance both their own capabilities and those of their clients in the years to come.

In conclusion, Innovate Accountancy Limited is a dynamic and client-focused accounting firm that stands at the forefront of SME accounting in the UK. Through its tailored approach, specialization in scaling businesses, and comprehensive services, Innovate Accountancy has set a standard of excellence that continues to benefit businesses of all sizes. With an unwavering dedication to its clients and a commitment to leveraging cutting-edge technologies, Innovate Accountancy is poised to shape the future of accounting for SMEs in the years ahead.
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See your business flourish with Prosper²

Prosper² is a membership-based business club for UK businesses, providing an environment for the most entrepreneurial and influential business owners, innovators, and founders to collaborate and share opportunities with like-minded people, whilst promoting their business to a wider audience.

Prosper² membership delivers specialist business benefits and services designed to help you promote and grow your business such as networking events, business helplines and business concierge services. As a member, your business also has access to the club’s award-winning, innovative points-based rewards and loyalty programme to use as part of its own marketing strategy. This helps attract, retain, and incentivise business relationships to increase revenue.

Prosper² Rewards can help you differentiate your business from your competitors by rewarding your own customers and suppliers with Prosper² Points. This will help you increase sales, boost profitability, stand out in your marketplace, and develop stronger relationships with them in a cost-effective manner generating brand loyalty and improving customer satisfaction.

What makes Prosper² Rewards so unique is that it is an open-loop rewards programme that allows your most valuable customers and suppliers to accumulate points with your business and redeem those points directly to a multi-currency Prosper² Rewards Mastercard so they can spend their rewards on something of real value.

Prosper² brings people together to advocate and support each other, to share insight, expertise and create business opportunities. This support, assistance, and advice can help you through a difficult day, assist you in focusing on your priorities or simply just keeping things running smoothly. Whatever is happening with your business, Prosper² provides solutions to make business life a little easier.

Prosper² members are welcomed to the community approach to business relationships and networking, providing each other with access to opportunities and mutual support. With Prosper² membership, you have access to all the tools and advice needed to support the running, growth, and protection of your business, as well as the network of passionate entrepreneurs within the community.

Join today and feel the benefit of Prosper² membership in your business!
La Dante
Online & In-Person Language Skills Specialists of the Year - Cambridge - UK

Centre of excellence for language and culture

La Dante’s approach is to create a unique blend of learning language and culture at the same time, which research shows is the quickest way to achieve a higher level of language proficiency.

What sets them apart is their ever-growing team ranging from the Italian, Spanish, and English native teachers, all the way to the Marketing and Administration unit, coordinated by Marketing Manager Gilda Notarbartolo, all of whom show the utmost dedication to their work.

“What distinguishes us at La Dante in Cambridge – explains Giulia Portuese – is the genuine passion for the dissemination of languages and culture. This definitely allows us to offer the best possible educational path to students of all ages and nationalities.

“Over the years, we have developed a very good method and system that allows our students to easily reach their learning goals, and our multi-cultural family to grow.

“It is very rewarding for each member of our team to see that efforts pay off.”

La Dante in Cambridge, European Cultural Centre, has won the 2023 International Elite 100 Global Award and has been recognised as the Online & In-Person Language Skills Specialists of the Year.

This prestigious award comes right after the recent prize of “Best Online & In-Person Language Educator 2023 - Cambridgeshire” awarded by the SME Business Elite Awardees for 2023, the previous two nominations in 2022 for the “Business Chameleon” and “Lockdown Leader”, and that Director of the cultural institute, Dr. Giulia Portuese, was bestowed the Honour of Knight of the Order of the Star of Italy in 2021 for her 25 years of commitment in the UK.

For over 15 years, Cambridge’s European Centre has been offering courses in Italian, Spanish, and English language and culture which, having originally taken place in the famous university city, are now also held online and available to students around the globe.

La Dante Founder & Director, Dr Giulia Portuese

La Dante in Cambridge
St. John’s Innovation Centre, Cowley Rd, Milton, Cambridgeshire, CB4 0WS
ladante-in-cambridge.org
info@ladante-in-cambridge.org
+44 7822 010718
Why we should NOT stay in our lane to succeed

Literally PR tells us why it’s important to branch out and try other things...

Writing a book is hard, really hard. We know because every author we’ve ever worked with (650+) tell us. And we get it. It’s a labour of love and passion. You start with an IDEA and after a lot of effort it turns into something real. When you’re not writing you’re thinking about what to write next, you’re researching, you’re planning. And then, when that manuscript is finished you’ve got the editing and working with the publishing / self-publishing team to create the BOOK from the MANUSCRIPT.

But it’s impossible now to ‘just’ be an author who ‘just’ writes if you want to have the sort of success those bestselling authors have. It’s never about being all things to all people. It’s about knowing what your strengths are and playing to those, but also being in charge of your own career and decisions. For example, if you’re not good at networking in person, attend/organise online reader/author events. If you’re not interested in social media, consider hiring someone to help you build your author platform online and showing you the ropes – you might end up loving it. And if you’re not too keen on pitching for media coverage and blogger reviews, consider hiring a publicist like Literally PR.

At Literally PR, we all work in other parts of publishing/freelancing as well because it keeps us on our toes and aware of what’s going on in the wider world. Helen, director and founder of LitPR, is also the co-founder of Hashtag BLAK, alongside bestselling author Abiola Bello. She’s also the co-founder of The Diverse Book Awards, which celebrated its 11 winners and the Malorie Blackman Impact Award in Waterstones Piccadilly on October 25th. This is what we mean by not staying in your lane in order to succeed – it’s important to branch out, try other things, meet new people... because consistency in living life, experiencing new things, and making connections combine to create success. Just remember to define what success looks like for you. And celebrate the wins along the way.

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The leading Italian law firm for tax matters

Tremonti Romagnoli Piccardi e Associati is a leading Italian law firm, with offices in Milan and Rome.

The firm provides a full range of tax advisory services to its domestic and international clients. The Firm also has a legal practice, mainly focused on M&A and corporate governance. Founded in the early ’80s by Professor Giulio Tremonti, former Minister of Economy and Finance, the company currently employs approximately 50 tax lawyers and chartered accountants. All of the firm’s professionals are highly experienced in all areas of tax law, specializing in the fields of corporate and group taxation, M&A, group reorganizations, private equity, securitization, structured finance and debt restructuring, management of non-performing loans, real estate investment and private clients and wealth management. The professionals are also fully experienced in tax litigation and pre-litigation proceedings, VAT, and transfer pricing (including APA, MAP, patent box), with dedicated teams assigned to each of these practices.

A large part of the activity of the company involves international clients and cross-border transactions. Over the years, it has built up a network of high-profile law firms and tax firms in the main European and non-European jurisdictions. These relationships allow the firm to provide its clients with complete assistance and advice in the global market. The main focus of the firm’s international work is, among others, on cross-border mergers and acquisitions (both inbound and outbound), initial public offerings and other exit strategies, as well as in structuring financial products, Pan-European private equity, venture capital, other closed-end funds, cross-border financing transactions and securitizations.

For many years, Tremonti Romagnoli Piccardi e Associati has consistently been ranked among the top tax law firms such as Chambers Europe, The Legal 500 and International Tax Review – World Tax.

Over the years, the firm has also won numerous prestigious Italian and international awards in recognition of its excellent work and leading position in the Italian tax sector.

For many years, Tremonti Romagnoli Piccardi e Associati has consistently been ranked among the top tax law firms
Digital Mojito Ltd
Digital Marketing Firm of the Year – London

Innovative digital marketing

Digital Mojito strives to help clients find their creative voice through a variety of digital marketing services. They are thinkers and makers who bring ideas to life.

Digital Mojito Limited is where innovation meets impactful digital marketing.

Established in 2016, the company specialises in subscription-based products and partners with top-tier premium advertisers. Through performance-based strategies, they amplify products which enrich businesses with convenience and affordability.

Digital Mojito lends its services to customers across a variety of sectors. It crafts an unrivalled practice that helps the customer achieve a higher level of traffic for their products and services.

Co-founder, Josh Littler states, ‘We proudly specialise in subscription-based products and premium brands on a 100% performance based setup’.

Digital Mojito optimises the customer experience by working closely with them to fine-tune their needs. It provides an unbiased and focused review of each customer’s business, from the foundation of their structure to the overall presentation of their brand.

Following this review, Digital Mojito addresses opportunities for improvement and strives to develop the brand with the continued input of the customer.

Its affiliate marketing helps industry-leading, subscription-based and premium brands to expand their customer base and produce more revenue.

Digital Mojito tailors each marketing plan to a highly-focused level, tapping into a global network of fully compliant associates.

With the company’s ‘transparency promise’ Digital Mojito are partnering up with everyone they work with in a way that has no blind strategies, hidden costs or surprises. They ensure clients know how, when and via which partner their product is being promoted.

Josh says, “Our advertisers don’t pay expensive set-up fees, integration costs, monthly management costs or overrides etc. Instead, we take a margin from the standard CPA/CPL/CPS (cost-per-action/cost-per-lead/cost-per-sale).” This means Digital Mojito offer brand promotion and increased sales at a competitive rate, and allows customers to experience a high level of customer service and digital marketing skills that ultimately change the trajectory of their businesses and reputation.

Giving customers the opportunity to track the activity with its analytics and costs, Digital Mojito is taking its transparency to the next level.

“We use a simple, but meticulous approach to understand what the client is looking for”

Josh explains, “At Digital Mojito, we’ve needed to be exceptionally good listeners, but most importantly we have had to take a more agile approach regarding our advertisers’ campaigns without compromising on quality of performance.” This has all led Digital Mojito to an increased revenue for themselves and the people it works with. Digital Mojito has formed a link between the customer and what they need. This has created a larger market for lots of online services that could otherwise be struggling to make the jump towards having a well-known status. Josh says, “The user’s convenience combined with the fact that merchants are guaranteed a recurring purchase from their customers every single month is a no-brainer for all parties involved.”

As a bonus, Digital Mojito offsets its carbon footprint by planting trees and collaborating with Ecologi - aiming to plant as many trees as possible through its partner The Eden Reforestation Projects.

“We don’t believe in aggressive sales strategies or pitches to close new advertisers’ business. We use a simple, but meticulous approach to understand what the client is looking for and we base our introduction on that.”

Digital Mojito Ltd
digitalmojito.com
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+44 (0)7778 977252

Digital Mojito Ltd
Digital Marketing Firm of the Year – London

30 | IE 100 MAG
As a successful entrepreneur and authority on wealth creation, Paul’s ongoing mission and commitment is in supporting others in developing their own wealth through property and business.

After a difficult start in life, growing up in a single-parent household with little to no financial resources, Paul discovered that a lack of resources was less important than an attitude of resourcefulness, coupled with a strong mindset of possibility and good old-fashioned hard work.

From a standing start with no funds, no experience, and no track record, Paul built a multi-million pound property portfolio, bought and sold millions of pounds worth of property, and has packaged millions of pounds worth of property investments, as well as being responsible for helping countless others, including many prominent and well-known people in the property industry, to become full-time property investors.

Through Paul’s best-selling book *Your Property Jumpstart* and his many free resources online at paulmcfaddenwealth.com, Paul has helped countless numbers of people get started in the world of property investing, or accelerate the growth of their existing business.

With a large proportion of clients also finding that knowledge and success transfer into other areas of their business, their home life, their relationships, and their health and happiness.

It’s through such coaching and mentoring programmes that Paul and his team seek to help you live a full expression of yourself, and to discover your own power and capabilities.
Inicio Group
Youth Support & Life Skills Specialists of the Year - Northwest - UK

Inicio - providing essential support to vulnerable people

Regulated by Ofsted, Inicio Group (Inicio) provides crucial support to young people aged 16 and over. Driven through a commitment to support and safeguard some of the most vulnerable children and young people in our society, Inicio was recognised as Inicio Group - Youth Support & Life Skills Specialists of The Year - Northwest - UK. CEO, David Thompson spoke to the magazine to talk us through the team’s achievements and history.

Inicio is led by a central cornerstone of values, informed by a central mission to do everything in its power and under its remit to give young, vulnerable people the best possible support. For David, it’s essential that these values, its vision, remains the north star for all of the team’s decisions, ensuring Inicio remains focused and dedicated.

The crux of Inicio’s services is to provide accommodation and support to those that would be identified as ‘children looked after’ or ‘children in need’ – those who are in the care of local authorities. David explains more: “Our vision, mission and values underpin everything that we do, and whilst they have evolved slightly over the last 13 years, the fundamental principles that they were first built upon have remained the same: children come first – always! We are an ethical provider, recognising that services funded by tax payers’ money should be delivered in such a way that profit does not become the leading factor. Our approach to children’s social care is about ensuring that the child’s voice is central to all decision making, without compromise.”

“Our mission is to support and safeguard vulnerable children and young people as they prepare for adulthood by nurturing wellbeing, fostering independence, establishing interdependence, and promoting individuality.”

Naturally, as CEO of Inicio, David plays a key role in ensuring that the company remains on its founding path, all while driving the group to greater growth. His team’s passion cannot be overlooked in any capacity – it is through their collective and continued hard work that Inicio can achieve what it does. Through his leadership, David endeavours to empower and invest in his team’s capabilities, trusting them to do their best work without needless oversight.

“As a leader, I believe in investing in my team, empowering my team, and listening to my team. These beliefs have supported the growth of my organisation, but also supported my growth from an individual with a start-up idea, to the Group CEO and sector leader that I am today.”

By cultivating the team’s talents, David has well prepared the company in a period of relative upheaval as...
a result of the recent Department for Education legislation, The Supported Accommodation (England) Regulations 2023. “The effects of which are really being felt across the country,” he comments. “This is the single biggest period of change experienced by our sector and impacts over 1,200 organisations supporting over 7,000 vulnerable young people. As a CEO, it was my responsibility to navigate these changes with my team and to ensure we were prepared for the legislative changes, and able to exceed the regulations. All of which have been achieved. As a sector lead, I also felt it was important to create an environment in which best practice could be shared across a community of providers, and I did this through regional forums and the launch of our sector’s first national supported accommodation conference in March 2023. I have been able to do this thanks to the support of my team at Inicio and using resources from within my organisation.”

With that regulation in hand, the focus for David has pivoted towards expansion. As of right now, Inicio operates firmly out of the north of England, though David is only too aware of the needs in other regions for the services and support Inicio specialises in, as he outlines in more detail. “I see Inicio as a disrupter within the children’s social care sector, and I want to expand our service offering to include children’s residential homes and edge of care support for families. I really feel the sector needs ethical providers to challenge the profiteering from children’s social care and deliver a new service model that is led appropriately, with children central to the service delivery, and morals and values at the forefront of all business decisions.”

**Passion is key**

As we come close to the conclusion of our conversation with David, we asked him for his advice on leading a business – of any size and in any industry. “Be passionate, be patient, and believe in your values. My journey as a CEO has been turbulent at times, and I have not always made the right decision and have had to learn from those mistakes just as much as celebrating the time when I have got it right. I learnt that passion is key from day one, and patience will allow you the opportunity to achieve your goals in the right way, at the right time, just remain focused and keep moving forward.

‘Always be curious and never stop learning, seek feedback from peers and see it as a gift, be prepared to reflect. Be open to change, the ability to adapt is more important that you would believe when starting out.’

Flexibility is key in this changeable world, and an ability to ‘roll with the punches’ is a skill that all leaders should look to attain. This has never been more evident that in the last five years. Equally, no leader should consider themselves above well-meaning advice. Ultimately, it’s this ethical mindset and responsible leadership that has cultivated Inicio’s success on a landscape of constant challenge and led to the team’s recognition in the International Elite 100’s Awards programme.

**For business enquiries, contact David Thompson, Group CEO from Inicio Group on their website:**

www.inicio-group.co.uk

“Ensuring the voice of all children and young people remain at the centre of all key decision making”
Helping authors achieve their long-term goals through PR, marketing and branding.

literallypr.com
info@literallypr.com
IE100 Magazine caught up with David Reid after winning IE100’s Education CEO of the Year - Birtenshaw Group - UK...

What has been your proudest moment at Birtenshaw in recent years? I am absolutely delighted about a number of things that our organisation has achieved, and the difference we’ve made in the lives of so many people. I am delighted to be the person in a privileged position that is able to employ so many incredible people, who can in turn help so many people.

In terms of the things that I am happiest about that we have achieved, most recently is the opening of a brand new special school in Liverpool which is a partnership arrangement with the City of Liverpool Council and the only partnership of this type in the UK. It’s a service that has only opened last September and we had expected it to take three to four years to reach full capacity, however we are already at three-quarters capacity now, and by September of this year, or at the start of the second Academic year, that school will already be at full capacity. We’re really pleased to be able to support so many families in Liverpool, however this also demonstrates just how great of a demand there is for this service. We’re looking to find ways of increasing this as quickly as possible in order to meet this demand.

What is your top goal as you lead Birtenshaw forward? To continue transforming the lives of hundreds if not thousands of young lives, and to meet the demand for the current supply of quality services. We need to develop our services as quickly as possible in order to provide more services in other regions in the UK and, ultimately, have a complete UK footprint so that we are able to reach and support more people. It’s a very difficult thing for us to think that there would be anyone in the UK that isn’t able to get the support they need to thrive, prosper and become independent; we want to be that mechanism to help them achieve their potential.

About David
David Reid is the Chief Executive of Birtenshaw, an organisation that provides a unique range of services for children and young adults with special educational needs and disability. Birtenshaw operates as a social enterprise – while they are a profit-making organisation, all of their profit is reinvested for growth and success in order to improve their services.

Although the organisation was founded in 1956, it was technically bankrupt when David became CEO in 2006. When he took over, it had roughly six months left of life, had he not made difficult decisions at the time to restructure the business, changing contracts and the way that they sold their services. After four years of hard work, the business turned around for the better and has since then seen 400% of growth from 2012 until today and established itself as a larger employer in the area.

About Birtenshaw
Birtenshaw was established in Bromley Cross, Bolton in 1956. Birtenshaw provides a creative and dynamic range of Care and Education services for children and adults with Special Educational Needs and Disability (SEND).

Through Birtenshaw Special Schools (in Bolton and Merseyside) and Birtenshaw College we provide education for children and young people with significant physical impairment, complex health needs, learning disability and/or Autistic Spectrum Conditions.

Birtenshaw’s education services are complimented by our social care services, which include several children’s homes, one of which is a short break centre, a domiciliary care agency, supported tenancies, an adults short break centre, plus a sports and recreation programme.

David Reid
Education CEO of the Year - Birtenshaw Group - UK
More bang for your buck!

Currencies 4 You provides tailor-made solutions for thousands of corporate and private clients every year, with an overall aim to protect clients from volatile fluctuations in the currency markets.

With the cost-of-living crisis in full swing, it is important to get as much bang for your buck as possible! And help is at hand...

Focused on ensuring its clients achieve more for their money, Currencies 4 You is a global payment specialist with customer service at its core.

Aiming to make the entire process of international foreign exchange stress-free, as well as saving clients time and money, Currencies 4 You analyses the markets and supports the client through the journey by providing competitive rates on their international transfers as well as being able to make payments in more than 130 currencies.

Geared to both corporate and personal use, Currencies 4 You has a solution for everyone.

Whether you’re an individual transferring money overseas for your new life in the sun, investing in high value goods, or simply making regular international money transfers; or a business that is importing or exporting, has an overseas payroll, or simply receives payments in a foreign currency, Currencies 4 You can help you achieve more for your money whilst helping mitigate exposure to volatile currency fluctuations.

“It’s simple and cost-effective to start making international payments,” explains Suraj Gokani, the firm’s Founder. “Once your account is open, your personal relationship manager will be on hand to walk you through the seamlessly easy process for making an international transfer.”

As well as caring for its clients, sustainability is of the utmost importance to the company, with the team always questioning what is purchased and how environmentally aware it is, recycling as much as possible and ensuring it only uses sustainably-resourced products.

Suraj shares his advice with other SMEs who want to be successful: “Make sure that you place the customer at the heart of your business and that your clients always experience the best experience that they can have. Live your values, coach, mentor, inspire your team by leading by example.”

Currencies 4 You is on the path to growth. There are plans to develop the fintech side of the company as well as expand in other countries.

With international offices already set up in Portugal and Spain, the firm is looking to enter new territory and is actively seeking out new ventures in Dubai, the USA, and Poland.
Featured winners

Kevin Sanjari, Security President of the Year - Paragon Security - Canada
World Traveler 365, Luxury Travel Agent of the Year - Florida - USA
MISMACK Clean Cosmetics, Cruelty-Free Beauty Cosmetics Brand of the Year - Canada
Dynamic Training Centre, Personal Fitness Facility of the Year - Canada
Kate Tran Video Production, Independent Videographer & Editor of the Year - USA
IONIQ Sciences, Lung Cancer Predictive Analytics Risk Testing - USA
The Wagner Law Group, Woman-Owned Employee Benefits Law Firm of the Year - USA
Robinette Architects, Best Full-Service Architectural Design Firm - USA
Contagious Companies Inc, Leadership Training Firm of the Year - Florida - USA
DVO Real Estate, Private Real Estate Investment Firm of the Year - USA
Battea, Hedge Fund Securities Class Action Settlement Recovery Firm of the Year - USA
Wendy Lewis Co Ltd, Finalist Health & Wellness Marketing Firm of the Year - USA
Jennifer Steffens, IT & Cybersecurity CEO of the Year - IOActive Inc - USA
Pro Group Captive Management Services, Risk Management Group of the Year - USA
Carolina Spaces, International Interior Design Specialists of the Year - USA
Salagnac Arquitectos, Specialist Architecture Firm of the Year - Guanacast - Costa Rica
Extrance, AI Real Estate Investment Management System of the Year - USA
Viper Partners, Private Equity Firm of the Year - Florida - USA
Kris Putnam-Walkerly, Philanthropy Advisor of the Year - USA
**WINNERS 2023**

- **Extrance** - Real Estate Investment Management System of the Year - USA
- **IntelliHot** - Tankless Water Heating Systems Manufacturer of the Year - USA
- **Prism Light Pod** - Full Body Red Light Therapy Specialists of the Year - USA
- **EZOPS** - Financial Services Data Control & Process Automation Specialists of the Year - USA
- **Sirenen Bay Resort & Villas** - Luxury All-Inclusive Beach Hotel of the Year - Belize
- **Paw Patch Pastries** - Organic Gourmet Pet Treats Specialists of the Year - California - USA
- **Eyebrow Genie** - Permanent Makeup Specialist of the Year - California - USA
- **Utility Services Group** - Utility Installation Specialists of the Year - Ohio - USA
- **Bloom In The Dark Inc** - Christian Mental Health Support Non-Profit Organisation of the Year - USA
- **Le Voyageur Inn** - Thai Cuisine Restaurant of the Year - Ontario - Canada
- **Interstellar** - Bespoke Jewellery Designer of the Year - Canada
- **Simona Jellinek** - Personal Injury & Assault Law Attorney of the Year - Gluckstein - Canada
- **Audrey Loeb** - Condominium Law Specialist of the Year - Shibley Righton LLP - Canada
- **Celeste Poltak** - Class Actions Lawyer of the Year - Koskie Minsky LLP - Canada
- **Rosa Twyman** - Energy Law Attorney of the Year - Regulatory Law Chambers - Canada
- **North Star Communications Consulting** - Business Communications Specialists of the Year - USA
- **SweetLake Design** - Interior Design Specialist of the Year - Houston - USA
- **SMTD Law LLP** - Real Estate Litigation Lawyers of the Year - California - USA
- **Digi7** - Al & Retail Technology Specialists of the Year - Texas - USA
- **Crystal Lloyd** - Personal Injury Law Lawyer of the Year - Lloyd Injury Law - USA
- **Golbert & Associates** - International Tax Planning Firm of the Year - PC - USA
- **Liana Serobian** - Juvenile Law Attorney of the Year - Serobian Law, Inc - USA
- **Lynne Ingram** - Civil Litigation Attorney of the Year - Campbell Conroy & O’Neil - USA
- **Ellie Shefi** - Leadership Consultant & Corporate Trainer of the Year - USA
- **Knowledge Hub Media** - Data Processing & Software Solutions Specialists of the Year - USA
- **Pristine Advisors** - Investor Relations & Public Relations Specialists of the Year - USA
- **All American Pet Resorts Lakeshore** - Luxury Dog Day Care, Boarding & Grooming Facility of the Year - USA
- **nAscent Art New York Inc** - Global Art Consultancy of the Year - USA
- **Mariana Rossiper Abraham** - Immigration Law Attorney of the Year - MRA Law Group PA - USA
- **ARCHway Learning Solutions** - Employee Training Specialists of the Year - USA
- **Margo Feinberg** - Labor & Employment Law Attorney of the Year - USA
- **Emily Ruby** - Personal Injury Law Specialist of the Year - Greenberg & Ruby Injury Attorneys APC - USA
- **Shannon L. Zetrouer** - Real Estate Attorney of the Year - Zetrouer Pulsifer - USA
- **DelGotto Law Group PLLC** - Bankruptcy & Business Law Firm of the Year - USA
- **Jane Massey Licata** - Biotechnology Patents Law Lawyer of the Year - Licata & Tyrrell PC - USA
- **Leslie Holman** - Corporate Immigration Law Specialist of the Year - Holman Immigration Law - USA
- **Lucy S. McAllister** - Professional Licensing Attorney of the Year - Lucy S. McAllister Law Office - USA
- **Nia M. Brown** - Corporate Business & Security Law Attorney of the Year - DLA Piper - USA
- **Ruth Lozano McClesney** - International Law & Immigration Attorney of the Year - DMCA - USA
- **Palo Alto Hills Golf & Country Club** - Luxury Golf & Country Club of the Year - San Francisco
- **Marilyn Bray** - Wedding & Engagement Photographer of the Year - Rising Lotus Photography & Films - USA
- **Easy Debt Solutions LLC** - Debt Recovery Provider of the Year - New York State - USA
- **Akiesha Anderson** - Minority Student Law School Admissions Advisor of the Year - Anderson Admissions Academy - USA
- **Franz Inc** - Graph Database Technology Solutions Provider of the Year - USA
- **Supplement Manufacturing Partners** - Vitamin & Nutraceutical Manufacturer of the Year - USA
- **Hubstaff** - Time Tracking & Productivity Monitoring Tool of the Year - USA
- **Intelecssoft** - Mobile App Development Company of the Year - New York - USA
- **Legacy Steel** - Steel Industry Training Specialists of the Year - USA
- **ANR** - Opioid Addiction Treatment Clinic of the Year - USA
- **Golden Helix** - Global Bioinformatics Firm of the Year - USA
- **Wentzelee Botha** - Environmental Law Lawyer of the Year - Brown & Winters - USA
- **PAG Law PLLC** - Latin American M&A Law Firm of the Year - USA
- **FIRST Robotics Canada** - Robotics Developer Company of the Year - Canada
- **Alison Geskin** - Executive Business Strategist of the Year - The Art of Strategy - Canada
- **Croow** - Technology Solutions Provider of the Year - USA
- **InscapEData** - Smart City Technology Solutions Firm of the Year - California - USA
- **Bearspraw Contracting** - On-Call Mining Services Company of the Year - Canada
- **Action Trailers** - Automotive Trailer Dealership of the Year - Southwest Ontario - Canada
- **DoReMi4kids** - All-Ages Music School of the Year - Canada
- **BLKWTR Creative** - Design & Strategic Brand Agency of the Year - Canada
- **Sara Phelan** - Small Business Growth Strategist of the Year - Evalu8-Evolve - New Brunswick - Canada

**For full list of winners visit** [https://internationalelite100.com/2023-winners](https://internationalelite100.com/2023-winners)
Carolina Spaces are a full-service design firm specializing in residential and commercial interiors and exteriors, and remodeling management from concept through to completion. The company also provides luxury home staging and staging to sell and lease services, as well as furniture sales.

The company was founded by lead designer Joan Inglis 20 years ago. Joan has won numerous awards for her work from local to global. Her services are available globally via online. Joan also founded and directs Charity Event Resources Inc, a non-profit agency that manages charity events for other non-profits.

On winning the IE100 2023 award for International Interior Design Specialists of the Year - USA, Joan said: “I especially want to thank my team members for their dedication and hard work. This recognition is a team effort.”

Carolina Spaces are the single source for your interior needs.

Delivering the highest quality in interior design, home staging and model merchandising services, Carolina Spaces is the single source for your interior needs.

Create your perfect place with Carolina Spaces.

Carolina Spaces
International Interior Design Specialists of the Year - USA

Joan Inglis
www.CarolinaSpaces.com
joan@CarolinaSpaces.com
1-855-SPACES-5
Nominations for 2024

It’s that time of year again...

It’s time again for some well-deserved good news and to acknowledge those that have shown excellence.

If a client, company, firm, organisation or individual is deserving of acknowledgement of their achievements, please complete the online nominations form here.

https://internationalelite100.com/nominate

Bespoke packages are available, including...

- Trophies
- Certificates
- Plaques
- Stickers

For more info visit https://internationalelite100.com/2023-award-packages
Featured winners

YouPRO
Live Streaming Company of the Year - Brazil
Arista Global Group  Cross Border Accounting Firm of the Year - Latin America
Chaloupka Abogados  Trademark Law Firm of the Year - Argentina
Hughes, Fields & Story  Intellectual Property Law Firm of the Year - Guyana
Mersán Abogados  Foreign Investment Law Firm of the Year - Paraguay
Aquijechung & Asociados Consulting  Audit & Assurance Services Advisory Firm of the Year - Peru
Valencia Law Office  Intellectual Property Firm of the Year - Lima - Peru
Estudio Bazan Martos S.A.C  Trademark Law Firm of the Year - Peru
Carolina Palma  Central America Tax & Global Trade Law Specialist of the Year - Costa Rica
CAYE International Bank  Offshore Private Bank of the Year - Central America
BCP  Business Continuity & Risk Management Consultants of the Year - Puerto Rico
Littler Mendelson P.C.  Labor & Employment Litigation Law Firm of the Year - Puerto Rico
Consultiva Internacional Inc  Registered Investment Advisory Firm of the Year - Puerto Rico
Almeida Guzmán & Asociados  Corporate Law Firm of the Year - Ecuador
Lauden Law  International Law Lawyers of the Year - Ecuador
Arista Global  Cross Border Accounting Firm of the Year - Latin America
Sb-Curacao  Tax Law Firm of the Year - Curacao
Nospais  Multimedia Broadcasting TV Company of the Year - Curacao
Finn Strategies  Creative Consultancy Firm of the Year - Colombia
Agra Arquitectos  Urban Planning & Improvements Design Firm of the Year - Colombia
Escuela De Privacidad  Personal Data Protection Advisors of the Year - Colombia
Monroy Legal  Arbitration & Mediation Law Firm of the Year - Colombia
Ivan Quintero  Employment Law Lawyer of the Year - Colombia
Andrés Crump  Oil, Gas & Petrochemicals Lawyer of the Year - Baker & McKenzie - Colombia
Carlos A. Rodríguez Angulo  Insurance & Reinsurance CEO of the Year - Arthur J. Gallagher & Co - Colombia
Manriquez, Benavides & CIA  Economic Crime Law Firm of the Year - Chile
Software GBS  Software Engineering SME Company of the Year – Colombia
Reymond y Cia  Public Law Firm of the Year - Chile
De La Maza y Cia  Property Litigation Law Firm of the Year - Chile
Lahtsen y Cia  Construction Law Firm of the Year - Chile
Puente Sur Outsourcing  Tax & Accounting Advisory Firm of the Year - Chile
Johanson & Langlois  Intellectual Property Firm of the Year - Chile
Dideing  Engineering Design & Development Firm of the Year - Chile
Leandro Luzone  Business Law Lawyer of the Year - Luzone Legal - Brazil
Baril Advogados  Franchise Law Firm of the Year - Brazil
David Rechulski Advogados  Criminal Law Firm of the Year - São Paulo - Brazil
Queiroz Advogados  Income Tax Law Firm of the Year - Brazil
DASA Advogados  Commercial Law Firm of the Year - Brazil
Garcia & Keener Advogados  Agricultural Industry Law Firm of the Year - Brazil
SBSA Advogados  Charities & Not For Profit Law Firm of the Year - Brazil
Assesores Laborales  Labour & Employment Law Firm of the Year - Colombia
Promare  Automotive, Aviation & Maritime Lawyers of the Year - Brazil
Huck Otranto Camargo  Mergers & Acquisitions Firm of the Year - Latin America
Ana Tereza Basilio  Specialist Lawyer of the Year - Basilio Advogados - Brazil
Giuliano Marchiorato Studio  Architecture & Interior Design Firm of the Year - Brazil
Daniela Cucchiarelli  Marketing Business Leader of the Year - Recheio Digital - Brazil
Elaine Uehara  Container Co-Ordinator of the Year - Sanwey - Brazil
Huck Otranto Camargo  Litigation & Arbitration Law Firm of the Year - Brazil
Ricardo Botós da Silva Neves  Corporate Law Lawyer of the Year - Monteiro & Neves Advogado - Brazil
Felipe Bastos  Insurance & Reinsurance Law Lawyer of the Year - Veirano Advogados - Brazil
Maluf e Rodrigues Advogados  Aviation Law Firm of the Year - Brazil
Eduardo Biondi & Antonio Ricardo Corrêa Advogados Associados  Real Estate Law Barristers of the Year - Brazil
Montaury Pimenta Machado & Vieira de Mello  IP Law Firm of the Year - São Paulo - Brazil
YouPRO  Live Streaming Company the Year - Brazil
Marcelo Couceiro  Tax Expert of the Year - FTA Consulting - Brazil
Apolidorio Advogados Associados  Disciplinary & Administrative Defence Experts of the Year - Brazil
Lucas Correa  Public Projects Expert of the Year - Prospects - Brazil
Dellafiore Abogados  Intellectual Property Specialists of the Year - Chile
Vaz e Dias Advogados & Associados  IP Law Firm of the Year - Rio de Janeiro - Brazil
Bruno Soares  Projects Lawyer of the Year - Allen & Overy LLP - Brazil
Litvin Marzorati Legales  Franchise Law Firm of the Year - Argentina
Vargas & Vargas Abogados  Litigation Law Firm of the Year - Colombia
Abeledo Gottheil Abogados  Promotional Marketing Law Firm of the Year - Argentina

For full list of winners visit https://internationalelite100.com/2023-winners
Featured winners

**Loveridge Digital**
Full Service Media Agency of the Year - Australia

**Kenyon Legal**
Personal Injury Law Firm of the Year - Victoria - Australia

**SCD Advisory**
Corporate M&A Advisory Firm of the Year - Australia

**Sutton Full Potential**
Elizabeth Houghton - Pioneering Career Coach of the Year - Australia

**Ronald Lesh**
Compliance Software Innovator of the Year - Australia

**Ronald Lesh**
Compliance Software Development CEO of the Year - BGL Corporation - Australia

**Lesley Whyte Photography**
Luxury Photography Tour Operator of the Year - New Zealand

**Martin Dillon**
Civil Dispute Resolution Lawyer of the Year - New Zealand

**The Hon. Michael Kirby AC CMG**
Arbitration Firm of the Year - Australia
Global Event Bar Company of the Year & Leading Experts in Specialist Beverages of the Year - NSW - Australia
Sweet & Chilli

Building Blocks Occupational Therapy
Multi-Disciplinary Paediatric Healthcare Provider of the Year - Australia

Heart of Reef Shuttles
Family Owned Airport Shuttle Company of the Year - Whitsundays - Australia

Lisa McGuigan Wines
Luxury Wine Specialists of the Year - NSW - Australia

Red Sea Steak & Seafood
Seafood Restaurant of the Year - Sunshine Coast - Australia

Mizzie The Kangaroo
Baby & Toddler Educational Toys of the Year - Australia

Stratiform
Business Solutions Specialists of the Year - Australia

Piper Alderman
Commercial Law Firm of the Year - Australia

Darren James
Litigation Lawyer of the Year - Mills Oakley - Melbourne - Australia

SEO Services Australia
Paid Media Digital Marketing Specialists of the Year - Australia

STC Lawyers & Associates
Immigration Law Specialists of the Year - Australia

Stewart Germann Law Office
Specialist Franchise Law Firm of the Year - New Zealand

LyZadie Design Studio
Sustainable Furniture Design Studio of the Year - New Zealand

Diamond Laser Medispa
Wedding Make-Up Artists of the Year - New Zealand

Stewart Germann Law Office
Specialist Franchise Law Firm of the Year - New Zealand

Hare + Klein
Interior Design Firm of the Year – Sydney - Australia

Lal Patel Bale Lawyers
Boutique Law Firm of the Year - Fiji

Wiseberry
Full-Service Law Firm of the Year - NSW - Australia

Martin Dillon
Civil Dispute Resolution Lawyer of the Year - New Zealand

Energy Solutions Centre
Power Installation Specialists of the Year - Nerang - Australia

Lesley Whyte Photography
Luxury Photography Tour Operator of the Year - New Zealand

Morris Legal
Trust & Estate Litigation Lawyer of the Year - New Zealand

Avinash Singh
Criminal Lawyer of the Year - Astor Legal - New South Wales - Australia

Hunter Events Group
Specialist Event Services Company of the Year - Australia

Vision Made Co
Food & Supplement Manufacturing Specialists of the Year - Australia

Goodwin Turner Commercial Lawyers
Franchise Law Firm of the Year - New Zealand

LyZadie Design Studio
Sustainable Furniture Design Studio of the Year - New Zealand

Diamond Laser Medispa
Wedding Make-Up Artists of the Year - New Zealand

Reharvest Timber
Eco-Friendly Firm of the Year - New Zealand

Stewart Germann Law Office
Specialist Franchise Law Firm of the Year - New Zealand

Tantalus Estate
Winery Event Venue of the Year - Waheke Island - New Zealand

Salagnac Arquitectos
Specialist Architecture Firm of the Year - New Zealand

Blue Heeler Tanks
Specialist Rainwater Tank Supplier of the Year - Southern Queensland - Australia

Belle Sorelle
Cosmetic Tattooing Specialists of the Year - Perth - Australia

4xCube Ltd
Investment Broker of the Year - South Pacific

Anomaly
Full Service Digital Marketing Agency of the Year - Australia

Patrick Sanga
Trademark Lawyer of the Year - Vemna Consult Attorneys - Tanzania

Alan Kileo
Tax Lawyer of the Year - B&E Ako Law - Tanzania

Kase Genya
Certified Public Accountants of the Year - Tanzania

Rackspace US Inc
International Intellectual Property Firm of the Year - Tanzania

imatic Technologies Ltd
Cloud Based Solutions Provider of the Year - Tanzania

Pact Group Pty
Packaging Solutions Company of the Year - Australia

The Hon. Michael Kirby AC CMG
Arbitration Firm of the Year - Australia

Amanda Banton
Specialist Litigator of the Year - Banton Group - Australia

Educare Sydney
English Tuition School of the Year - New South Wales - Australia

Saladin Lodge
Country Lodge Accommodation of the Year - Victoria - Australia

Aura Sports Pty Ltd
Sports Flooring Contractor of the Year - Australia

Vantage Global Prime Pty Ltd
Financial Trading Services Provider of the Year - Australia

Inter Continental Perth City Centre
Leading Business Hotel of the Year - Australia

Inter Continental Sydney
Executive Club Lounge of the Year - Australia

JSEasy
Safety Management Software of the Year: JSEasy Premium - Australia

VT Markets Pty Ltd
Forex Exchange Broker of the Year - Australia

Zen Ex Machina
Management Consulting Company of the Year - Australia

AAMC Training Group Pty Ltd
Most Outstanding International Training Company of the Year - Australia

The Compilator
Specialist Digital Agency of the Year - Australia

Building Blocks Occupational Therapy
Multi-Disciplinary Paediatric Healthcare Provider of the Year - Australia

For full list of winners visit https://internationalelite100.com/2023-winners
Awards are a great way to reward employees for their contributions, and they can be used in various ways. They can be used as a simple thank you for doing an exceptional job, or they can be given as part of an incentive program to award employees who help drive specific behaviours and outcomes.

Here are some common employee awards categories for staff recognition:

**RECOGNITION AWARDS**
These are usually small tokens given to employees who have done something worthy of recognition. They may include a digital badge, certificate, trophy, or plaque with the employee award titles and company logo. Recognition awards are often used to recognise people who go above and beyond what’s expected, such as taking on extra responsibilities or completing tasks that weren’t originally part of their job descriptions.

**INCENTIVE AWARDS**
These are tangible rewards given out based on performance against goals or other criteria defined by management. Incentive awards can range from cash bonuses for reaching sales targets to gift cards for improving customer satisfaction scores over time. They’re often tied directly to specific behaviours that will help drive better results for your business, such as meeting sales targets or increasing customer happiness scores each month.

**SERVICE AWARDS**
Service awards are given to employees who have been with your company for an extended period of time or have achieved specific milestones during their tenure at your company. Service awards can be given out at any time that is convenient, but they should not be given out too often, or else they will lose their impact.

**OCCUPATIONAL RECOGNITION AWARDS**
These awards are specific to recognizing employees for their achievements in their respective fields or occupations. Examples of occupational recognition awards include the “Top Salesperson of the Year” award or the “Innovation Champion” award.

**PROGRESS AWARD**
This award recognises employees who have shown consistent progress and improvement in their performance or skills. It can be given to individuals who have overcome challenges and demonstrated a commitment to personal growth and development.

**MOST IMPROVED EMPLOYEE AWARD**
This award recognises an employee who has made significant improvements in their performance over time. It highlights outstanding performance and their dedication and efforts to enhance their skills and contribute to the organisations success.

**ACADEMIC PERFORMANCE AWARD**
This award acknowledges employees who have demonstrated exceptional academic achievements while working for the company. It can be given to individuals pursuing further education or professional certifications.

**IMPROVED VERSION AWARD**
This award celebrates employees who have contributed to the company values creating an improved version of a product, process, or service. It recognises their innovative thinking and problem-solving abilities.

**FUNNY SUPERLATIVES FOR WORK**
In addition to more formal awards, incorporating funny superlatives into your recognition awards program, can bring a sense of fun and lightheartedness to the workplace. These awards can be given based on humorous traits or quirks of employees, such as “Office DJ of The Year” or “Party Organizer of The Year”

If you’re listed in the IE100 awards then you’re invited to access our new IE100 internal awards program...
When it comes to employee rewards and recognition, the old saying “people don’t care what you do, they care about why you do it” rings true. We all have different motivators and desires, but some common elements come up in employee surveys about recognition gifts.

Here are a few rewards and recognition programs:

**RECOGNITION FOR THEIR WORK.** Employees want to know that their efforts are noticed, even if management doesn’t recognize them formally. They want to feel like their contributions are valued, even if those contributions don’t seem like much to others who aren’t as close to the situation.

**RECOGNITION FROM PEERS**
Some employees crave recognition from their colleagues more than anything else. It’s not enough for them to hear from their manager or supervisor how great they are; they want other people who know them well to affirm what they probably know about themselves — that they’re doing an excellent job at work.

**RECOGNITION FOR BIGGER ACCOMPLISHMENTS (NOT JUST DAY-TO-DAY TASKS)**
If an employee has done something truly exceptional, whether it’s closing a major deal or making a significant improvement during an upgrade, they may appreciate being recognised by management publicly and privately.

Our personalised achievement awards ideas can include; digital badges, certificates, trophies and plaques. Maybe even an article in one of our publications?

So just fill in the nomination form here and we will get back to you with some award options:

[https://internationalelite100.com/employee-award-program](https://internationalelite100.com/employee-award-program)