

Unlocking Ambition Cohort

2018

Unlocking Ambition.

Scotland is committed to establishing itself as an inspirational and diverse world-leading entrepreneurial destination: a place where sustainable growth and innovation deliver benefits to all of society.

The **Scotland Can Do** movement and the Scottish Government's economic strategy underpin this ambition: the vision of a business environment where high company valuations and financial turnover are not the only ambitions to fulfil, where the purpose of business activity is as important as the activity itself and where the impact on society counts more than the net profit. We have the potential and we have the ambition.

Unlocking Ambition is a world class acceleration programme co-created by Scottish entrepreneurial ecosystem partners to provide tailored support and funding to the people who **can** build international businesses that deliver significant economic and social growth and who **do** have the potential to bring this vision to life.

The Unlocking Ambition programme aims to increase the number of sustainable purpose-driven scale-ups in Scotland by addressing key barriers to scale, maximising the value the Scottish ecosystem has to offer and driving a culture of inclusivity, impact delivery and social responsibility.

This programme will empower you to be the best leader that you can be and drive forward a business with purpose that brings delivers significant economic and social growth. Your potential will be unlocked and accelerated, powered by the best support Scotland can offer. **#ScotlandIsNow**

#UnlockingAmbition

PARTICIPANTS

Ian Arbuckle - Linian Supply Co Ltd
Kenny Arthur - Kalialaer Ltd
Paul Blackler - Drink Baotic
Stephanie Terreni Brown - Clean Water Wave
Scott Dickson - Phox Water
Iain Findlay - Aurora Sustainability Ltd
Hannah Fisher - The Start-Up Drinks Lab
Calum Haggerty - Coco Chocolatier
Jo Halliday - Talking Medicines Limited
Celia Hodson - Hey Girls
Joan Johnson - Bespoke Fabrics
Alan Mahon - Brewgooder
Douglas Martin - MiAlgae
Loral Quinn - Sustainably
Steve Regis - ARX Maritime
John Robertson - Drinkly
Scott Simpson - IndiNature
Lisa Thomson - Purpose HR
Deborah Wake - MyWay Digital Health
Scott Weir - Pillow

Ian Arbuckle

Linian Supply Co Ltd

Managing Director



About Me

I pursued a career in the Electrical industry from an early age leaving school to undertake an electrical apprenticeship and I became the first Electrical Design Consultant at Hulley and Kirkwood Consulting Engineers Ltd from a non-academic background. I quickly joined the senior design team, securing the lead engineer role on the £195m Royal Edinburgh Hospital redevelopment and gained full membership of the IET (The Institution of Engineering and Technology). I joined LINIAN in January 2015 in the role of Technical Director progressing to the role of MD in April 2017. I have taken part on the Entrepreneurial Spark incubator programme and am working with mentors including John Morrish for financial input under the Glasgow Chamber of Commerce Mentorship scheme and John Meiklejohn of Scottish Enterprise.

My Purpose is...

To provide safer and more compliant solutions that are less complicated to use.

About My Business

Wes Arbuckle (Innovation Director & Founder) designed, developed and patented the LINIAN Clip following a direct enquiry from the market to which none of the global fixings manufacturers could provide a solution to. LINIAN have designed and patented the fastest, safest and simplest fire rated cable clip on the market, recognised as the only cable clip fully compliant with the latest regulations. In addition to being the fastest cable clip to install, the LINIAN Clips offer major advantages to the installer; rapid, cost-effective, robust, fireproof compliant and are aesthetically pleasing – they enhance the efficiency of virtually any cabling installation. The LINIAN Clip saves time, money and lives. This single installation cable clip provides a simple, rapid, robust and fireproof means of fixing cables to construction materials. Specified by professionals; locally, nationally and internationally for sectors as diverse as hospitality and healthcare, education and energy.

My Ambition is...

To build a sustainable business at the forefront of innovation in the construction trade whilst raising the skill level and volume in Scottish manufacturing.

My Ambitions for the Programme

- Leadership skills
- Training
- Mentoring



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Kenny Arthur

Kaliaaer

Managing Director



About Me

I was a professional football player (Goalkeeper) for 20 years, playing in both Scotland and England. During my football career, I became increasingly frustrated at the lack of innovation, and product development aimed at helping Goalkeepers. I completed a degree in Risk Management at Glasgow Caledonian University, before researching how I could make a difference to this underserved customer segment by bringing to market innovative performance enhancing products. To upskill and bridge the knowledge gap between a career in professional sport and business management, I started a MBA at Strathclyde University in 2015 before launching the business officially in 2016. My business philosophy is "If you stand still, and don't continually drive to improve, then someone else will be doing the things you are not and will overtake". I apply this mind-set to developing my business, to take every opportunity to learn and develop my skill set, making me a more effective business leader.

My Purpose is...

To do sportswear better than it's been done before.

About My Business

Our brand is called Kaliaaer, we design, develop and bring to market performance enhancing goalkeeper products for football. Over the last 20 years, there have been countless evolutions and product innovations making the sport more attacking focused and difficult for goalkeepers. Our mission is to redress the balance, creating performance enhancing products, making the life of a goalkeeper easier with everything we do and every product we release.

My Ambition is...

To create a global market leading sportswear brand.

My Ambitions for the Programme

- Develop my business skills
- Gain traction in international territories
- Scale



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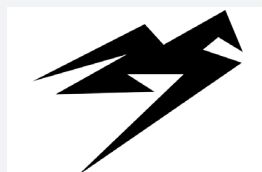
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Paul Blackler

Drink Baotic

Director & Co-Founder



About Me

This year I celebrate 10 years of running community development projects in rural Gambia. This started whilst with Voluntary Services Overseas (VSO) in 2008 where I met Isatou, my co-founder. We set up and ran a number of successful projects supporting rural communities, largely entrepreneurial female cooperatives and schools, to develop agricultural gardens to improve income, health and nutrition. Although my background is in Lean and business consultancy across IT and Finance, having worked in China and for RBS in Scotland, my passion has always been in delivering projects with social purpose. After graduating with a first-class in e-Business BSc (Hons) in 2005 I worked delivering IT contracts, before travelling around the world. Whilst delivering training with Entrepreneurial Spark, I worked with Isatou to launch Hippo & Hedgehog to tailor healthy African Ingredients to the UK taste preference. Our shared passion has always been Baobab, and Isatou's family used to produce similar drinks on the local Gambian market. We hope Baotic will be a more sustainable vehicle to help grow the community health projects in The Gambia.

My Purpose is...

To inspire and empower healthy communities around the world. We do this through delivering functional health products, and building on 10 years' experience supporting community co-operatives in Gambia to develop agricultural gardens to improve income, health and nutrition.

About My Business

Baotic is a dairy free, high fibre, PREbiotic drinks range made from African Baobab superfruits. Our drinks are deliciously fruity in taste with a unique 'sherbet' kick. They are low sugar, zero fat, low calorie and green on the whole traffic light system, as well as being gluten free and vegan.

In pouch format, they are a delicious, nutritious and convenient multivitamin on the go. After a successful soft launch 6,500 people tried our drinks, regularly selling out at farmers markets, food and drink festivals, sports events and university canteens. This led to us securing a local distributor with a 250ml bottle, but manufacturing was a challenge and it wasn't our final intended product. So whilst completing full time work and a degree we worked on our manufacturing model with support from Scottish Enterprise. A By Design grant helped update branding and packaging for clearer gut-health positioning, as a convenient multivitamin PREbiotic on the go. A natural, healthy, ethical alternative to the traditional PRObiotics. We have benefited from winning a number of startup awards and recognitions including Scottish EDGE Wildcard, Virgin Media Voom Tour, a Great Taste Award and we reached the Santander regional finals. Recently we won an Innovate UK Food Innovation Award, funding our continued gut-health research with Glasgow Caledonian. This has also opened early conversations with larger retailers such as Sainsbury's and Waitrose.

My Ambition is...

To develop a globally recognised brand that delivers social health impact to its consumers, connects international communities and drives health and wellbeing for the African communities that we work with.

My Ambitions for the Programme

- Scale-up advice, developing UK/EU retail, leisure and health markets
- Preparing for and securing investment
- Leadership skills and personal development (myself and the team)

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Stephanie Terreni Brown

Clean Water Wave

Managing Director



About Me

Mine is not a typical entrepreneurial journey; until fairly recently, I thought that an academic career was for me. But the longer I spent researching, the more I realised the people that made an impact and changed people's lives weren't academics or practitioners... they were entrepreneurs. As a researcher, my area of expertise was water, sanitation and community development low/middle income countries. I hold a PhD in this subject from Edinburgh University, and an MSc (African Studies, Oxford University), and am a Fellow of the RSA. I have been fortunate to work abroad extensively, and have seen many problems with water and sanitation and typical technologies and approaches. I am so frustrated by seeing countless failed systems which mean people cannot get safe water to drink. Clean Water Wave is borne from this frustration, and from a belief that combining sustainable technology, ethical business models, and training and entrepreneurship can radically change the way people access and afford safe drinking water.

My Purpose is...

To generate entrepreneurial opportunities through clean and safe water technologies.

About My Business

We are a social enterprise that is dedicated to generating entrepreneurship through innovative clean water technology. Ethical business is at the very heart of Clean Water Wave: it's why we're doing what we're doing. We believe that clean, safe drinking water shouldn't be the preserve of the wealthy or the global elite: everyone deserves to drink water that is wholesome. We use a micro-franchise model to help establish local social enterprises that sell clean & safe water using our ground-breaking filter – the Clean Aqua For Ever (CAFE) water filter. The CAFE filter is a sustainable, long-term solution to provide clean and safe water to rural and peri-urban communities across the world. The micro-franchise model generates jobs, promotes training and skills, and enables communities to access affordable drinking water that meets EU standards. Our technology and approach not only gets people World Health Organisation standard safe drinking water, it also has a positive impact on the health of people and the environment. Our filtration system can be used to recharge polluted aquifers and surface water supplies, and we can reduce plastic waste through negating the reliance on bottled water in areas where water sources are too contaminated to drink.

My Ambition is...

To make Clean Water Wave a responsible global business that enables 10m people to get safe, clean drinking water in the next 10 years.

My Ambitions for the Programme

- Help to scale the business over the next year
- Help with staff recruitment and retention plans
- Mentoring and board development



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Scott Dixon

Phox Water

Founder



About Me

I started my business journey at age 19, after spending a year as a B2B sales representative for a startup commercial water supplier. That water startup grew so quick they were acquired within the first 12 months of trading. From there I set up my first business, a water consultancy which reduced companies' mains water bills by lowering consumption, identifying billing issues and finally switching them to a cheaper supplier. I was keen to expand in the same industry with a physical product in a more scalable format. Joining the Entrepreneurial Spark programme was a massive benefit to my personal and business confidence. It taught me how to pitch and eventually win two prizes (Wild card EDGE and Young EDGE) in Scottish EDGE competition. I am a keen recycler and supporter of the environment. I gave up meat consumption a few years ago and have always been motivated to make health improvements. I was using my now competitors water filter so I could give up bottled water and although I was a fan, knew it could be better. The Phox Water idea was born in April 2016 and by October 2016 the version 1 was launched.

My Purpose is...

To increase the health of our customers by producing sustainable products that help us give back to society.

About My Business

Phox has an ambitious goal of becoming the main alternative to the bottled water industry. Phox serves as the eco-friendly way to hydrate yourself contrary to the environmental impact that bottled water has. Phox will appeal to people's motivation to save money with attractive products while consuming better water. Phox aims to become a recognisable lifestyle brand with customers across the globe. Phox Water goes beyond traditional filters by offering water that serves your body better! Our filter adds essential electrolytes to the water meaning you can stay hydrated for longer. The 3 core values which drive everything we do at Phox are; Health, Sustainability and Social wellbeing. Drink clean.

My Ambition is...

To provide the planet with beautiful and convenient products that let them ditch single use plastics.

My Ambitions for the Programme

- Mentorship
- Retail support / Exporting
- Recruitment and finding talented staff



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phox

Iain Findlay

Aurora Sustainability Ltd

CEO Director



About Me

I am a man with a mission and a vision... using my talents to shift society from an economic system which degrades the biosphere and all its inhabitants to one which respects, protects and restores instead. And I believe this is a fundamental part of good business in this century and brings competitive advantage for those who are willing to innovate into this space. For those unwilling to, I enjoy the challenge of convincing them. I give guidance on enhancing environmental management systems to embrace sustainability principles to transform them into strategic planning tools. Using sustainability frameworks such as The Natural Step and circular economy, it is possible to improve understanding between disciplines on what sustainability means in any given situation. This drives innovation. I am a mentor for the Climate-KIC UK at the Edinburgh Centre for Carbon Innovation (ECCI) University of Edinburgh. In Scotland, I have worked in the public, private, third and education sectors. I am a guest lecturer at the Glasgow School of Art, Innovation Campus and at the University of the Highlands and Islands.

My Purpose is...

To see a Scotland where companies innovate into a future where people and the environment benefit from their operations and where my own company exemplifies what that entails.

About My Business

Aurora Sustainability designs circular economy and bio-economy approaches for environmental restoration, food security improvements and reintroducing nutrients into looped production processes. We pride ourselves on 'walking the talk' and advise others through our first-hand experience on how to move from prototyping circular economy approaches into practical business scenario. Green Grow is our own first pilot of a Scottish circular economy design model to commercialise environmentally friendly products and services. Green Grow manufactures mushroom/mycelium products with bio-based processes and technologies by recovering green bioresources considered as waste and wasted energy such as sawdust, spent grains from breweries, coffee grounds and waste heat from whisky distilleries and other industries. Green Grow is now becoming a Club and a Biorefinery, a new initiative aimed at developing aspects of rural community life and ensuring, while empowering, the sustainability of each community.

My Ambition is...

To build a profitable Scottish company that illustrates sustainability principles and provides jobs and social worth within 3 years.

My Ambitions for the Programme

- Scaling up
- Learning
- Being inspired



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Hannah Fisher

The Start-Up Drinks Lab

New Business and Marketing Director & Co-Founder



About Me

I have over 11 years global experience in marketing, branding, innovation and sales/distributor management within the drinks industry. Previously Global Marketing Manager for Beam Suntory's single malt whisky portfolio; Innovation Manager for Tennents Caledonian Brewers; Global Brand Manager for Morrison Bowmore Distillers and spent 4 years at Saatchi & Saatchi advertising agency. I chose to leave Beam Suntory in March 2017 to launch a range of Scottish mixers, but couldn't find a fit-for-purpose manufacturer so decided to do it myself. We recently launched "The Start-Up Drinks Lab"- a contract manufacturer that focuses on producing craft sodas in small batches. I have a 2.1 Honours degree in Marketing & Finance from Strathclyde University.

My Purpose is...

To ensure every great craft soda idea can make it to market.

About My Business

We have launched The Start-Up Drinks Lab - a contract bottler that specialises in small soft drinks companies, ensuring great craft soda ideas can always be created. It is the end to end solution for small batch bottling, supporting craft drinks brands from idea through to shelf. We don't just do bottling, our complete solution includes recipe development, branding and distribution – helping make ideas a reality. We are also working with distillers, retailers and hoteliers to create premium own label drinks.

My Ambition is...

To help raise Scotland's reputation around the globe as being a hub for producing a wide variety of experimental craft soda brands.

My Ambitions for the Programme

- Upskilling and coaching
- Financial support
- Mentoring



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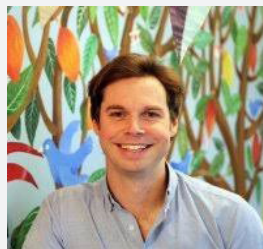
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Calum Haggerty

Coco Chocolatier

Director



About Me

Following my degree in Business & Finance, I graduated in 2005 and became a Fire Fighter until I left in 2013. Knowing that I wanted to run my own business I bought a local chocolate shop and kitchen. My strengths as an entrepreneur are my creativity, ability to see the bigger picture, enthusiasm and passion for business. I was chosen for Goldman Sachs 10,000 Small Business programme which I completed in April 2018. The programme gave me good insights into how I can continue growing my business.

My Purpose is...

Coco Chocolatier - style and substance without compromise.

About My Business

I soon had a vision for a chocolate brand that didn't compromise on style or quality. I have since transformed the company including its business model. In October 2017 a new factory was opened exponentially increasing production capacity to 45,000 chocolate bars per week. The business has grown on average 39% annually in the last 3 years. Since launch in 2014 wholesales has increased rapidly to 350+ retailers across 15+ countries. As I grew the business from a local chocolatier to an exporting company, keeping up with the growth required various major developments in a short period of time. The company was rebranded, trademark was registered internationally, new factory was opened, exporting procedures were set in place, new website was launched, further staff was hired, and various new processes were set up. Our values are aligned with assuring that the company has a positive impact to places and people around it. Staff embrace and promote our values across their work. There are plans in place to donate percentage of sales to charity and allow customers to choose their charity. Some of these charities would be Scottish charities benefiting Scotland directly. As art is an integral part of our business, we have plans to start an art foundation in the next 3 years that supports independent artists. Many of these artists would be Scottish.

My Ambition is...

To create an organisation that can change the way the chocolate industry works.

My Ambitions for the Programme

- Develop my skills as a leader and manager
- Grow and diversify
- Mentoring



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CHOCOLATIER

Jo Halliday

Talking Medicines Limited

CEO



About Me

I am an experienced CEO with a demonstrated history of working in health tech. I have developed strong entrepreneurship skills from the experience of having run my own business on multiple occasions. My professional skills are in Marketing Management, Digital Strategy, Market Planning, Business Planning and Scaling. Following a number of corporate marketing roles early in my career within Coca-Cola, Grand Met and Jim Beam brands, I ventured into the startup world of scaling brands and then businesses. I enjoy the challenge of start up and the focus it brings to be able to deliver on multiple strands at pace. It takes a lot of belief but gives huge rewards on many levels. Talking Medicines was co-founded in 2013 having seen an opportunity for better communication and support on the drugs prescribed between patients and doctors. We have developed an exciting data tech business and my own beliefs are that building a strong team around a core idea, with a focus on what will make a difference allied to strong social values will lead to sustainable growth.

My Purpose is...

The purpose of Talking Medicines is to redefine how pharmaceutical companies buy consumer insight data about how medicines are actually taken in the real world.

About My Business

Talking Medicines was established as a consultancy business building digital patient support programmes for Pharma companies, clients including Lloyds Pharmacy and Sanofi. In 2016 the founders used their experience to identify an opportunity and pivoted the company to owning a data tech product. The company is now on a high growth track having built a proprietary tool called Medsmart® that links the barcode on the packaging of 20,000 UK prescription medicines to trusted and interactive information (sources include MHRA) about the medicine and how to take it. This tool is available as a free App to healthcare consumers who scan the barcode to help them manage their medicines and remember to take them as prescribed. Through Medsmart® engagement we are able to collect and analyse patterns of real world behaviour on how medicines are actually taken in the real world from the user's perspective. The commercial model is to package and sell this data on annual subscription to marketing teams in Pharma companies. Once this beachhead market has been established there are then adjacent commercial opportunities in areas such as clinical trials which will help Talking Medicines scale in the UK and Internationally.

My Ambition is...

To always be really good at what I choose to do.

My Ambitions for the Programme

- Mentoring
- Leadership skills
- Access to finance and support



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Celia Hodson

Hey Girls CIC

CEO & Founder



About Me

Having been a single parent of three children, two of which were girls, I fully understand the struggle of bringing up a family on benefits. I appreciate the fine balancing act that goes into managing a tight budget and providing for your kids so they don't feel different from their peers. There was no help to cover the costs of sanitary protection then and twenty years on there's no help now - so I decided, with my two daughters, to do something about it. I spent a few months setting up the enterprise, carrying out research on the market opportunity and consulting with users groups. I took a collective approach to building the brand and developing the product and then found like-minded and flexible partners that were willing to support our set up, manufacture and go live stages. We ordered our first container of product from China which arrived on the 7th Jan 2018 and we began our trading with retail sales on the 8th of the month. A key achievement and a real game changing milestone was that we won the Scottish Virgin Start-Up of the Year 2018 after trading for only two months. This brought a focus on the high growth potential of our enterprise and resulted in us being invited to join the Big Issue's Power Up programme with access to matched investment.

My Purpose is...

Assisting girls everywhere in the UK to access free period products and manage menstruation in a way that doesn't put them at risk of infections.

About My Business

At Hey Girls we know that girls and young women are all powerful individuals, care about their health, are passionate about the environment and want to make a difference. That's why I created Hey Girls - to offer a no leak, super comfy, chlorine and bleach free, environmentally friendly product that tackles period poverty in the UK. The unique selling points of Hey Girls products are: our Buy One Give approach attracts customers who genuinely want to help end period poverty; the Sani Pads are very high quality, made from bamboo and corn starch - this sets them apart from many mainstream products which are made of plastic and derivatives; and Hey Girls Sanitary Pads are all natural bamboo and corn-starch, bio degradable with recyclable packaging. We launched our product with a huge fanfare and high impact media and PR campaigns took place with fashion, beauty and lifestyle bloggers these supported our marketing in the national press and magazines in January 2018. We have been lucky enough to have coverage in elleuk, Look, Stylist, the Evening Standard, Times, Observer, Guardian, Independent, Herald, The Scotsman and Third Sector News. These were followed by a number of news slots on the BBC.

My Ambition is...

To scale Hey Girls into a significant global enterprise.

My Ambitions for the Programme

- Leadership development
- Preparing for growth
- Mentoring



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Joan Johnson

Bespoke Fabrics Ltd

Creative Director & Founder



About Me

For over 25 years I have been engaged in both creative and commercial roles across British luxury textiles, working with internationally renowned luxury brands in the US, Italy, France and Japan. Fulfilling roles ranging from Creative / Design and US Sales Director, Board Director, Online Business Owner and University Programme Leader, I have acquired a wealth of knowledge from developing initial concepts through the design process to experiential brand focused promotion and sales delivery. Driven by a passion for textiles and recognizing the wastage within the manufacturing process, I identified an opportunity to turn low cost high value natural fibre into premium bedding products. The UK bedding premium market is valued at £40 million and globally at £1 billion. This new branded product, made in Scotland is currently under development. With a sustainable and circular economy approach, I am working with premium textile mills locally to incorporate cashmere and wool by-products within this accessible luxurious product. Key to this was creating a business proposition that was customer focused, scalable and had global potential. I have been supported in this development by the Climate KIC Launchpad (March-May 2017) and the ECCI Accelerator 1 Programme (Feb-May 2018).

My Purpose is...

To build a sustainable and transparent textile business here in Scotland, with global reach.

About My Business

Bespoke Fabrics began two years ago, as a consultancy offering creative and commercial support in the premium textiles, fashion and interior markets to both emerging and established brands. With a growing interest in the circular economy and longevity of a well-designed product made in Scotland, Bespoke Fabrics has sustainability at its core. Over the last year we began focusing more specifically on product development, having identified a low cost high value natural fibre and investigated advanced manufacturing processes to transform the supply chain and unlock the value of this fibre into higher worth products. Our business model starts at processing this low cost fibre and the new brand, Ava Innes will be a key marketing tool which is a viable business in itself, demonstrating the value of this underutilised natural resource.

My Ambition is...

To build a sustainable and transparent textile business here in Scotland, with global reach.

My Ambitions for the Programme

- Launch Ava Innes, whilst disrupting the premium bedding market
- Avail of and learn from the great mentorship on offer
- Build on leadership skills for future growth



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Alan Mahon

Brewgooder

Managing Director & Founder



About Me

My journey began in 2013 through a series of roles within Social Bite Limited, and later the Social Bite Fund. Alongside the Founder I played a key role in the strategy and organisation of the Scottish Business Awards. I led the creation and growth of Social Bite's Corporate Catering division, eventually growing revenues to over £1m per year before moving roles in Social Bite to focus on charitable fundraising. This position saw me co-create events such as the CEO Sleep-Out in Dec 2016 and Sleep In The Park in Dec 2017 which saw attendances of 8000 people sleeping out over 2 Scottish winters and raising a combined total of £4.5m for Social Bite's Village and Housing First initiatives, and housing pledges of over 600 homes for rough sleepers and homeless persons across 4 cities in Scotland. A previous Scottish EDGE Round 9 winner, I helped judge Round 12 and spoke at the R12 Final. In Sept 2017, I completed the Babson Entrepreneurial course as part of a joint Hunter Foundation and Strathclyde Business School initiative.

My Purpose is...

To use beer to end water poverty for 1,000,000 people.

About My Business

This experience of social entrepreneurship and building businesses with a purpose inspired me to combine my own personal exposure to a water borne illness in my early 20s and my love of craft beer by launching Brewgooder in March 2016 and establishing an ambitious mission to use the power of beer to bring 1,000,000 people clean drinking water, launching with a successful crowdfund of £59,000. Deploying a collaborative business model which sees us work with industry leaders BrewDog on a zero-margin basis, we have grown in just over 2 years to become a nationally distributed, multi-award winning beer brand, with over 2000 distribution points across the UK in multiple retailers, the independent on-trade and national restaurant chains. In our second financial year we've grown sales turnover from £175,000 to £530,000, employing 5 full time staff and helping bring our impact from 5,000 to 40,000 people in Malawi clean, safe drinking water across over 60 projects we have entirely or partially funded with the One Foundation. In early 2018 Brewgooder pioneered an innovative new revenue stream – The Office Beers Club. This channel sees us selling direct to B2B customers across the UK through a recurring subscription direct delivery mechanism for beers for Beer Friday initiatives and other events, while combining a completely unique CSR element by allowing these companies to measure and track their impact in their online account.

My Ambition is...

To end water poverty for 1,000,000 people and to democratise philanthropy.

My Ambitions for the Programme

- Reduce barriers to philanthropy
- Ambition to inspire
- Pursue a social purpose and build an irresistible brand



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Douglas Martin

MiAlgae Ltd

Managing Director



About Me

I am a trained synthetic biologist and biotechnologist who has industrial experience working mainly in the offshore wind industry in finance and engineering roles. I have been through a number of business training courses, including the University of Edinburgh, Climate-KIC Accelerator and Entrepreneur Business School. I have always been entrepreneurial and from a young age some of my many ventures included breeding and selling ducks and geese, growing and selling plants and vegetables.

My Purpose is...

My purpose is to drive the sustainable growth of the company to the extent that it reaches its ambitious goals.

About My Business

MiAlgae has developed a process to utilise distillery co-products, and potentially other industrial by-products, as a means to offset the costs associated with producing omega-3 oil rich microalgae. The system has been tested at a laboratory scale during our SMART Scotland feasibility study and the company is in the process of scaling up to an industrial scale. This scale will allow the company to clear regulations and get through feed trials with our customers and make our first sales. The company has to date proven the main assumptions within the business plan and are working with large distillers. We have multiple other by-product customers and have the ability to grow our algae on numerous input streams.

My Ambition is...

To create a global company which generates profit through the environmentally beneficial processes.

My Ambitions for the Programme

- Growth including board development and investor management
- Leadership skills
- Mentorship



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Loral Quinn

Sustainably

CEO & Co-Founder



About Me

I'm a multi-award winning global digital marketer and strategist with a background in scaling business. Prior to setting up Sustainably, I held roles in the investment industry, as head of digital strategy and marketing for Aberdeen Asset Management where I set up the digital team and helped scale the business from \$40bn in assets in 6 countries to over \$400bn in more than 30 countries in 10 years. I was recently named one of the British Interactive Media Association's top 100 people in digital in the UK. I've had multiple roles in the charity, music, fashion, travel and investment industry – spanning 4 continents and nearly 3 decades. I was the chair of the British Interactive Media Association in Scotland, a member of the Marketing Society Scotland's diversity and inclusion committee, and a Google Squared alumni. I've participated in Entrepreneurial Spark, Fin4Fem, WeAreTheFuture, Silicon Valley, Scottish Enterprise's Start Global and EIE programmes.

My Purpose is...

Success for me will be to create a company people love working for and products people love to use, whilst enabling businesses and consumers to have an impact globally and locally in simple ways every day, tackling global and local challenges.

About My Business

Sustainably is a tech for social good company at its core, so it is all about having a positive impact. Sustainably has created a new way of living and giving that makes doing good hassle free and simple. We're creating the world's most engaged conscious living and giving community and changing the world. Sustainably aims to turn millions of contactless and card payments into impact every day and enhance brands' corporate social responsibility programmes by enabling them to match donate to causes their customers and employees care about, hyper-localising and personalising it to what their community actually cares about, at scale, and in real time, using our technology and data platform. Sustainably won best of show at Finovate, was nominated for a BIMA award for technology with conscience, won the Ambition and Growth competition, sponsored and judged by Skyscanner and is a top 5 Virgin startup.

My Ambition is...

To create a dominant global tech product and a company people want to work for and use every day.

My Ambitions for the Programme

- Working with specific mentors on business challenges
- Develop leadership skills to motivate and drive the team
- Accelerated growth and access to finance



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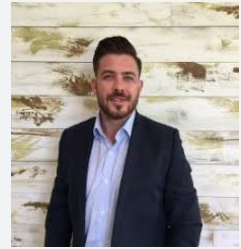
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Steve Regis

ARX Maritime

COO & Co-Founder



About Me

I am an award-winning entrepreneur, business leader, speaker and maritime specialist. I am a former Royal Marine and after leaving the forces I spent several years at sea preventing pirates from hijacking commercial vessels such as oil tankers and container ships. I founded ARX Maritime to fight piracy and this was where my entrepreneurial journey started. After engaging within this market, I realised the maritime industry is massively underserved in the technology sector, no-one is focused on solving real-time issues. I sensed that there were micro niche products that we could develop that would solve major pain points. I would say that one of my key strengths is to be able to identify novel solutions to my customers' problems and whilst I may not know the intimate technical answers I know how to assemble a team and run a project through to delivery.

My Purpose is...

To lead and inspire my team, to attract the best talent in Scotland to work for me.

About My Business

At ARX Defence we set out with a goal to create effective solutions to protect your people, assets and reputation. Passionate about innovation and with a commitment to sustainability, we focus on our clients needs and integrate solutions in-keeping with their business culture and ethics. Our mission is to bring cutting-edge solutions and hardware to the forefront of your maritime operations. ARX Defence delivers globally but with that all important personal touch. Two products we have to market are firstly ARX's anti-piracy barrier, an anti-climbing system which is simple, robust and visible. It is the only one that straps to the front of the guardrail, takes less than a minute to install, leaving the reverse of the guard rail unobscured. Our second product is ARX TempTrack – a low cost and real-time automated monitoring solution for managing reefer containers. The technology available on the market now only serves the owner of the cargo and the vessel manager, and not the charterer. ARX has its own independent power supply that provides a real-time alert to the crew on board the vessel. In the past two years ARX has grown from the two co-founders to a team of 10. We joined the Entrepreneurial Spark programme and have stayed on-board as it transferred to the Royal Bank of Scotland Accelerator programme. We have continued to work closely with Scottish Enterprise and are now account managed.

My Ambition is...

To build a sustainable and profitable business that has a valuation in excess £50m in five years.

My Ambitions for the Programme

- Mentorship
- Leadership skills
- Scaling up



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John Robertson

Drinkly
CEO



About Me

I have worked in the drinks industry for 17 years in international sales, marketing and management roles launching and growing brands such as Whyte & Mackay's spirits portfolio, Kingfisher beer and Innis & Gunn. After 3 very successful years at Innis & Gunn as part of the management team that doubled the business I was selected to study at Babson College, the number one University for entrepreneurship in the US as part of the Saltire Fellowship.

My Purpose is...

To makes others as passionate about drinks with taste as we are.

About My Business

Drinkly.co.uk delivers beers, wines and spirits chilled to your home, office or sent as a gift in 1 hour. Our range of over 600 products is delivered to our thousands of customers all within a 3 mile radius of Edinburgh city centre and a growing revenue at 20% per month. We are passionate about taste and want to make others as passionate about drinks as we are. We operate firmly with Scottish licensing laws. We are bringing technology to an age-old industry and targeting the £40Bn UK Drinks market. We partner with great independent off licences that allow us to offer a great mix of local brands not available in mainstream retail channels. We were selected as one of 5 businesses to be part of the Seed Haus technology incubator, where we count Sir Tom Hunter, James Watt from Brewdog and 8 other technology entrepreneurs as our investors and advisors. We've just closed our second round investment and have put in place the team that will allow Drinkly to launch in 10 cities in 2019.

My Ambition is...

To create a highly successful Scottish technology business that creates an incredible environment for it's staff to flourish and puts the customer at the heart of everything we do.

My Ambitions for the Programme

- Learn how to lead a fast growing technology business
- Learn how to scale the business beyond Edinburgh
- Learn how to raise the capital required



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DRINKLY

Scott Simpson

IndiNature

Managing Director



About Me

While working in community development with people in poor housing conditions, I was motivated to improve the built environment. An academic background in Canada and the UK includes an MSc in Architecture (Advanced Environmental and Energy Systems). After doing lab-based research into biocomposite building materials I rebuilt my family home with them in Scotland - using skills gained as a housebuilder in Vancouver. Finding I had to import truly sustainable materials to the UK, I co-founded IndiNature.

My Purpose is...

Our purpose is to manufacture healthy, low carbon construction materials on an industrial scale – to improve the health of people and the planet.

About My Business

We manufacture 100% bio-based construction systems – made from local crops and plant-based binder ‘glues’ derived from biotechnology processes. The unique system is called IndiBreathe - we manufacture two of the components: a rigid insulating IndiBoard and an insulating ‘batt’ called IndiTherm. This is the world’s lowest carbon construction system, designed for mainstream building. Designed by a Passivhaus architect, IndiBreathe is very easy to build with and is able to attain the highest insulation performance. We incorporated in Nov 2016 with a team of four co-founders, including an architect and two experienced business people. We have manufactured our materials in industrial-scale trials and are now seeking investment to establish a production line in Scotland. Buildings are responsible for 50% of global carbon emissions when you include materials, construction and operation. The global construction sector uses the most primary resources and contributes the most waste – most products include petrochemicals and plastics, toxic processes and create unhealthy indoor air quality because they trap moisture inside and off-gas toxic Volatile Organic Compounds. Our system is based on a circular business model - our 100% renewable materials are supplied by local farms and are better-than-zero waste because they can be reprocessed or re-used rather than ending up in landfill. They are also better-than-zero carbon: there is more carbon locked up in the materials from photosynthesis than was used to make them. They are natural so there are no toxins and they ‘breathe’ out moisture like traditional buildings used to, so there is less risk of damp or mould inside. Good for your planet, good for your health and good for your heating bills!

My Ambition is...

To have natural construction materials dominate global markets.

My Ambitions for the Programme

- Secure investment of £2m+
- Grow our team
- Gain leadership skills



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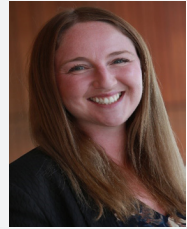
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 **IndiNature®**
Bio-based construction systems

Lisa Thomson

Purpose (HR & Coaching) Limited

CEO & Founder



About Me

I founded Purpose HR in 2014. Prior to setting up my own business, I had built my HR career within high growth technology companies and had been privileged to work with and for some very inspiring and innovative founders and management teams. During my career I had gained niche skills and experience, built a very strong network and had developed a comprehensive suite of HR tools and templates which could be tailored and implemented for clients. I applied for a Diageo funded place on the Saltire Fellowship programme in 2014 and spent 4 months studying entrepreneurship at Babson College in Boston and visiting and learning from businesses in San Francisco and Shanghai. I am motivated by achievements but tend to already be thinking ahead. I'm proud of the consultancy services business that I've built so far and I see potential to keep growing that. However my long term goal and what I really want to focus on next is to digitalise our services, start to scale up and to widen our product range and offering to a much larger market.

My Purpose is...

To support our clients with effective and inclusive employment practices to help them attract, develop and retain talented employees and a sustainable culture for competitive advantage to support business growth.

About My Business

Purpose HR provides commercial, pragmatic HR advice and practical support to SME and early stage, high growth and investor-backed businesses including high growth technology and life sciences startups within the Archangels, ParEquity, Nesta and SEP investment portfolios. Our clients benefit from putting simple, effective structures in place and having easy access to HR expertise when required at as early a stage in possible in their development, without the fixed expense and overhead of hiring a full in-house HR function. Early stage HR support helps manage your business and people most effectively and productively in order to help scale and meet the business challenges of fast paced growth. We provide cost effective, pragmatic outsourced HR advice and can also assist with due diligence to help your business get investor ready if you are seeking funding. For international companies looking to set up business or to hire in the UK, we can help you put the necessary, legally compliant HR frameworks in place, simply and cost effectively.

My Ambition is...

To continue to grow Purpose HR as the leading provider of HR support to high growth and early stage businesses, including a digital model to help scale faster and more effectively.

My Ambitions for the Programme

- Leadership skills including increased confidence
- Marketing and branding
- Strategic business planning



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Deborah Wake

MyWay Digital Health

CEO



About Me

I am NHS Diabetes Consultant and Academic by background, and co-founder and CEO of MyWay Digital Health. I have an unusual mix of entrepreneurial, clinical, educational and academic skills. I have been a Principle Investigator/ recipient of multiple research/Innovation/ business development grants (>£4million funding, >40 publications) and am recognised as an international expert in technology, informatics and educational support for diabetes care. I have been the Clinical Lead for International innovation / education programmes such as the Kuwait-Scotland e-Health Innovation Network and the Edinburgh-Shenzhen International Diabetes Centre. I have been involved in media work as the Doctor for STVs show 'The Hour' (2009-12), am the Health Columnist for The Scotsman newspaper and I have developed the first medical podcast series in the UK. Now as the national clinical lead for My Diabetes My Way patient portal, I am a Diabetes UK Clinical Champion, and a NHS innovation Accelerator Fellow. I have a passion for innovation and improving health and improving the lives of people with diabetes. I believe MyWay Digital Health (MWDH) has the potential to be a global high growth successful company that can significantly impact on health outcomes and am relishing the opportunity to achieve this.

My Purpose is...

To support the development of data-driven solutions to transform healthcare delivery.

About My Business

MWDH is a spin out company from University of Dundee, incorporated in 2017. Our main product My Diabetes My Way (MDMW) is a unique complete data driven online self-management platform for people with diabetes offering communication tools, data access, education resources and automated advice. MDMW has been running across NHS Scotland since 2010 with over 38,000 registrants in Scotland. The product has won many national and international awards has been selected to be part of the 2017/18 competitive Digital Health London Accelerator, and the NHS Innovation Accelerator schemes. MyWay Digital Health (MWDH) has won several business/ entrepreneurship awards including Scottish EDGE, Bio Dundee, the Courier Business Award for Enterprise in Education, and the UoD Venture staff award. We have been supported by Converge Challenge and the Digital Health Institute, have grown from 2 to 17 employees and secured almost £2.5 million in Innovation funding and commercial contracts to support ongoing expansion. We have offices in Dundee, Edinburgh and London and Somerset.

My Ambition is...

To transform the care of people with long term conditions (e.g. diabetes) at scale through data driven digital solutions.

My Ambitions for the Programme

- Guidance around external investment
- Support for overseas development including finance, tax, sales & marketing
- Personal leadership development



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Scott Weir

Pillow
CEO



About Me

I am an entrepreneur that has had his own businesses since 2003. My main passion is property and I love building businesses in this sector. My main ethos is #makeithappen and I try to develop this attitude in all of my team. My other passion is Krav Maga and I ranked Expert Level 1 and qualified Civilian, Military and Female instructor, with various classes, seminars and private lessons across Scotland. When I'm not working or teaching I love fitness and try to burn off every bit or spare energy each day. Time to rest, recuperate and reset is also important to me. In 2016 I was awarded Entrepreneur of the Moment by Entrepreneurial Spark and Entrepreneur of the Year in 2017 by Ayrshire Chambers of Commerce. My strengths are creating a vision for the business and making this happen. I prioritise my business above all else and my productivity and time management is excellent.

My Purpose is...

To build a world class group of businesses that improve life for everyone involved and leave the world a much better place.

About My Business

Pillow are an online travel agent and property management company that match holiday home owners with quality guests from around the world. For property owners we offer property management services to holiday homes, serviced apartments, guest houses, B&Bs and hotel owners. For guests, we have a fantastic range of holiday homes, serviced accommodation, corporate lets and short term rentals across the UK. Unlike many "Airbnb management companies", we offer a much more sophisticated service focused on maximising income and creating hands off businesses for clients. We do more than simply advertise on Airbnb and manage bookings.

My Ambition is...

To build an internationally recognised group of companies built around hospitality and property that change the lives of all our staff.

My Ambitions for the Programme

- Leadership development
- Scaling up
- International expansion



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THE UNLOCKING AMBITION JOURNEY



Scotland Can Do

A big part of what makes Scotland special in our joined up approach to entrepreneurial support is Scotland Can Do. The Scotland Can Do Framework is a vision that was set out by the Scottish Government – an ambition for becoming a world leading entrepreneurial and innovative nation – a CAN DO place for business.

Scotland is unique as a nation in that the Can Do Framework is a vision that the organisations – both public and private sector – who offer support for entrepreneurs and growing businesses across Scotland have all signed up to. We are all working together in collaboration towards the same goal to provide the best, coordinated and amplified support that we can to the businesses starting up and scaling up from Scotland.

The Scotland Can Do ambition is focused on:

- Cultivating an increase in entrepreneurship and innovation in Scotland resulting in new businesses being formed and additional products and services being developed
- Supporting people from all walks of life with the ambition and skills to create, lead and grow successful businesses
- Harnessing the strength of an education system with entrepreneurship and innovation at its core, seizing the opportunities presented by Curriculum for Excellence, college reform and the world leading strength of our universities
- Commercialising Scotland's knowledge and intellectual capital, resulting in greatly increased collaboration between businesses and the academic sector
- Building Scotland's share of global markets as our business leaders grow in confidence and expand their horizons internationally

Scotland hosts an annual **Can Do Festival** that celebrates Scotland's progress and explores the best models to accelerate system change and deliver improved economic, environmental and social value.

The Festival is a programme of events and activities that celebrate Scotland as spearheading a transition into an economy where diversity, innovation and purpose deliver sustainable inclusive economic growth.

The focal point of the festival activity is a cluster of events taking place during April and May plus feeder events throughout the rest of the calendar year, all under the "Can Do" banner.

Key events include EIE, the Entrepreneurial Scotland Annual Conference, the Impact Summit, TEDx Glasgow and the Start Up Summit.

The Can Do Festival invites enterprising citizens, businesses and organisations from across the world to join with the Scottish entrepreneurial ecosystem, to share learning and best practice and make the vision of a new impactful economy a reality. Find out more at www.cando.scot.



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www.cando.scot



[#UnlockingAmbition](https://twitter.com/UnlockingAmbition)