



How you have promoted IR Global internally, to your clients and a wider audience?

Our membership of, and affiliation with, IR Global is well known to all members of the Paul Beare Ltd Engagement team, on all new enquires, together with our accountants who will also be working on client files. Ever since we began working with the network (2013), we have made sure that all of our clients interested in expanding into the UK market are aware of our work with IR Global and what it can offer them as they look towards onward expansion into other jurisdictions, whether Europe or elsewhere.

We commit to this on a continuous basis with our clients as part of our annual touchpoint/review process and remind them of our association and contacts through the network.

We have seen our commitment and engagement repaid in full. For instance, our most recent hire was a relocate from Australia to London. They were referred to us by a fellow IR Global member who came highly recommended. It's great to report that the arrangement continues to work well for both our firm and clients.

What is a unique contribution you have made to the development of IR in the last 12 months?

We have a strategic partnership with fellow UK members to help us provide immigration services to our clients. This has also led to Commercial Law services being offered to clients – with the clear caveat that the work is then undertaken under that firm's name.

We have also worked hard on the continued enhancement of the IR Corporate Services PAC. This was an initiative that lobbied for the addition of Corporate Services as a discrete practice area some years ago. As a result, I now lead on most topics and events in the CS space and have taken the lead in driving group discussions at conferences. I think these sessions are really vital in sharing ideas, thoughts and opinions – because those who know me will know I am always happy to give an opinion!

So, whether you know me by my personality or my love of vibrant shirts, I'm pretty sure you'll have come across my work both behind the scenes and on stage! My work in the Corporate Services space dovetails nicely with my role in the IR Ethics team, which includes the development of the Referral Protocol and behaviour framework. We have developed this as a safe space for networking and socialising, while encouraging cross-referrals among the group.

What does your IR Global membership mean to you and your business?

I have been a loyal member since 2013, attending my first conference in Boca Raton, FL, in April 2013. In that time, I have made countless colleagues and friends throughout the network. There are too many to name, but I maintain a really strong bond with many of those I've worked and socialised with. For instance, I recently saw Christophe Gammal for a long overdue catchup with his family.

In addition to my own network, IR remains a critical platform for our client's continued growth and success, primarily through lead generation and the consequent income growth for Paul Beare Ltd. Over the course of our IR membership, we have delivered a combined loyalty investment here, covering conferences, attendance and participation of PAC, as well as cross-jurisdiction knowledge guides.

Aside from the financial and professional rewards of being a long-standing member, one of the most important aspects of our membership centres on the chance to attend the conferences in person: It's fine to participate in a call or PAC, but to spend time and connect in-person is paramount in building any sort of long-term working relationship – the type of relationship able to generate effective referrals in both directions.

Ultimately, I'd say the network is a family of non-blood relatives; members become friends, friends become family. Reflecting on almost 11 years of active membership, I am immensely proud to be associated with a group of like-minded, forward-thinking firms – many of which I am pleased to call my friends.

What are your future plans for the development of your IR membership?

Our primary focus remains the same as when we began: to continue building on the foundations already established from the previous 11yr relationships and membership of IR Global. To do that, we want to look at increasing our firm's visibility throughout Australia, New Zealand, and Europe. And because time stands still for no one, we are always open to opportunities for additional practice area classification should the appropriate area arise. Finally, we're thrilled to sponsor the annual conference in Amsterdam 2023. I'm planning to attend as usual, and I'm thrilled to say I'm bringing three colleagues along to enjoy the event too.

Referrals in 2023

Paul has continued to work on a considerable number of joint referrals with members based in Canada, Ireland the US alongside Australia, and New Zealand. Paul has also worked on several collaborative initiatives with firms across Europe and our MENA group to set up joint pitching & service offerings.

The View from IR

Paul and his firm Paul Beare Ltd joined IR Global in 2013 and in that time have been prolific in promoting IR Global and its members' expertise to his clients. Paul is an enthusiastic founder & marketer and ensures that IR Global is extensively promoted on his active platforms and supports IR Global's growth online.

Paul is one of only a handful of members in holding two committee positions within IR: Corporate Services and our Ethics Committee where he has dedicated a considerable amount of his own time to help set strategies for both.

In the last 12 months, Paul has continued to make significant contributions to the success of the group by diligently working with the Ethics Committee and our Think Tank to ensure the group's success. It's clear Paul will continue to build many strong, successful partnerships within the group, including through specific strategic collaborations.

Paul often refers to IR Global as his extended family and we certainly feel the same. Paul's conference attendance combined with his giving mentality and true passion for the network, give him a unique position in the group.



Ross Nicholls
Business Development Director