

HLB

HLB
International
Summer 2016

insight

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What's happening in the network

New members

As one of the leading global accountancy networks, HLB International has continued its growth with the addition of these new member firms. They have allowed us to strengthen our position in developed economies, as well as expand our presence into emerging markets.

Albania

T.A.L.I.S Tax Audit Legal International Service
- based in Tirana

Bolivia

Barea Vargas & Asociados
- based in La Paz

Ghana

Morrison & Associates
- based in Accra

China

GP CPAs LLP
- based in Guangzhou

San Marino

Studio Commerciale Antonio Valentini
- based in Dogana

Qatar

Luján Auditores, S.L. Nasser Al Khalifa Accountants and Auditors
- based in Doha

Malta

HLB CA Malta Ltd
- based in Lija

Appointments

Patrick Van Impe

Partner at HLB Belgium was reelected as a member of the Council of the Belgian Institute of Registered Auditors

Anniversaries



Energy Consulting

Russia 15 years



PROXY, a.s.

Czech Republic 25 years



HLB KMC West Africa

Niger 25 years

HLB Mann Judd launches Family Business Evolution Program

HLB Mann Judd has recently rolled out their Family Business Evolution Program, a course supported by Family Business Australia. HLB Mann Judd, like other HLB firms, has a strong interest in family business, with a number of HLB Mann Judd partners being accredited as Family Business Advisers through Family Business Australia. The program, which is targeted at clients and new-to-firm families, involves four group workshops focusing on key stages in the business lifecycle. It is led by Sydney partner, Tony Kabrovski and is being rolled out across the network.

The program is aimed at all businesses with family interests – be it singular, multi-family or intergenerational. It provides guidance, advice and tools to help professionalise the family business, enabling it to grow to its full potential and ensuring that there is an effective growth and succession strategy in place.

The sessions are facilitated by HLB Mann Judd partners and directors from a range of divisions, including Business Advisory, Tax Consulting, Wealth Management, Business Recovery, Audit and Corporate Advisory.

HLB Mann Judd is particularly proud of the response the program has had to-date. One participant, Karen Le Grand from Milne Alexander, commented “Whilst the content of

the program has proven absolutely invaluable, it has been the journey over the course of the workshops that has had the biggest impact on our business”, Ms Le Grand said, “The format has enabled us all to methodically gain a clear understanding as to how we can best restructure, be more efficient and implement a clear strategy that we are all agreed on and remain confident that will achieve both our business and our family goals.”



HLB’s Global Russian Desk expands

HLB’s Global Russian Desk service has now expanded to include 28 countries. The service is aimed at supporting Russian companies abroad as well as foreign companies operating in Russia. New countries to have joined the service are Finland, Tunisia, Ireland, Switzerland, Moldova

and Italy. Worldwide, HLB now has Russian-speaking professionals in: Armenia, Azerbaijan, Australia, Belarus, the Czech Republic, Cyprus, Estonia, France, Germany, Georgia, Israel, Kazakhstan, Kyrgyzstan, Lithuania, Luxembourg, Poland, Romania, Spain, Turkey, the UK, Ukraine, and the USA.

HLB Germany expansion

On 1 July, HLB Germany welcomed a new member firm to its federation. Joining the HLB International network is Dortmund-based firm Husemann, Eickhoff, Salmen & Partner GbR. The firm operates as a consulting partner for medium-sized and family-owned companies. With more than 160 employees, providing auditing, tax and legal consulting services as well as insolvency administration, the firm is an excellent addition to the HLB Germany federation.



Latest News

Hazlewoods named as one of the Top Employers for School and College Leavers in the UK

Hazlewoods have been named as one of the Top Employers for School and College Leavers in the UK for the second year running.

The firm was ranked 34th in the fourth national Top Employers for School and College Leavers awards, organised by www.AllAboutSchoolLeavers.co.uk. The awards recognise companies that are raising awareness of and delivering apprenticeships, school leaver programmes and sponsored degrees.

The winners were decided on the basis of anonymous satisfaction surveys filled in by trainees according to skills development, careers progress and salary.

Julia Jones, HR Director at Hazlewoods, said: "We are over the moon at being placed above some of the biggest national players in this ranking, including BP, GSK, Boots, Jaguar Land Rover and Harrods. We work closely with schools and colleges attending events such as careers evenings and providing mock interviews and offer a route to becoming a qualified accountant without having to go to university."

A-level students can apply for an AAT (Association of Accounting Technicians) training contract with Hazlewoods which lasts two years. During that time they are employed full time, gaining valuable experience of working in accountancy whilst attending college one day a week and undertaking exams.

Students can apply via the website and this year the firm has nine AAT trainees starting in September. At the end of the two years they can choose to continue their journey to chartered accountant status by taking up a further three years training contract through ACA which is the ICAEW (Institute of Chartered Accountants in England and Wales) qualification or the ACCA (Association of Chartered

Certified Accountants). Julia Jones said: "Trainees are supported every step of the way at Hazlewoods. It is hard work working full time and studying, but they get time out to study and take exams. We liaise regularly with the college they are attending and get regular feedback on progress. Hazlewoods is committed to bringing in new AAT trainees every year and to its training programme. There are clear opportunities to develop and climb the career ladder and we are wholly committed to developing our own talent at Hazlewoods and nurturing it - 12 of our 21 partners started out at Hazlewoods as trainees. We are very encouraged to gain this ranking as a Top Employer for School and College Leavers."



HLB UK Launches FD Toolkit

To highlight some of the areas of expertise of the HLB UK member firms, the federation have launched an 'FD Toolkit'. The toolkit is aimed at Finance Directors (FD) of large and multinational companies and is currently being sent to select firms across the UK.

The toolkit was devised in recognition that there are areas of work where the Big 4 and other international accounting firms may be unwilling or unable to provide advice. HLB UK members can provide clients with the necessary proactive tax and commercial advice to fit with a company's changing business needs.

The Toolkit lists a number of services to give prospective clients an idea of how HLB UK member firms might be able to help companies, by relieving some compliance pressures as well as identifying opportunities for potential savings.

Latin America

An aerial photograph of Rio de Janeiro, Brazil, showing a dense urban area with numerous high-rise buildings and a large body of water in the background. The city is built on a hillside, and the water is a deep blue color. The sky is a mix of blue and white, suggesting a clear day with some light clouds. The overall scene is a vibrant and modern cityscape.

With a growing presence in Latin America, Insight looks into this ever changing business destination.



■ Feature

Costa Rica is a development success story in many aspects. Now considered an upper middle-income country, Costa Rica has experienced steady economic expansion over the past 25 years. The post-1980's economic growth is the product of a strategy of outward-oriented growth, based on openness to foreign investment, and gradual trade liberalization. The country also played host to this year's Latin American & Caribbean Regional Meeting. We spoke to Marvin Esquivel Alfaro, Partner at HLB Esquivel & Alvarez - eyacpa, about this Central American country.



Costa Rica has been a success story in terms of economic growth and development. What changes have you noticed about doing business across the region?

Costa Rica has always been known for its socio-economic development, high educational indexes, political stability, as well as its social and judicial guarantees that it provides to investors. Central America has made important changes recently. The average economic growth of the countries in Central America has been 4% which has made the region start to take important transformational changes. These include economic, cultural and political, which has made the countries in the region experience a strong process of integration.

Are there any particular sectors or industries that have seen rapid growth and development in recent years?

In recent years in Costa Rica we have experienced an increase in the services sector. These include activities such as transportation, storage, communications, customer services, financial intermediation, technology, insurance, ecological and medical tourism and construction.

Latin America has become an important region for international business: can you tell us more about the specific business environment?

The direct business environment of bilateral trade and investment flow between China and Latin America is given in the export markets and foreign direct investment, as well as the positive terms of trade for China's growing demand for raw materials from Latin America.

Historically, also the Latin American economy has been very dependent on the US economy, through either political or financial support. The growth of the US economy has a direct relation to the growth of Latin American countries, so you can consider the relationship of international business has a very important meaning for the whole region.

How do you see the accounting profession developing in the future in Latin America?

The accounting profession today is a major challenge in the future of Latin America, achieving better financial information from companies and institutions to promote the economic development of the region.

Accounting professionals must comply with the implementation of standards, ethics and transparency. They must also have robust accounting practices and auditing and financial reporting, which can promote the comparability of financial information, no matter in which country develops the profession. The world economy evolves, countries evolve, businesses evolve, which is why Accounting must evolve as a world language.

You recently hosted the Latin American & Caribbean Regional Meeting. What were the outcomes from the event?

The results were truly satisfying and successful from three points of view; the organisation of the event, the topics discussed and the quality of the conference guests. We received many positive comments from the participants, the same from the guest speakers, and that gave great pride and satisfaction for everyone involved with the organisation and also all the partners of HLB Costa Rica.

Latin American & Caribbean Regional Meeting

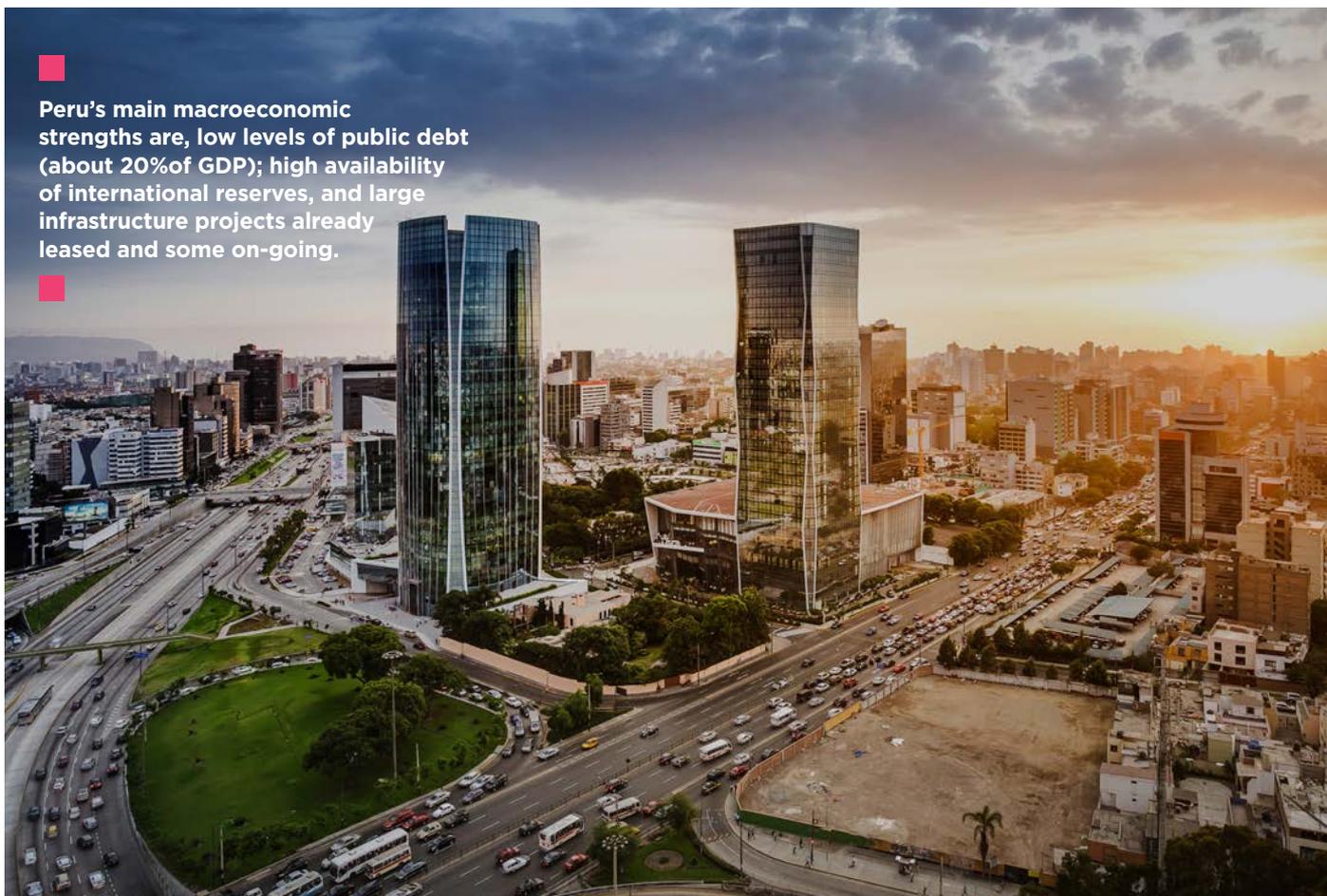
HLB Costa Rica proudly hosted the Latin American & Caribbean Regional Meeting with over 30 delegates from our Latin American and USA offices in attendance. The conference was preceded by a number of technical seminars and opened with a welcome reception featuring Costa Rican musicians.

There were many topics discussed such as International Accounting Rules, BEPS and its impacts in business risk. Guest speakers were also well received, such as Nancy Branger who presented a thought provoking session on the global trends in coaching and Liu Xiaofeng, the Economic and Commercial Counsellor from the Embassy of China who discussed the business opportunities for Latin American countries with China. Regional planning groups for both the Central and South American regions were also held.



Feature

Peru's main macroeconomic strengths are, low levels of public debt (about 20% of GDP); high availability of international reserves, and large infrastructure projects already leased and some on-going.



Peru is the seventh largest economy in Latin America and is an important country to do business with in the region. The economy has grown steadily over the last 15 years, higher than average in the region even during the financial crisis years of 2008 and 2009.

However, as with many countries across the region, political upheaval has impacted on the economic developments of Peru. "In 2015, the Peruvian economy showed better growth numbers than those seen the previous year," explains Edward Alcala, Lead Partner at HLB Alonso, Callirgos, Mejia & Asociados, HLB's member firm in the region. "So far this year, the sectors of construction, manufacturing and services are those that have driven growth compared to the mining and petroleum sectors that have shrunk due to the deterioration of international prices and domestic situations related to social problems that the previous government failed to manage.

But Alcala comments that things look to be improving. "A democratic government has been newly elected and has taken office. Both political parties that will share the

government over the next five years are centre-right and are expected to find ways to overcome the economic slowdown in recent years."

Doing business in Peru

For international businesses, doing business with Peru has been made easier due to trade agreements.

The Free Trade Agreement with the United States allowed greater trade and investment between the two countries. Free trade agreements have also been signed with China, Thailand, the EU, the European Free Trade Association (EFTA), the Common Market of the South (MERCOSUR), South Korea, Canada, Costa Rica, Panama, Japan, Singapore and Cuba. Peru also signed the Framework for the Pacific Alliance Agreement in April 2011, an initiative formed between Chile, Colombia and Mexico with the aim of encouraging regional integration and higher growth, development and competitiveness of their economies, in addition to achieving the free movement of goods, services, capital and people.

While trade agreements will help the economy, Alcala notes that outside forces have impacted the economic

growth of the region. "The economy development of Latin America has been challenged due to economic and political issues affecting countries across the region", explains Alcala. "As a result, the World Bank declined the one percentage point in its outlook for the economy in 2017, which means that the dynamism of the region will not accelerate over the next year and consequently, businesses in the region may contract."

Peru's strengths

Today, Peru's main macroeconomic strengths are (a) low levels of public debt (about 20% of GDP); (b) high availability of international reserves, and (c) large infrastructure projects already leased and some on-going.

And many natural resources play a part in its international success. According to COMEXPERU as of April 2016, China, the US and Canada are the main buyers of traditional products such as mining, oil and petroleum, agriculture and fishery; as well as non-traditional agricultural, chemical and textile exports.



We spoke to Edison Catano, Partner at HLB Onix, about the challenges in Brazil and how the country is moving forward.

electronics and telecommunications. Measures such as easing the possibility of land purchases by foreigners, barrier breaks for car imports and other goods by Argentina, indications of the Mercosur summit trend toward greater integration of bilateral agreements, among other possibilities may generate many opportunities for business in the medium term.

Are there any particular sectors or industries that have seen growth and development in recent years?

Apparently, some signs of improvement in the Brazilian economic and political environment are that in a medium-term horizon of two to three years, we can achieve a balance and recover the economic growth. The serious political crisis, marked by the uncertainties of a central government dismissal

mainly companies in the agribusiness, according to the Brazilian Institute of Geography and Statistics – IBGE. The 2015 harvest was higher than in 2014 and the prospect is that the current crop is higher than last year, as well as the maintenance of commodity prices at levels not very different from the previous year. The export-oriented companies also showed growth mainly by devaluation of the local currency.

Most notably, we saw increases:

- In the petrochemical industry, replacing imports, focusing on the domestic market.
- In the mineral extraction industry which grew 10.4% in the last quarter of 2015, mainly by the production of iron, and should advance 60% in the current year.

Brazil 100

Brazil has been going through some economic challenges. What changes have you noticed about doing business across the region?

Indeed Brazil has serious economic problems to face, but we have seen a strong improvement in confidence levels that seek to capture the willingness of agents to hire, invest, produce and consume in short term. Considering these and other factors, the perspective of economists are that we have a downturn in economic activity later this year in the order of 3.9%, with null result in 2017.

Even in this recession scenario, the flow of resources arising from abroad intended for long-term investment is still significant. The inflow of funds gained speed in recent years mainly because of the fall in asset prices caused by the devaluation of the real and by recession. The Chinese appear as main investors, especially by the maintenance of agreements in recent years and seek opportunities in departments of transportation, equipment, energy, mining,

process, newly elected president, the arrival of a new government, even provisionally, took the country from a lethargic process, and important measures aimed at economic growth are being approved or have a good prospect to be approved in National Congress.

Certain factors are damaging the largest Brazilian companies such as the rise of interest rates, commodity prices falling and high dollar rates stabilizing. The same goes for interest and commodity prices, or significant shrinkage in the case of the dollar and we are still seeing high indebtedness of companies, significant movements of renegotiations of debt, rampant job cutting, sale of assets and increases in the number of companies entering bankruptcy claims.

Although the scenario is adverse, which has been expected to extend for the next two years, some sectors or group of companies has shown growth in this period,

- In the wind power industry. The expectation of the Brazilian Wind Energy Association is to grow 30% annually through 2018 and increase its share in the generation of electricity from 4% to 10% by 2020.
- In internet trade “e-commerce”, which demonstrated significantly 15% more revenue compared to 2014 and keeps the prospect of growth for the current period both by revenues and by the number of new companies in this sector.
- In the financial sector, especially major banks, whose growth has remained at constant levels over the past few years.
- In smaller sectors, such as the cosmetics industry, among others that showed positive figures in this period of crisis.

■ Feature

Latin America has become an important region for international business: what can you tell us about the business environment?

Latin America is very rich in natural resources such as iron ore, copper, zinc, as well as agribusiness, energy and water resources. We are a vast storehouse of all kinds of natural food and also the largest exporter of meat and grains in the world, such as soybeans, corn and coffee.

Specifically Brazil has continental dimensions, with large natural reserves in all sectors. Based on these dimensions, we have several multinational companies from all sectors and from all continents.

The changes of central governments in Argentina and Brazil, has signaled positively opening its trade borders. It is plausible that the main member countries of Mercosur have the opportunity to participate in the

Pacific Alliance, formed by Chile, Colombia, Mexico and Peru, as well as signing free trade agreement

between Mercosur and the EU will generate growth in the region and opportunities in the medium term.

Can you tell us briefly about your success with clients?

We have clients that have maintained partnerships with for over 15 years, and over this time our work was not restricted to just Accounting or Financial. HLB Onix developed methodologies and efficient tools proven to help us control the accounting efficiency of our clients.

Brazilian law is very complex regarding fiscal and labor rules, which requires companies to do judicial deposits frequently. One example is work we have been developing for judicial deposits control, for at least three big clients,

providing huge results for legal and accounting departments of these companies. This method, which has been developed by HLB Onix, enables us to capture and ensure the entire base of judicial processes (active and closed cases), to

reconcile to legal and judicial statements, bank statements and the possibility of identifying financial resources for the company.

Additionally, with IFRS implementation in Brazil, new demands emerged for adequacy of accounting standards. We are also growing in the bookkeeping area, outsourcing, working with startup companies, recovery of tax credits and others.

ooks ahead



Perspectives

Is Brexit inertia impacting on productivity?

As the Brexit chatter continues, business leaders across the country will be wondering how quickly things will get back to normal?

Most pundits believe the Brexit decision is bad news for business, in the short-to-medium term at least. The on-going uncertainty created by the decision is expected to discourage business investment and it could even put off overseas businesses from investing in the UK. But amid all the speculation, one thing's certain, things won't be changing overnight.

There is a real danger that in the wake of the decision, fast-growing businesses could see their productivity grind to a halt as managers, employees and clients stop to dissect the chatter and share their predictions for what might happen next. For these businesses, such distractions could undermine business performance and make it more difficult to deliver their strategic plan.

If business leaders are going to be successful at navigating their way through the shifting market conditions, they must stay focused on clear strategic goals and reassure workers at all levels that, regardless of the outcome of June's referendum, there is a plan in place and things are still on track. It is business as usual and services must continue to be delivered.

Most businesses have a five-year plan, which includes short, medium and long term strategies and they will have stress tested this plan based on the Brexit scenario in the run up to the 23rd June. The time for discussion and SWOT analysis is over and the time for clear-headed pragmatism and strong leadership has arrived.

Advising SMEs in the business services sector, I am aware that some are better prepared than others. Some are only now stopping to consider how the Brexit decision is likely to impact on the shape of their organisations in the months and years to come. Whilst keeping a strategic eye on the future is important, however, these businesses must not lose sight of the need to motivate

people, maintain quality and get the day job done.

The political shocks that came in the hours and days following the Brexit decision – with David Cameron's resignation, talk of a Scottish referendum on independence and calls for Jeremy Corbyn to step down – have had an unsettling effect on businesses and financial markets. But instead of slipping into a period of post-referendum inertia, business leaders must demonstrate that they are ready and willing to take the helm immediately.

Those businesses that successfully navigated their way through the recent economic downturn know that staying flexible to opportunities and shifts in market conditions, while keeping a close eye on cash, is vital. These are the businesses that will emerge from the situation stronger and more profitable in the future. For the brave and the bold, now is the time to act, not to succumb to Brexit inertia.

Peter Noyce is partner and business services specialist at HLB UK member, Menzies LLP.



Perspectives

Ireland & Brexit

Brexit has happened. Naturally, the main impact will be in the UK and arguably the second greatest effects will be felt in Ireland.

The special relationship between Ireland and the UK is undeniable and the ultimate consequences of Brexit are still unknown.

Ireland and the UK are certainly important trading partners and with over a billion euros of trade between both countries a week, the UK is the largest market for Irish goods and services. We do not consider this is going to change and at Government level it has become very clear since Brexit and the appointment of a new prime minister in the UK that everything is being done to maintain and secure these relationships. This trade will continue post Brexit as the need for goods and services in each country will continue. The parameters of exactly how this trade will be carried out under the new regime will need to be identified.

From an FDI perspective Ireland has a strong track record being the gateway to Europe and we believe that Brexit only strengthens this position.

At HLB Sheehan Quinn, the queries we have dealt with to date relate to companies, which are seeking to have a new EU base to replace their existing UK base, and how this can be achieved. Therefore we see strong opportunities for continued growth in FDI and professional services given Ireland will be the only native English-speaking member of the EU. Ireland's track record attracting global businesses is proven with household names like Google, Microsoft, Facebook, and thousands of privately owned businesses calling Ireland home.

The Irish are good at relationships – our diplomatic efforts have always meant we carried more influence than we are entitled to on the basis of size; our people like interacting with foreign neighbours and it appears the feeling is mutual; and certainly our businesses have internationalised with quite some success.

Ireland will remain a member of the European Union with full market access and that will be attractive to investors. Ireland's proposition to inward investors will continue to resonate. Our deep and varied talent pool, competitive and consistent tax regime and long track record of working with foreign companies is something that companies are interested in.

What else do we know? More than ever, we now know the importance of stability – Ireland's political, taxation and economic landscapes have proven to be very stable and conducive to business. Ireland is committed to the EU project and remains the only native English-speaking euro zone country. The reasons for 187,000 FDI jobs in Ireland are as true today as they were before Brexit.

**Is the future uncertain? Yes.
Is Ireland and HLB
Sheehan Quinn ready?
Absolutely.**

Donal Leahy is International Taxation partner at HLB Sheehan Quinn.





Integrative thinking: How can we leverage management by Kad Kaneye

Integrative thinking is a creative process for solving complex problems. Conceived by Roger Martin, the theory consisting of four parts, salience, causality, architecture and resolution was developed in his book, “The Opposable Mind” after interviewing leaders from the business world, the arts and the not for profit sectors such as Jack Welch or Victoria Hale.

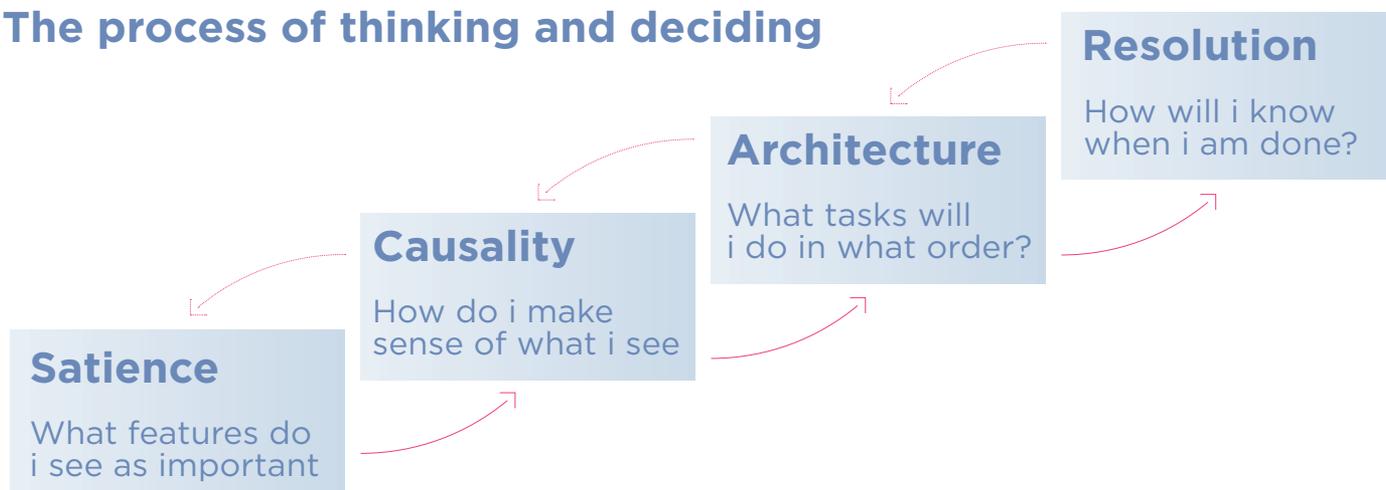
The University of Toronto defines integrative thinking as “the ability to constructively face the tensions of opposing models, and instead of choosing one at the expense of the other, generating a creative resolution of the tension in the form of a new model that contains elements of the individual models, but is superior to each. Integrative thinkers build models rather than choose between them.”

- Salience: These are all the features or parameters that one considers idiosyncratically important in decision making. It naturally excludes all the other existing features that are not relevant, or not recognized as such due to blind spots.
- Causality: Once the salient feature is defined, one explores the different ways they relate to each other and influence. This is causality, the way we define the different possible options.
- Architecture: For most of the simple decisions, the architecture is straightforward. It’s a binary decision, say yes or no. But when the decision is more elaborate, the importance of architectures takes a whole new level, through systemic or Cartesian reasoning for instance.
- Resolution: In this final stage, the choice is made, either between the different options we came up with in the previous steps, or we discard them and start the whole process anew.

According to the author, all decision making processes follow these four steps. The difference is in how integrative thinkers approach each of these steps to create sustainable impact. For accounting firms, integrative thinking can successfully be leveraged to create value for partners, clients, employees and communities. To know more about integrative thinking, read *The Opposable Mind: Winning Through Integrative Thinking*– July 13, 2009 by Roger L. Martin

Kad Kaneye is the HLB partner for the UEMOA region in West Africa. A CPA and MBA, He is currently pursuing a Master in Public Administration at Harvard University. Kad is President Obama’s YALI Fellow, Business Person of the Year 2015 by ORTN, the National TV of Niger, and Young Accountant of the Year 2014 by IAB. He tweets @kadvard

The process of thinking and deciding



Source: *The opposable Mind*, page 29.

Tech Side

HLB member firms embracing technology

We all know that technology is changing the way we do business. The industry is responding to this growing challenge and HLB member firms are too. Not only are they embracing this change, but they are developing technologies designed to help them work smarter, as well as continue to deliver exceptional service to their clients.

HLB's member firm in Portugal, Conceito SA, has done just that by developing a Digital Accounting Innovation known as DIGIUP, which founding members Victor Jose and Carlos Jose believe to be "a step to the future of accounting".

DIGIUP is an innovative documental accounting process which digitises, automates and integrates both paper-based and electronic documents into accounting systems or ERPS. It consists of four phases, all of them taking place at the headquarters in Lisbon. It's designed and assembled with the help of a project team of well renowned international technology partners. This innovation has enabled Conceito SA to be awarded by the Kaizen Institute in the Kaizen Lean 2015 Awards with the first prize in the SME category of 'Excellence in Productivity'.

"This methodology has shifted the paradigm for Conceito in the last three years of operation", explains Carlos Jose. "The everyday tasks of documenting, classifying, organizing paperwork, archiving, calculating taxes and registering data are now fully automated and no longer require human intervention. This alone has changed the role of the traditional

accountant to becoming that of an Analyst. In addition, DIGIUP has yielded impressive productivity gains (in some cases near 50%) and significant cost reductions to the firm. For the client, this innovative service is also more convenient, secure, and efficient, as all documents used in the accounting process are available 24/7 via the web, with unlimited access, enabling where required an automated workflow of invoice approval."

Carlos explains that this new technology could prove beneficial for fellow HLB member firms. "There has been a suite of developments in digitalization across the world but none that enables such a degree of integration like DIGIUP. For firms that have to operate under a low margin environment, or are embracing the challenge of the 4th Industrial Revolution, DIGIUP could prove to be an advantageous solution for them."

DIGIUP has yielded impressive productivity gains (in some cases near 50%) and significant cost reductions to the firm.

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A single and patented system with 24x7 web access.

1 IN	2 UP	3 ON	4 GO
Reception, preparation and scanning of documents	Intelligent reading and interpretation of all fields	Quality control and digital archive	Validation and integration on accounting systems

Only company in the sector with seven consecutive IAPMEI certifications.

 DIGIUP won the first prize in the category of "Excellence in Productivity" of SMEs.

Awards

HLB Stückmann awarded for international tax expertise

Bielefeld based HLB member firm of HLB Stückmann has again been awarded for their international tax expertise. With a view to advising clients on international matters since 1951, HLB Stückmann's secondment group, headed by Arnold Stange and

Marcus Kunert, won the 2016 appointment as 'International Employee Deployment Advisory firm of the year in Germany'. The award is sponsored by the international professional magazine Corporate International on a global basis.



Beever and Struthers named Best Accountancy Firm of the Year

HLB UK member firm Beever and Struthers were named 'Best Accountancy Firm of the Year' at the Lancashire Business Awards. The awards were held in June and hosted by Downtown Lancashire.

Managing Partner Phil Roberts said "this award means a great deal to us

and recognises our commitment to helping our clients achieve more, exceeding their expectations and maintaining consistently high standards. We are immensely proud of the team at Beever and Struthers and this award is a fantastic recognition of their dedication and hard work."

HLB MEKONSULT named Accountant of the Year



HLB MEKONSULT was awarded CorporateINTL's Accountant of the Year in Tanzania for 2016. The global awards have been running for the last eight years and firms are awarded based on a comprehensive research process.

Events

HLB International hosts successful Audit & Tax Conferences

The annual HLB International Audit & Tax conferences took place in July in Warsaw, Poland and brought together close to 200 professionals from 39 countries.

The conferences were an opportunity to hear about the latest topics affecting the profession as well as discuss the future challenges businesses, and the industry, face over the coming year.

Delegates had the opportunity to hear from prestigious speakers including: Dr Krzysztof Kalicki, Chairman of Deutsche Bank; Krzysztof Burnos, Chairman of the Polish National Council of Statutory Auditors and international speaker, leadership and strategy consultant, Dean van Leeuwen, from TomorrowToday.

Prior to the conference, HLB Poland organised and hosted a 'pre-conference' to share the expertise, knowledge and experience we have within the HLB International network and other strategic partners. The event was to inform delegates about the benefits of Poland as a country to do business with, while at the same time provide relevant international tax information. The event was supported by HLB's International Tax Committee members.



getsix® hosts its 5th annual Golf Day

July saw HLB Poland firm, getsix®, host its annual golf day in Warsaw, which attracted almost 100 players, both beginners and advanced.

HLB Poland would like to congratulate the winner of the 5th annual getsix® Golf Trophy, Mr Walter Wilfert from HLB Dr. Schumacher & Partner GmbH (HLB Deutschland), along with the winners of all our other categories below:

1st Place	Mr Walter Wilfert
2nd Place	Mr Dominik Wagner
3rd Place	Mr John Phelan
Longest Drive	Mr Jack Phelan
Nearest to the Pin Challenge 1	Mr Jack Phelan
Nearest to the Pin Challenge 2	Mrs Agnieszka Wagner
Golf Academy Winner	Mrs Martyna Mikus

Well done to all the winners.

The annual event is a great opportunity for members of HLB International to create and strengthen their business relationships.



Hazlewood partners take on Three Peaks Challenge for children's charity Starlight



(L-R) Scott Lawrence, Hazlewoods, Laurent Van Bekkum, Lavendar Cosmetics

Two intrepid partners at HLB UK member firm Hazlewoods, the Gloucestershire based accountants and business advisers, took on the arduous Three Peaks Challenge to raise funds to help seriously or terminally ill children.

Scott Lawrence, Head of Hazlewoods Charities and Education Team, and Stephen Dick, Financial Planning Partner, attempted to climb the three highest peaks in Scotland, England and Wales, all in one go.

Scott managed to conquer Ben Nevis, Scafell Pike and Snowdon in an astonishing 20 hours 58 minutes, but sadly Stephen was forced to call a halt after suffering a knee injury which made it impossible for him to continue.

However, bruised and battered and nursing some very painful limbs, both partners were delighted to have raised hundreds of pounds in sponsorship for Starlight Children's Foundation, which helps brighten the lives of seriously ill children.

Scott said: "I have taken on some challenges and entered a few races but nothing compares with the Three Peaks Challenge.

"The intensity of ascending and descending

three mountains over marathon distances against the clock with little or no sleep, covering more than 1,000 miles cramped in the back of a van and struggling to take on board enough food and water was really tough.

"We were a great team and the spirit was amazing. Although we unfortunately lost Stephen to a knee injury, he contributed so much to the challenge and it was sad that he could not complete it.

"Now after the event we are nursing various aches and pains but we all have an amazing sense of achievement and are delighted to have had the support of sponsors and raised so much for Starlight Children's Foundation."

Stephen added: "It was a fantastic achievement by the team to complete the challenge well within the 24 hours and I was really disappointed not to have been able to complete it. The whole team spirit was amazing throughout and now we're looking for our next challenge!"

Hazlewoods has a long track record of raising funds for charity and this year staff will be taking part in various fund-raising activities for Hazlewoods Charity of the Year, Sue Ryder's Leckhampton Court Hospice.

Initiatives



HLB Dr. Dienst & Partner support Fly & Help to build school in Togo

Julia Schneider, managing partner of Dr. Dienst & Partner, talks to Insight about a CSR project the firm has been involved with for the past three years.

“Two years ago we collected donations during the grand opening of our new office in Koblenz and dedicated them to Fly & Help. Reiner Meutsch, who founded Fly & Help, was also one of our key speakers at our opening ceremony.

The aim of Fly & Help is to support the education of children in poor economics such as Africa, Asia and South America by way of constructing school buildings in compliance with certain standards and to properly equip these schools. The investment is financed by sponsors such as Dr. Dienst & Partner.

As our family has a personal relationship to Togo in Africa - my godmother's husband is a doctor running a privately financed hospital in Lome sponsored by donations - we wished to sponsor a school building in Togo.

We were informed by Fly & Help that they built a school in Moldjoale in 2015, a small village in the very north of Togo, which is sponsored by the donations of Dr. Dienst & Partner. The school is set up for about 750 pupils attending class 1 to 6.

The construction of one school building costs about 30,000 Euros (depending on the size of the school and other needs in the project, such as water supply etc).

We have already planned for further donations to Fly & Help in the course of the celebrations for our 50th year jubilee, taking place next year.

We, Dr. Dienst and Partner, are very proud of having contributed to this project and I hope to be able to personally visit the school in future.”

More information on the project can be found on the Fly & Help website www.fly-and-help.de/togo/271-mondjoale

Forthcoming Events and Conferences

EurAsia Meeting

Samarkand (Uzbekistan)
29 September – 1 October

International Conference

Phoenix (USA)
19 – 23 October

Middle East Africa Conference

Tanzania (Africa)
13 – 16 November

North American Tax Conference & Caribbean Regional Meeting

Orlando (USA)
1 – 4 December

European Planning Meeting

Madrid (Spain)
12 – 13 January 2017

Audit and Tax Conference

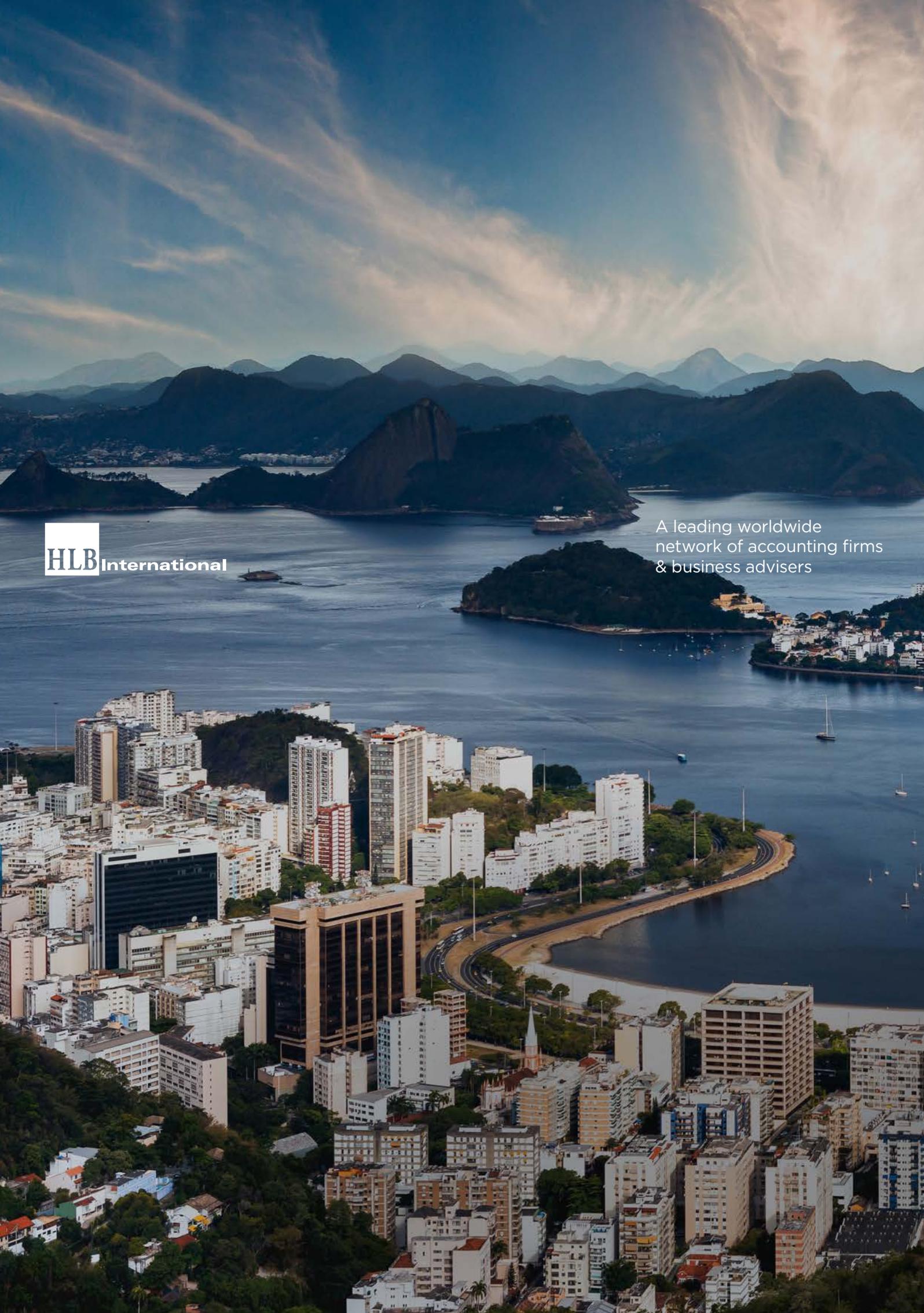
Toronto (Canada)
5 – 8 July 2017

International Conference

Malta
18 – 21 October 2017



The school is set up for about 750 pupils attending class 1 to 6



HLB International

A leading worldwide
network of accounting firms
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