

Network News

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End of Year Message from Stephen Hamlet, CEO

In a year filled with milestones, achievements, and global connectivity, Russell Bedford International marked its 40th anniversary with an array of impactful events and productive activity. Stephen Hamlet, CEO, reflects on the network's exceptional journey and sets sights on an even brighter future.



Stephen talks about the major meetings of the year; the highlight being the 40th Annual Global Conference held in Montreal, Canada, serving as the centrepiece for celebration of the network's achievements in the past four decades.

Stephen expressed how extremely proud he felt and thanked his team for all the hard work that went into organising such a pivotal event. In respect of the Young Partners and Managers conference, the last physical meeting of the year, Stephen commented:

"It was fantastic to see such positivity, energy, and dedication from future leaders in accountancy and business advisory. Delegates really enjoy getting to know their counterparts in other firms around the world and networking, meeting new people, expanding their contacts, and learning from each other; which is what we are all about!"

Stephen ends his video message explaining how Russell Bedford's latest referral analysis revealed a 15% increase, and that there has been significant growth in terms of welcoming several new members and in terms of existing members expanding, with several more applications in the pipeline.

He says: "I'm proud to be here, I'm proud to be navigating this network into 2024, and I thank my team, my Chair, our board of directors and our passionate members all around the world for their support and all that they do."

"Our firms stay positive, stay motivated, stay determined, to help each other, to help our people and to assist businesses with their development and on their international journeys. Happy holidays and I shall see you in the New Year."

Russell Bedford Young Partners & Managers Conference 2023



Russell Bedford's Young Partners & Managers Conference 2023 unfolded at the luxurious 5-star Radisson Blu Hotel on 27-28 November, in Larnaca, Cyprus. This year's event was held in the vibrant city of Larnaca, near the stunning Marina and the historic Saint Lazarus Church.



Welcomed by local firm Intertaxaudit, Russell Bedford's longstanding member firm in Nicosia, the venue offered an ideal setting for this highly anticipated conference. The event was further enriched with the addition of Limassol's Fincap Advisors, a recently joined member firm. Their presence marked their introduction to the network and granted them a firsthand understanding of the network's dynamics.

Commencing the first day of this year's conference, Stephen Hamlet, Russell Bedford's CEO, extended a warm welcome to delegates, followed by an ice-breaker session which encouraged delegates to introduce themselves and share more about their careers and interests.



Stephen then provided an update, sharing the latest developments within the network and highlighting recent achievements, setting the stage for presentations by the local firm, Intertaxaudit, and the new addition, Fincap Advisors, showcasing their firms and specialities.



Kathryn Davis, the networks Events and Member Relations Manager, then stepped up to facilitate connections and organise delegates into groups based on personality types. A fun session that provided valuable insights into the group's collective mindset.



The first networking break of the day came next, an integral part of Russell Bedford's conference agenda, providing an opening for delegates to forge deeper connections.

Following the networking break, the sessions resumed with Lina Lemessiou, Russell Bedford's Director of Professional Standards, delving into the realms of professional ethics. Her discussion shed light on navigating the corporate landscape and the importance of making ethical choices within it.



After an engaging morning program, delegates took a break for a networking lunch, continuing to cultivate connections while enjoying a delightful buffet of local cuisine.

The afternoon session began with Angus Farr, an expert in developing soft skills for professional advancement, who led an engaging session titled "5 skills for accountants who don't like networking." Angus offered valuable strategies for accountants to enhance their networking abilities, making it accessible and relevant to the profession.



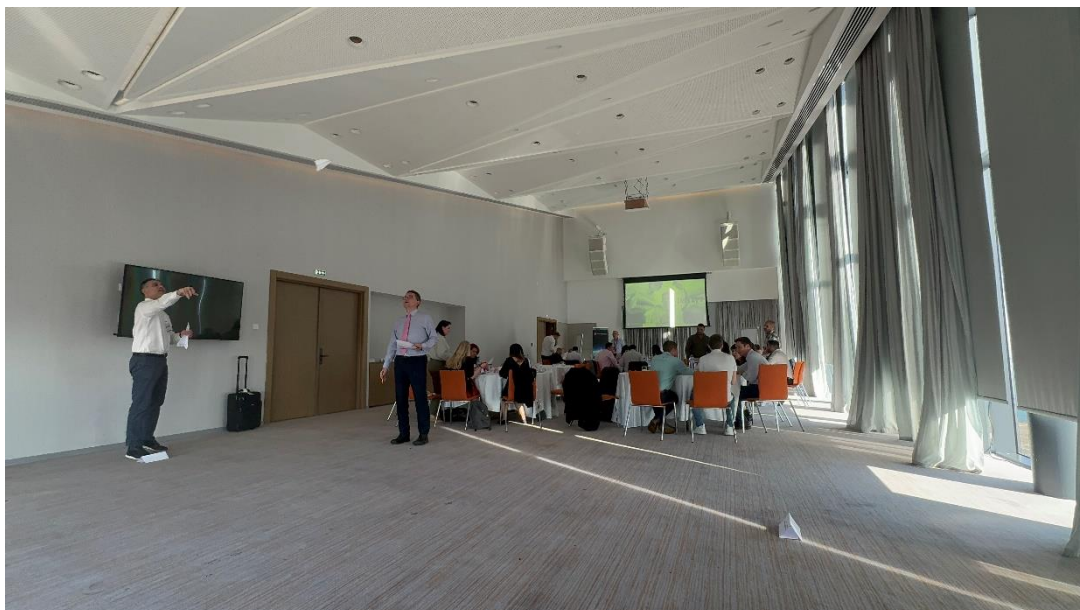
As day one of the conference drew to a close, a final networking break provided attendees with another opportunity to connect. The first day culminated in a compelling session led once again by Angus, where he explored office politics and effective methods for navigating challenging interpersonal dynamics. Angus's engaging and practical advice continued to resonate with the young professionals, leaving them with valuable insights to apply in their professional environments.

In the evening, delegates embraced an exciting adventure with a visit to the Oak Tree Wine Tasting, immersing themselves in an array of local culture, while sampling local wines. After savouring some delicious wines, the group strolled to the nearby Valtou Rigani restaurant, a charming local mezze spot. There, they lingered until the late hours, bonding over delightful drinks and appetising food.



The conference's second day commenced with pre-conference networking and Stephen Hamlet's opening remarks.

Shortly after, Angus took the lead in a highly interactive session on what goes wrong when you get too busy, prompting delegates to race through the hotel corridors, while participating in this team-based activity. This lively contest served as a platform for refining the group's time-management and prioritising skills, directly applicable to their professional endeavours.



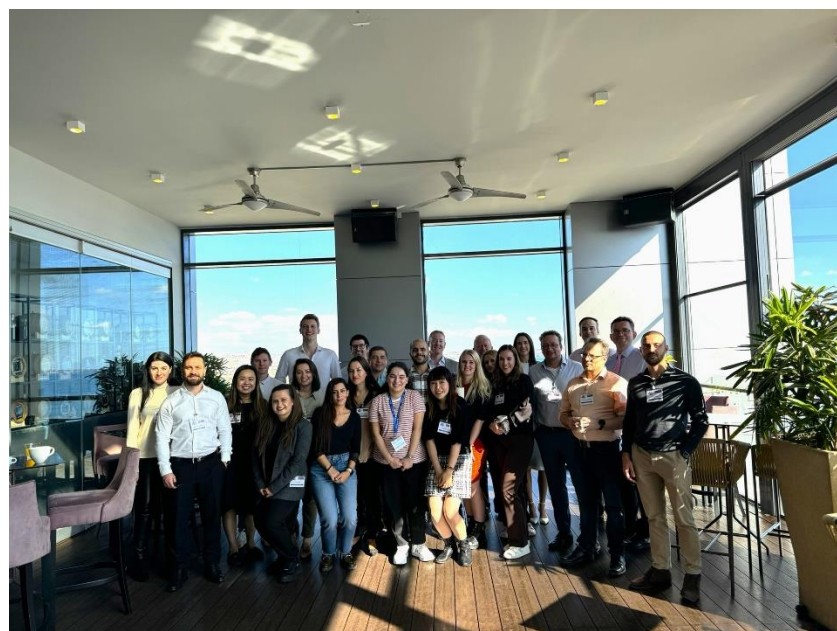
After the team activity concluded, a networking break followed, marking the announcement of the results and winners. Angus utilised this time to share practical advice and real-life examples, guiding delegates on improving their workload management and overall well-being by avoiding overwhelm at work.

The second day's sessions concluded with Stephen and Angus presenting comprehensive conclusions and summarising the essential insights for delegates.

After enjoying another delicious buffet lunch, delegates seized their final opportunity to network before bidding farewell, expressing hopes to stay connected and reunite at upcoming conferences, or perhaps even sooner.



Looking back at the conference, Russell Bedford's CEO, Stephen Hamlet, said: "I'm genuinely moved by the passion and depth of discussions among our young professionals. Witnessing their enthusiasm to learn, exchange knowledge, and foster connections has been incredibly inspiring. I'm eager to see the profound impact these experiences will have on their professional journeys. "



Highlights And Feedback From 40th Annual Global Conference



In October 2023, attendees from all regions across the world descended on Montreal to celebrate Russell Bedford's 40th Annual Global Conference.

A network dedicated to achieving excellence, Russell Bedford continuously seeks to build and improve on its annual events programme. Listening to members' feedback is a key factor in this process and in gaining an understanding of what members expect and need from their attendance at network events.

Following the 40th Annual Global Conference, the network asked delegates how they rated this memorable event. Some of the key findings offered impressive statistics, including:

100% of attendees rated the conference as 'excellent' or 'very good'

100% of attendees rated the networking opportunities as 'excellent' or 'very good'

83% of attendees rated the social programme as 'excellent' or 'very good'

81% rated the 40th year celebratory gala dinner as 'excellent', with the remaining 19% rating it as 'very good'

Every session of the professional programme was awarded, on average, more than 4.1 out of 5.

Speaking about the review, Stephen Hamlet, CEO of Russell Bedford said: "This year's Annual Conference was truly spectacular. It was important for us to mark this incredible moment in our history, reaching 40 years as an international network, with an exceptional programme. It would appear, as the feedback confirms, we delivered just that."

He added: "It has been a fantastic year of celebration for Russell Bedford and I am so proud of all that we have achieved together. I am already excited to begin looking towards next year's itinerary but, for now, I'd like to extend a heartfelt thank you to all involved in making the 40th anniversary celebrations so amazing."

For a visual summary of Russell Bedford's 40th Annual Global Conference performance and member feedback review click [HERE](#).

You can also click on the video below to watch highlights of an outstanding event.



Russell Bedford Appoints Cronin & Co. In Ireland



Professional services network, Russell Bedford International, has announced the appointment of Cronin & Co. (Cronin's) as a new member in the Republic of Ireland.

Cronin's is a well-established firm based in Dublin which is now entering its 45th year of trading. It has a professional team of over 65 staff and a senior leadership team of five key individuals.

A full-service firm offering a wide spectrum of auditing/assurance, taxation, business advisory, payroll, bookkeeping and company secretarial services, the firm operates under the legal entity Cronin Financial Limited. The firm has two specialist marketing vehicles: Start Up Accountant and CPC Secretarial.

Cronin's has clients across Ireland in a very broad range of sectors. It is particularly strong in the hospitality sector, hotels, nursing homes, construction and technology start-ups. Most of the firm's clients are in the SME sector, with a growing cohort looking to move into international markets.

Speaking about the appointment, Russell Bedford CEO, Stephen Hamlet, said: "I am delighted to welcome Cronin & Co. as an additional member firm in Dublin. The firm's breadth of services and expertise offer a considerable boost to Russell Bedford's presence in Ireland, while enhancing the services available to clients of our members looking for support in the country."

Michael Cronin, Managing Partner at Cronin & Co, added: "We are excited to embark on this new journey as members of the Russell Bedford global network. It's an important step in the right direction for the firm's strategy. With a history of building strong client relationships and delivering professional services, achieving excellence in client services is something that is instilled in the firm. We look forward to engaging with our global counterparts in supporting our mutual clients with end-to-end global services."

Emmanuel Dupeux, Russell Bedford global board director for EMEA, added: "I'd like to extend a warm welcome to our new colleagues in Dublin. I look forward to connecting with the team in due course, as we work towards supporting our client's international business needs."

FINCAP joins Russell Bedford in Cyprus



Global professional services network, Russell Bedford International, has announced the appointment of FINCAP Advisers Ltd ("FINCAP") and its related subsidiaries (Reg4Tech Ltd, Finmatek Ltd and Fincap Fund Solutions Ltd) as an additional network member in Cyprus.

FINCAP was founded in 2016 as a specialist financial advisory firm to serve and consult the financial services sector and regulated entities in Cyprus and internationally. It is registered with the Institute of Certified Public Accountants of Cyprus to provide external audit, accounting and administrative services and is an approved employer with ICAEW. It is also a leading Nominated Advisor regulated by the Cyprus Stock Exchange, an approved training centre certified by the Human Resource Development Authority (HRDA) and a regulated recruitment services firm with the Ministry of Labour of Cyprus.



Following Russell Bedford's Young Partners & Managers Conference 2023 which took place in Larnaca, Cyprus on 27-28 November, members of Russell Bedford's Central Office team were welcomed by some of FINCAP's team at their office in Nicosia, (pictured above).



During the visit, Russell Bedford CEO, Stephen Hamlet (pictured above left), presented an official Russell Bedford plaque to managing partner of FINCAP, Demetris A. Tsingis (pictured above right).

FINCAP offers tailored licensing and post-licensing services to regulated and technological savvy entities across several jurisdictions. Its clients include investment firms and funds (including hedge funds, PE funds, real estate funds and UCITS mutual funds), payment institutions, electronic money institutions, fund managers, public authorities, insurance companies, listed entities, online/hi-tech merchants and RegTech/FinTech entities.

Post-licensing services include external and internal audits, corporate finance (ECM, DCM and M&A), compliance and AML compliance, risk management, corporate advisory and restructuring, accounting, tax and VAT optimisation, liquidations and receivership, executive recruitment, regulatory reporting, migration support and CFO assistance.

IT audits, IT Regulatory compliance, Cybersecurity services, IT consulting services and CISO/DPO/ IT Internal Auditor as a service are offered through the FINCAP group company, Reg4Tech Ltd.

Regulatory reporting software solutions such as EMIR/MiFIR/CRS/FATCA/Best Execution/CSDR/DAC six are offered through the group's fintech company, Finmatek Ltd.

Fund Administration services including, inter alia, NAV calculations, regulatory and investor reporting, back office and middle office support are offered via its subsidiary, FINCAP Fund Solutions Ltd.

The FINCAP group has four principals and numbers over 60 personnel in total.



Speaking about the appointment, Russell Bedford CEO, Stephen Hamlet, said: "I am delighted to welcome FINCAP Advisers Group of companies as an additional member firm in Cyprus. The group's extensive experience in a broad range of sectors brings considerable knowledge and expertise to our global network, adding several specialisms of considerable value to businesses. It was my pleasure to visit FINCAP's offices to meet with their team while in Cyprus this week. The firm's attitude and enthusiasm towards growth and development are exactly the types of attributes we would expect of Russell Bedford members and I'm confident that they will be a great addition to our international network. I look forward to welcoming the team at future events and to the opportunities that will be generated by their connections and specialist skills."

Demetris A. Tsingis, managing partner of FINCAP Advisers, added: "Joining Russell Bedford International is an exciting and strategic move for FINCAP and our people. With the majority of our clients operating globally, membership of an international renowned network with extensive worldwide capabilities is key to delivering premium professional services globally. It is an important moment for our organisation and we are thrilled to commence collaborating with our new colleagues around the globe and participating in the growth of Russell Bedford's esteemed network."

Emmanuel Dupeux, Russell Bedford global board director for EMEA, added: "I'm very pleased to welcome FINCAP Advisers to our network in Cyprus. This is another welcome boost to our ever-expanding EMEA region and I very much look forward to working with our new colleagues."

Russell Bedford Appoints Lægård Revision In Denmark



Professional services network, Russell Bedford International, has announced the appointment of Lægård Revision as its new member in Copenhagen, Denmark.

Lægård Revision was founded in 1995 by state authorised public accountant Kurt Lægård, the current owner and managing partner.

Located in the Greater Copenhagen area, the firm has 23 personnel, including four state-authorized public accountants.

With a client base that consists of approximately 1,000 SMEs, the firm offers its clients a broad range of services, including audit, tax and VAT, accounting and business consultancy.

The firm's clients have operations in Europe and internationally.

Speaking about the appointment, Russell Bedford CEO, Stephen Hamlet, said: "I am delighted to welcome Lægård Revision as our new member firm in Copenhagen. I visited Kurt at his office earlier this year and knew immediately that his attitude to business, along with the firm's culture, extensive service lines and expertise, would bring a substantial lift to the network's capabilities, offering support to clients in Denmark. Kurt then attended one of our regional conferences as a guest, where he met several of our members and, following which, he said confirmed he was making the correct decision. This made me very proud."

Kurt Lægård, Managing Partner at Lægård Revision added: "We are excited to join Russell Bedford International as its new Copenhagen member. As a firm whose clients require support internationally, membership of an international network is vital to our ongoing development. We look forward to developing connections with like-minded, ambitious professionals within the Russell Bedford network in support of our shared business goals."

Emmanuel Dupeux, Russell Bedford global board director for EMEA, added: "I'd like to extend a warm welcome to Lægård Revision in Copenhagen. I look forward to connecting with our new colleagues and supporting them as they grow."

Reliance Audit PAC joins Russell Bedford in Singapore



Global professional services network, Russell Bedford International, has announced the appointment of Reliance Audit PAC as its new member in Singapore.

Established in 1998, Reliance comprises three entities: Reliance Audit PAC (audit and attestation services), Reliance Tax Services Pte Ltd (tax compliance services) and Reliance 3P Advisory Pte Ltd (insolvency, restructuring and other advisory services).

Currently with four directors, Reliance has a strong focus on audit and assurance, tax compliance and liquidation services. Its other services include tax advisory, corporate restructuring, litigation support, forensic accounting/advisory, IPO preparation and advisory, and financial due diligence.

Speaking about the appointment, Russell Bedford CEO, Stephen Hamlet, said: "The addition of Reliance in Singapore offers a considerable boost to our APAC region. The firm's international focus makes it an ideal candidate for membership of our global network. I look forward to connecting with the team as they become acquainted with the network and their new global colleagues."

TAN Eng Soon, Managing Director at Reliance, added: "We are delighted to join the Russell Bedford network, which is an exciting move towards developing our firm, while improving service delivery to our international clients. We look forward to engaging with our global counterparts and learning about the benefits and services available via the network, while contributing to its continued success."

Michael Sweeney, Russell Bedford global board director for APAC, added: "I'm very pleased to welcome Reliance to our network in Singapore. I look forward to working with our new colleagues and wish the team every success as they join our ever-expanding APAC region."

We celebrated taking you further day 2023!



Earlier this month, we held one of our most successful taking you further day events to date, welcoming almost 200 attendees to our virtual party.

It was incredible seeing people from around the world coming together for our online celebration, uniting over our shared network values. Your participation made it truly wonderful, and we deeply appreciate everyone who joined and shared their activities.

If you haven't yet had the chance to share your activities, kindly do so by year-end for inclusion in the forthcoming January brochure. Additionally, don't miss out on revisiting the experience - the meeting recording is available for viewing on the intranet via the link below.

[Find out more](#)

DJH Mitten Clarke Acquires DTE Business Advisers



Russell Bedford member firm DJH Mitten Clarke has announced its sixth acquisition of 2023: DTE Business Advisers, a partner-led firm of chartered accountants, tax and business advisers. This strategic move further solidifies the group's presence as an emerging accounting force in Greater Manchester, complementing its established offices in Manchester City Centre and Altrincham.

The newly formed partnership extends DTE's clients' access to in-house specialist services such as R&D, capital allowances, commercial funding, estate planning and HR. Meanwhile Directors, Fiona O'Loughlin, George Lovell, Matt Beckley, Richard Bell, and Richard Taylor will continue to provide steadfast leadership for the Bury team.

Speaking about the exciting news, Richard Taylor, Director at DTE Business Advisers said: "We are extremely excited about our partnership with DJH Mitten Clarke and the opportunities it will create for both our team and our clients. With over 80 years of history, we are proud of our achievements and this partnership will accelerate our ambitious plans for the future."

He emphasised: "The partnership is not just about expanding our services; it's also a commitment to the growth and wellbeing of our team. Through increased investment in training, development, recruitment, and wellbeing programmes, we aim to create the very best environment for our team to deliver even more exceptional service to our clients."

Scott Heath, CEO of DJH Mitten Clarke, highlighted: "Our partnership with DTE further strengthens our foothold in Greater Manchester. This move aims to ensure that clients across the region receive exceptional service and business advice. The collaboration will also see DTE's dedicated corporate finance team support in the development of the Group's transactional services, enhancing the support we offer."

Scott added, "Our aim is to further solidify our commitment to developing top accountancy talent through investment in training and providing tailored solutions that empower businesses to succeed."

Forum of firms meeting in Mumbai



On 30 November, representatives from the Sharp & Tannan Group in India attended a Forum of Firms Audit Quality event in Mumbai, where global developments were considered and the regulatory expectations from the profession in India were discussed by the Chair of the National Financial Reporting Authority (NFRA) and the President of the Institute of Chartered Accountants of India (ICAI). The discussions focused on sustainability reporting and assurance, and legal expectations on quality across the corporate reporting ecosystem.

Webinar Recordings

Thank you to those who attended some of our recent in-house webinars. We hope you found them useful.

For those who were unable to attend, please see the links below where you will be able to access the recording for each webinar.

[Your 2024 Marketing Plan](#)

[Your 2024 Marketing Plan \(UK\)](#)

[How to Build Resilience and Thrive](#)

Global Accounting Update

A round-up of updates and commentary on new standards, regulations and ethical issues

We would like to bring to your attention the new format of our Global Accounting Update accessible [here](#). In future, this will be issued on a monthly or bimonthly basis, separate from Network News.

Forthcoming conferences

North America Conference 2024

The North America Conference 2024 will be held from 25 - 27 January 2024 in San Diego, California, USA. Registration has now closed. We look forward to welcoming delegates in San Diego!

Middle East and Africa Conference 2024

The 2024 Middle East and Africa Conference is scheduled to take place on 18 - 20 February 2024 in Dubai, UAE. Information regarding the registration process will be shared in due course.

Ibero-America Conference 2024

The 2024 Ibero-America Conference is scheduled to take place on 29 February - 3 March 2024 in Medellin, Colombia. Information regarding the registration process will be shared in due course.

For further details about upcoming Russell Bedford meetings and to register, please visit the [Events](#) page on the Intranet for the most up to date schedule of events.

Russell Bedford - key facts and figures 2023

- 40 years of global service
- Top 20 global accounting network
- USD 753 million global fee income
- 1000 partners and over 9,000 staff
- Some 370 offices in more than 110 countries

For previous editions of Network News, visit our [Network News](#) webpage.