

IE 100 MAGAZINE

Recognising international excellence



AUTUMN/WINTER 2023

**Innovate
Accountancy Ltd**
Accounting Solutions Specialists
of the Year - London - UK



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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



**IE 100
AWARDS**
2023 WINNER

Independent Hot Tub
Repair Specialists of the
Year - Peterborough - UK



Hot tub repairs, sales, servicing and so much more

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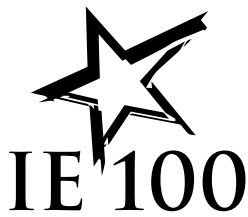
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Pump Warranty & Repairs
- ICO Compliant
- Alukov Enclosure & Tylo Sauna
Retailer

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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



| | | | |
|---|-----------|--|-----------|
| Welcome | 3 | Lorenzo Piccardi International Tax Lawyer of the Year - Tremonti Romagnoli Piccardi e Associati - Italy | 29 |
| From the Editor | 5 | Digital Mojito Ltd Digital Marketing Firm of the Year – London | 30 |
| GLOBAL | 7 | Paul McFadden Wealth Ltd Property & Business Coach of the Year | 31 |
| FutureWork Institute Inc Diversity & Inclusion Consulting Firm of the Year - Global | 9 | Inicio Group Youth Support & Life Skills Specialists of the Year - Northwest - UK | 32 |
| AFRICA | 10 | David Reid Education CEO of the Year - Birtenshaw Group - UK | 35 |
| Pembroke House School Traditional Co-Educational School of the Year - Kenya | 12 | Currencies 4 You Foreign Exchange Specialist of the Year - UK | 36 |
| ASIA | 13 | NORTH AMERICA | 37 |
| HRS Asia Best Productivity Housekeeping Cleaning Service of the Year - Singapore | 16 | Carolina Spaces International Interior Design Specialists of the Year - USA | 39 |
| EUROPE | 19 | SOUTH AMERICA | 41 |
| Innovate Accountancy Ltd Accounting Solutions Specialists of the Year - London - UK | 22 | OCEANIA | 43 |
| Prosper² Business Club of the Year – UK | 25 | IE100 Employee Internal Awards Program | 46 |
| La Dante Online & In-Person Language Skills Specialists of the Year - Cambridge - UK | 26 | | |
| Literally PR Boutique PR & Marketing Agency of the Year - UK | 27 | | |



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





GLOBAL WINNERS 2023

- 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
Xpertnest 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 Aliloski 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
FiiT4GROWTH 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 Marquès 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."

"We model the diversity we believe will be the workforce future, with consultants whose life experiences bring a richness to our work and to clients' needs. We guide and assist, never impose. And we work in a web of alliances with other high-standard companies to deliver a full range of customized services that address diversity, work/life and future-work issues. ■



FutureWork Institute

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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



AFRICA WINNERS 2023

- 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
Aquereburu & 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 & Ankomah Energy & Natural Resources Law Firm of the Year - Ghana
Addison Bright Sloane Multi Sector Law Firm of the Year - Ghana
Uniship Ghana Ltd Shipping Broker of the Year - Ghana
Schoolbooks 4 Africa Educational Supply Company of the Year - Zimbabwe
Cabinet Houada 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 Deeptee 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 & CEO 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 Cabin 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
Bolanle 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>



Pembroke House School

Traditional Co-Educational School of the Year - Kenya



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. ■



PEMBROKE HOUSE



Pembroke House

31 Nyahururu Rd,
Gilgil, Kenya

www.pembrokehouse.sc.ke

registrar@pembrokehouse.sc.ke

+254 711 875972



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
Esenyel & 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
Prabhudas 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 Specialists 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
Kotoaki Asano Architect & Associates Design & Architectural Studio of the Year - Tokyo - Japan
Chak & Associates LLP Mergers & Acquisitions Firm of the Year - Hong Kong
Francis Li Corporate Finance Law Specialist of The Year - Squire Patton Boggs - 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
Suhan 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>


**IE 100
AWARDS**

2023 WINNER

Ship Suppliers
& Supply Services Specialists
of the Year - India



Fairdeal International
Completed Supplies for Ship

*Suppliers of high-quality provision
stores and services for all types of
vessel calling at Indian ports.*

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Clearing spares and placing onboard

www.fairdealinternational.in

info@fairdealinternational.in

#240/2, Thambu Chetty Street, Second Floor, Paris, Chennai: 600 001, INDIA



HRS Asia

Best Productivity Housekeeping Cleaning Service of the Year - Singapore

Delivering the very best hospitality experience

Hospitality Resource Solutions' mission is to assist hoteliers in increasing productivity and delivering the very best quality hospitality experience for guests.



John Sartain

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). ■

HRS educates
staff on
how to work
smarter not
harder



HRS Asia

Hospitality Resource Solutions

Hospitality Resource Solutions

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**IE 100
AWARDS**
2023 WINNER

Full Legal Services
Law Firm of the Year -
Colombo - Sri Lanka



Julius & Creasy is one of the oldest civil law firms in Sri Lanka. Founded in 1879, the Firm has established itself on rich tradition and the highest professional principles.

www.juliusandcreasy.com

**Julius &
Creasy**
estd.1879

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Intellectual Property | IT | Telecommunications | Infrastructure | Shipping
Maritime and Admiralty | Commercial Litigation | Arbitration | Employment Law

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ONE STOP CHILDREN SHOP

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Our top categories

Breast Pumps

Nursing Accessories

Back to School

Feeding Bottles

Books

Pacifiers

Diaper Bags

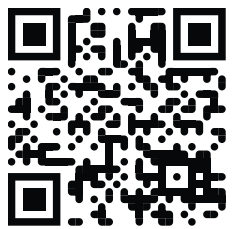
Swaddles

Newborn Essentials

At Ten Little Toes, we aren't just a business; we're a trusted partner on the beautiful journey of parenthood. From the first sweet smiles to the tentative steps, we understand that every moment is precious. That's why we've crafted a shopping experience that's as special as the moments you're living.

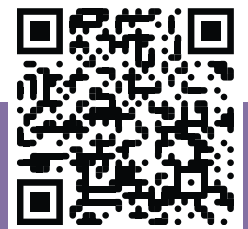
Every product we offer has been carefully chosen to ensure it meets our high standards and provides the utmost comfort, safety, and style for your little ones. With our award-winning status, specialized brands, commitment to the local market, and our focus on new parents, we're here to be a part of your story, one step at a time.

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Website

scan me



Location

Working hours: 10am to 9pm | Fridays off

Website: <https://tenlittletoes.co>

Call: 44440205

Whatsapp: 55427777

Shop Location: Al Mirqab Al Jadeed Street, Doha



Featured winners

- 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

Featured winners

- SHI Studio** Residential Interior Designer of the Year Sheila Moura Azevedo - Portugal
Simon Cowie Accountancy Director of the Year - Infinity Partnership Ltd - UK
MultiWebMarketing Best eCommerce Web Designers 2023 LJ's Fashion Boutique - UK
Lexial Immigration Law Firm of the Year - Belgium
Manderley PR & Marketing Specialists of the Year - London - UK
Ewald Oberhammer Corporate Immigration Expert of the Year - Oberhammer - Austria
Taylor Hampton Solicitors Media Law Firm of the Year - UK
Lorenzo Piccardi International Tax Lawyer of the Year - Tremonti Romagnoli Piccardi e Associati - Italy
Albin Kalin Most Innovative CEO of the Year - EPEA Switzerland GmbH - Europe
The Loch Rannoch Highland Club Family-Friendly Resort of the Year - Scotland
La Dante Online & In-Person Language Skills Specialists of the Year - Cambridge - UK
Pierce Me London Online Body Jewellery Retailer of the Year - UK
Macs of London Non-Surgical Anti-Ageing Skincare Specialists of the Year - UK
Smalley Hot Tub Services Independent Hot Tub Repair Specialists of the Year - Peterborough - UK
GLC Handyman Independent General Maintenance Company of the Year - UK
Innovate Accountancy Ltd Accounting Solutions Specialists of the Year - UK
Prosper² Business Club of the Year - UK
Groomingtails Dog Grooming & Day Care Provider of the Year - Surrey - UK
KR HR & Training Consultancy Ltd HR & Training Specialists of the Year - UK
The Change Agency Beverage Social Media & Advertising Agency of the Year - UK
Cladspray Solutions Industrial Spray Painting Specialists of the Year - UK
Aesthetics by Lauren Turner Beauty & Wellness Treatment Specialists of the Year - London - UK
JSM Company Group Commercial Property Development Company of the Year - UK
Littlefair's Wood Finishing Products Eco-Friendly Wood Finishing Brand of the Year - UK
Ashworth Motoring Law Driving Offences Law Firm of the Year - England & Wales
Freestone Creative Ltd Creative Agency of the Year - UK
Cornish Scone Company Family-Run Handmade Cream Tea Company of the Year - UK
Literally Public Relations Ltd Boutique PR & Marketing Agency of the Year - UK
Digital Mojito Ltd Digital Marketing Firm of the Year - London
The DM Lab Design & Digital Marketing Agency of the Year - UK
Dr Sunni Patel Wellness & Lifestyle Medicine Coach of the Year - UK
David Reid Education CEO of the Year - Birtenshaw Group - UK
Design Spec Ltd Architectural Designers of the Year - UK
London Property Services Property Maintenance Company of the Year - UK
Transpire Cosmetic Surgery Independent Cosmetic Clinics of the Year - UK
Publicity Engineers International PR & Marketing Agency of the Year - UK
Perks Direct Employee Benefits & Rewards Specialist of the Year - UK
Excel TM Group Construction Telemarketing 7 Lead Generation Specialists of the Year - UK
Bite IT Marketing Creative Technology Marketing Services of the Year - UK
Sturgeon Ventures LLP Financial Innovators of the Year - UK
Alice Poole Architects Listed & Period Building Architectural Practice of the Year - South East England
Rosco & Perlini Damp Proofing Specialists of the Year - UK
Paul McFadden Property & Business Coach of the Year - UK
Collins McHugh Corporate Responsibility Services Consultancy of the Year - UK
Dr Katherine Alexander-Theodotou Civil Law Lawyer of the Year - UK
Calibre Acquire Exclusive Off-Market Property Specialists of the Year - London - UK

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
Atomic 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
MyOutreach 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 Bar 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
Scensual 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 Speciality 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>

Innovate Accountancy Ltd

Accounting Solutions Specialists of the Year - London - UK

Revolutionizing Accounting for UK SMEs



Zoe Goodchild, Managing Director

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 delves 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

Innovate
Accountancy
has set a
standard of
excellence
that continues
to benefit
businesses of
all sizes



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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TRUSTIST
4.9 / 5.0
★★★★★

Prosper²

Business Club of the Year – UK



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! ■

Prosper² Rewards
can help you
differentiate your
business from
your competitors

**Prosper²**843 Finchley Road,
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www.prosper2.co.uk

Prosper²



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.

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.

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. I am very grateful for this. Besides, in today's global economy, businesses are increasingly operating

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



La Dante Founder & Director, Dr Giulia Portese

in multi-cultural environments with counterparts from different countries and cultures. In such a context, language barriers significantly impact every business's life. Of course, this makes our school's services crucial for the success of every company." ■

La Dante
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Literally PR

Boutique PR & Marketing Agency of the Year - UK



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 Press, a female-led, traditional, indie publisher and

imprint 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. ■

...consistency
in living life,
experiencing
new things,
and making
connections
combine to
create success

Literally PR
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Lorenzo Piccardi

International Tax Lawyer of the Year
- Tremonti Romagnoli Piccardi e Associati - Italy

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 by the most prestigious international directories

- Corporate & M&A
- International Taxation
- Transfer Pricing
- Real Estate Taxation
- Banking, Finance & Capital Market Taxation
- Tax Litigation & Tax Ruling Requests
- Personal Tax & Employee Income Planning
- VAT, Indirect & Local Taxation
- Individual taxation and wealth management



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. ■

TREMONTI
ROMAGNOLI
PICCARDI
E ASSOCIATI

STUDIO LEGALE E FISCALE

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it.linkedin.com/company/virtax

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 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."

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 use a simple, but meticulous approach to understand what the client is looking for"



Josh Littler



Digital Mojito Ltd

digitalmojito.com

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+44 (0)7778 977252

Paul McFadden Wealth Ltd

Property & Business Coach of the Year



Top level training for property investors

Paul McFadden is a renowned and respected high-performance, property and business success coach, a keynote speaker on stages around the world alongside the likes of Robert Kiyosaki and Grant Cardone. He is the best-selling author of the books *Your Property Jumpstart*, *Property Success Mindset* and *Property Sourcing Blueprint*.

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.



Paul McFadden

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 his company's signature programmes, such as Property Protege and Platinum Inner Circle, their intensive and experiential training programmes and workshops have transformed the knowledge, abilities, and success of entrepreneurs and investors of all ages, backgrounds, and gender.

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. ■



PaulMcFaddenWealth

Paul McFadden Wealth Ltd

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0800 233 5596

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.

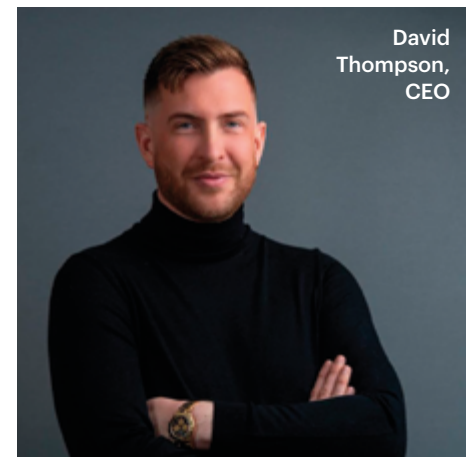
The crux of Inicio's services is to provide accommodation and support to those that would be identified as 'children looked after' or 'children in need' – those who are in the care of local authorities. David explains more: "Our vision, mission and values underpin everything that we do, and whilst they 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



David
Thompson,
CEO



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

"Ensuring the voice of all children and young people remain at the centre of all key decision making"

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

INICIO

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David Reid

Education CEO of the Year - Birtenshaw Group - UK

Transforming young lives

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.



"I am delighted to be the person that is able to employ so many incredible people"

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. ■



Birtenshaw Group Head Office

Birtenshaw, Darwen Road,
Bolton, BL7 9AB

www.birtenshaw.org.uk

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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.

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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. ■


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Currencies 4 You

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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





NORTH AMERICA WINNERS 2023

- Extrance** AI Real Estate Investment Management System of the Year - USA
Intellihot Tankless Water Heating Systems Manufacture 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
Sirenian 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
Klein Lawyers LLP Specialists Class Action Law Firm of the Year - Canada
Zadel Jewellery Studio 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 Interior Design Interior Design Specialist of the Year - Houston - USA
SMTD Law LLP Real Estate Litigation Lawyers of the Year - California - USA
Digit7 AI & 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 - 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, P.C - USA
Elie Shefi Leadership Consultant & Corporate Trainer of the Year - USA
Knowledge Hub Media Data Processing & Software Solutions Specialists of the Year - USA
Pristine Advisers 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 Rossi-Abraham Immigration Law Attorney of the Year - MRA Law Group P.A - 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
DelCotto Law Group PLLC Bankruptcy & Business Law Firm of the Year - USA
Jane Massey Licata Biotechnology Patents Law Lawyer of the Year - Licata & Tyrrell P.C. - USA
Leslie Holman Corporate Immigration Law Specialist of the Year - Holman Immigration Law - USA
Lucy S. McAllister J.D. 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 McChesney 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
Intellectsoft 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 the Year - USA
InscapeData Smart City Technology Solutions Firm of the Year - California - USA
Bears paw 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>

Carolina Spaces

International Interior Design Specialists of the Year - USA



Create your perfect place with Carolina Spaces

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

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



Joan Inglis

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

 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).

Winners will be notified from November 2023 with the next International Elite magazine available April 2024. To reduce the amount of magazines we publish, the Spring/Summer issue will be digital and, as such, will lower the costs of editorial and adverts but will still be distributed to over 286k+ subscribers worldwide. The magazine will still be available in print form should winners wish to have a copy but these will be charged individually and not free as they previously were.

Is the award free?

Yes, the award is gratis. The only cost is if you should wish to take one of our award packages - although this is not required to be a winner. Winners will appear on our digital platforms so that your achievements are recognised, again this is gratis.

Can I nominate myself? Unfortunately not, however you can send the 2024 nomination form to a client or company that can put forward a nomination for you.

<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





SOUTH AMERICA WINNERS 2023

- 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
FAB 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. Rodriguez 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
Lahsen 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
Asesores 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 - Prospectiva - Brazil
Dellafiori 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 & Overly 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





OCEANIA WINNERS 2023

- The Franchise Coach** Franchise Consultancy Firm of the Year - New Zealand
Stewart Germann Law Office Specialist Franchise Law Firm of the Year - New Zealand
Redhotblue Creative Marketing Specialists of the Year - Queensland - Australia
Dropout chai Wala Spiced Indian Tea Specialists of the Year - Melbourne - 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
Sweet & Chilli Global Event Bar Company of the Year & Leading Experts in Specialist Beverages of the Year - NSW - Australia
Newy Distillery Artisan Spirit Distillery of the Year - NSW - Australia
Institute of Women Woman Coaching & Leadership Support Specialists of the Year - Australia
Zen EX Machina Management Consulting Company of the Year - Australia
Hare + Klein Interior Design Firm of the Year - Sydney - Australia
Kozyguru Short Term Property Management Specialists of the Year - 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
Clarence Legal Services Independent Legal Chambers of the Year - Australia
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 - Waiheke 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
Eliška Lewis Architects Multidisciplinary Architecture Firm of the Year - New Zealand
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 - Vemma 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
Manage Damage Business Advisory Firm of the Year - Australia
AAMC Training Group Pty Ltd Most Outstanding International Training Company - Australia
The Compiler 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>



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EMPLOYEE INTERNAL AWARDS PROGRAM

If you're listed in the IE100 awards then you're invited to access our new IE100 internal awards program...

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"

New for 2024

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>




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