



Ibec Membership

# Business is better with Ibec

Influencing and impacting for Irish SMEs

A distinctive member experience with you at the heart of Ibec Membership gives you:



# How we make a difference

## Influence

We campaign to improve investment supports for indigenous firms, reduce the cost of doing business, unlock SME growth potential through innovation, help SMEs attract management and skills and protect them from Brexit and Covid-19.

## Access & connections

The ecosystem of the entire Irish economy is under Ibec's roof through its diverse membership and 38 industry trade associations. There is no other organisation that can offer access to sector clusters and global supply chains. This access is essential for high-growth SMEs and will support SME competitiveness.

## Profile

Membership of Ibec can help business owners and senior professionals develop their peer networks and build their profiles by participating in sector and policy committees and working groups, member forums, VIP briefings and events.

## HR support & services

In a world of changes and complexity, we provide our members with balanced, evidenced advice and applicable information on a broad range of topics including HR policy and procedures, employment law, health and safety, industrial relations and Covid-19.

## Insights & Analysis

Ibec hosts regular training, briefings and business webinars on essential SME topics: HR management, legal and regulation updates, international and industry trends, innovation and e-commerce, sales and marketing.

## Local support

Including our head office in Dublin, we have offices in Cork, Donegal, Galway Limerick, and Waterford. These offices all provide a local comprehensive human resource and industrial relations service to members, lobbies for measures that encourage local enterprise and investment and provides a forum for networking through regional briefings and seminars.

## The voice of SMEs

We have the SME's back.

Representing 90% of our membership base, we tirelessly campaign to help build a better, sustainable future for Ireland's SMEs by influencing, supporting and delivering for business success.

We have 38 trade associations, all focused on supporting and sustaining SMEs, lobbying on your behalf and driving the changes you want to see. We have offices, events and services provided across Ireland to support you – from industry briefings, advice from our trusted employment law and HR practice, to connecting you into supply chain ecosystems. And more.

We're the support for what's ahead, with us at your back.



Danny McCoy  
CEO, Ibec

**Our purpose** is to help build a better, sustainable future by influencing, supporting and delivering for business success.



## Ibec by numbers

 **01**

Ibec is Ireland's largest and most influential lobby organisation.

 **70%**

The voice of business in Ireland, Ibec's members employ a high percentage of Ireland's private sector workforce.

 **07**

Ibec has six offices in Ireland and one abroad — Cork, Donegal, Dublin, Galway, Limerick, Waterford and Brussels.

 **423**

The number of lobbying returns made by Ibec in the last 12 months, cementing its position as the country's largest lobby group.

 **38**

A branded house with 38 trade associations representing the diversity and substance of the Irish business model.

 **28,872+**

The number of member interactions across 124 Ibec webinars.



Ibec is Ireland's largest and most influential lobby organisation.

## Influence

We advocate for change to ensure small and medium businesses can compete, survive and thrive.

Ibec's policy is shaped by our members. When Irish business and employers speak as one through Ibec, we have a major impact on policy and regulation at industry, national and international level.



Fergal O'Brien  
Director of Policy & Public Affairs, Ibec

## Ibec's contribution to business policy spans a wide range of SME issues:

- Removing red tape burden on SMEs
- SME and entrepreneurship policy
- COVID-19 and Brexit stimulus measures
- SME and entrepreneurship stimulus measures
- Funding and investing in SMEs and entrepreneurship
- Digital opportunities for SMEs and entrepreneurship
- SME management and workforce skills
- SME activity in the single market and beyond



**Raise your profile and your company's profile by getting involved in our policy working groups, trade association and regional committees.**

## Access all areas

We can help you connect with the bigger world through our 38 trade associations and networks. Through specific industry lobbying, all our trade associations work to improve the competitiveness of their sector.

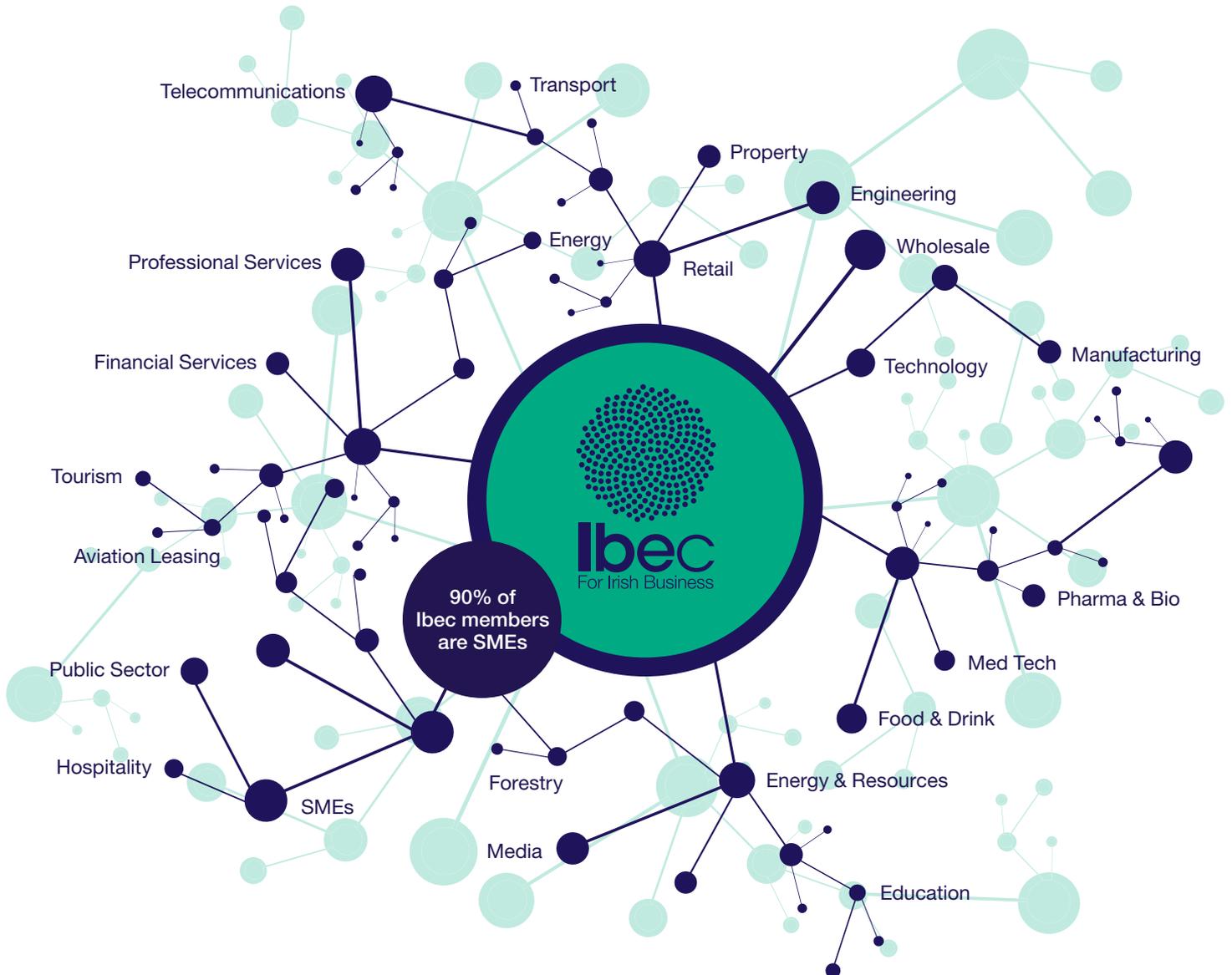
On joining Ibec, you also join the trade association that represents your sector and benefit from their informed perspectives on business issues, expert briefings, networking and industry-led training programmes.



**Sharon Higgins**  
Director of Members Services, Ibec

## Connected means more

Our strength lies in the number and diversity of our members across every sector of the Irish economy.



Ibec members employ **70%** of the private sector workforce in Ireland.

## Ibec Trade Association & Networks supporting SMEs



Our Networks model enables members from various industries and business functions to come together to gain insights and network.

- **Travel, Leisure & Hospitality Network**
- **Engineering Network**
- **Health & Social Care Network**
- **Hospitality Health & Safety Managers Forum**
- **Facilities Managers Network**
- **Recruitment Agencies Network**
- **Supply Chain Network**
- **Food Services Network**

## Human resources support for when you need it

Our employment law and HR practice is the most complete and trusted HR service in Ireland supporting our members with employee relations, industrial relations, occupational health & safety, and HR policies and procedures.



Maeve McElwee  
Director of Employer Relations, Ibec

## Your impactful HR partner

We represent, advise and inform to help you build your people management capabilities and reduce your exposure to disputes and penalties.

Every Ibec member has access to an Ibec advisor who together with our knowledge centre and our legal services provide comprehensive advice on interpretation of employment legislation, best practice and human resource management and industrial relations issues.



# 58,000

The number of hours of direct employer relations service delivery to our members.

# 1,013

The number of cases in the Labour Court and Workplace Relations Commission managed by Ibec as part of its third-party representation services in the past 12 months.

# 74,100+

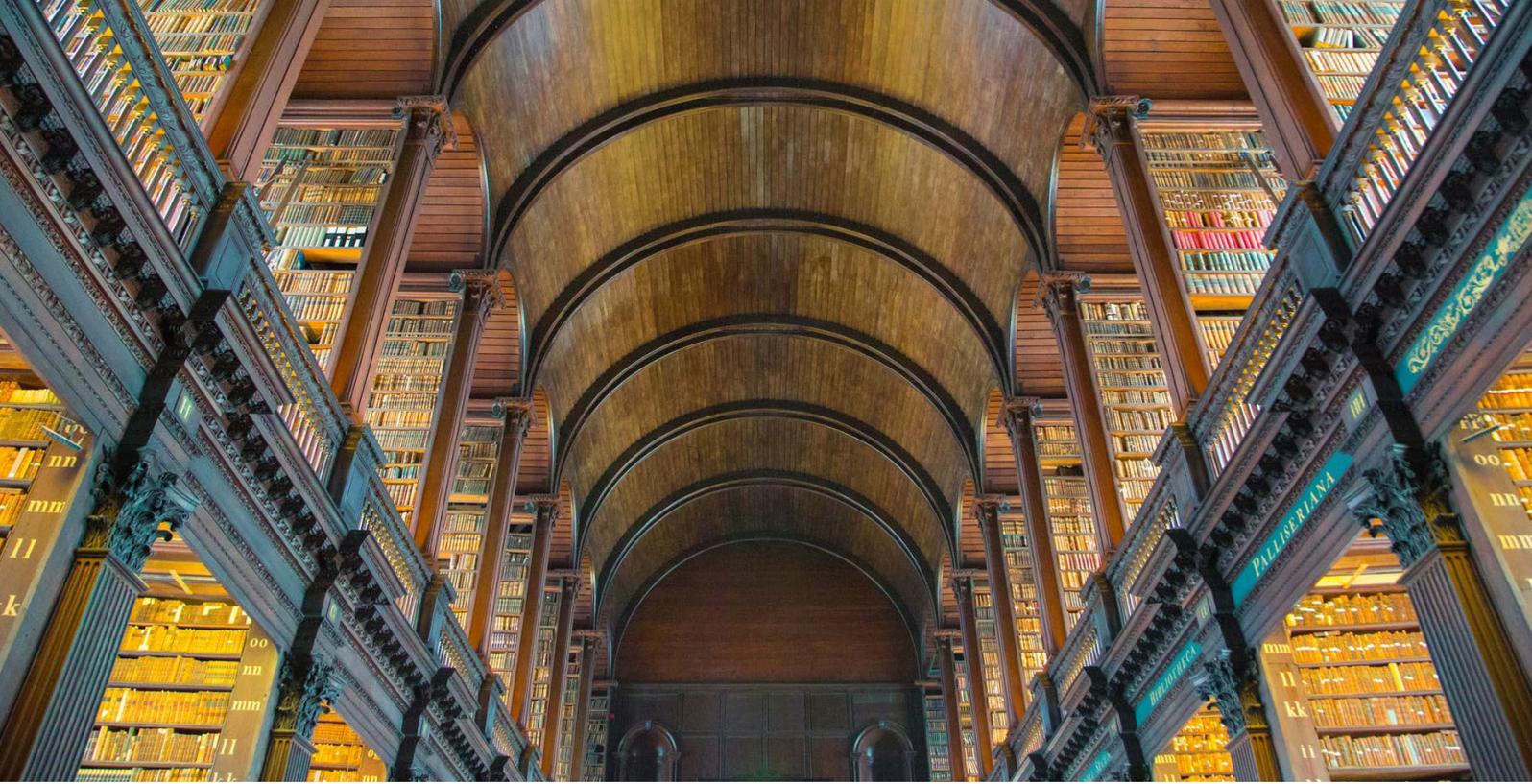
The number of direct employer service interactions with our knowledge centre and advocacy hubs over 12 months, an increase of 85% due to Covid-19.



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‘Ibec membership gives us access to excellent advisors with specialist IR knowledge and skills, as well as invaluable online resources and tools for general HR support.’

**Claire Buckley,**  
Head of HR, ESRI



## We support our members' people management issues by offering a range of professional services.

### **Ibec HR Management Guide**

An online portal with jargon-free employment law information and templates to guide you through the entire cycle of employee management. Members can also download sample HR policies and procedures, HR contracts, forms, letters and audit checklists.

### **Ibec Knowledge Centre**

A members' information hub, contactable daily for advice and support on employment matters and workplace issues.

### **Ibec Legal Representation Services**

- In the event of third party claims, our specialist employment law solicitors and employer relations experts will take your case at no extra cost.
- Practical advice on complex HR matters including disciplinary processes, grievances and investigations.
- Managing and representing your case before the Workplace Relations Commission and the Labour Court.

## Member testimonials

‘Danone has a very long relationship with Ibec — we see them as a trusted partner providing us with essential services without which we could not manage our business efficiently. In a world of changes and complexity, Ibec provides us with the right advice plus the key experts which is impossible to have in any stand-alone industry. Danone continues to rely heavily on Ibec’s expertise and advice for the future.’

**Danone** — Donal Dennehy, Supply Point Director

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‘The service provided by Ibec is first class. As a small company we find their HR division extremely responsive and provide balanced, evidenced advice. There are multiple opportunities to networking and for staying in contact with the latest business news.’

**Fostering First**

Marie Faughey, Company Director

‘BASF has been a member of Ibec for many years. As a medium sized company we don’t have all the internal resources required and Ibec provides us with readily applicable information on a broad range of topics Employment law, COVID-19, Benchmarking, and Environmental Health & Safety through their Knowledge Centre. In addition, their workshops and networking events create the opportunity to share ideas and information within a relevant business environment.’

**BASF Ireland** — Donal Dennehy, Supply Point Director



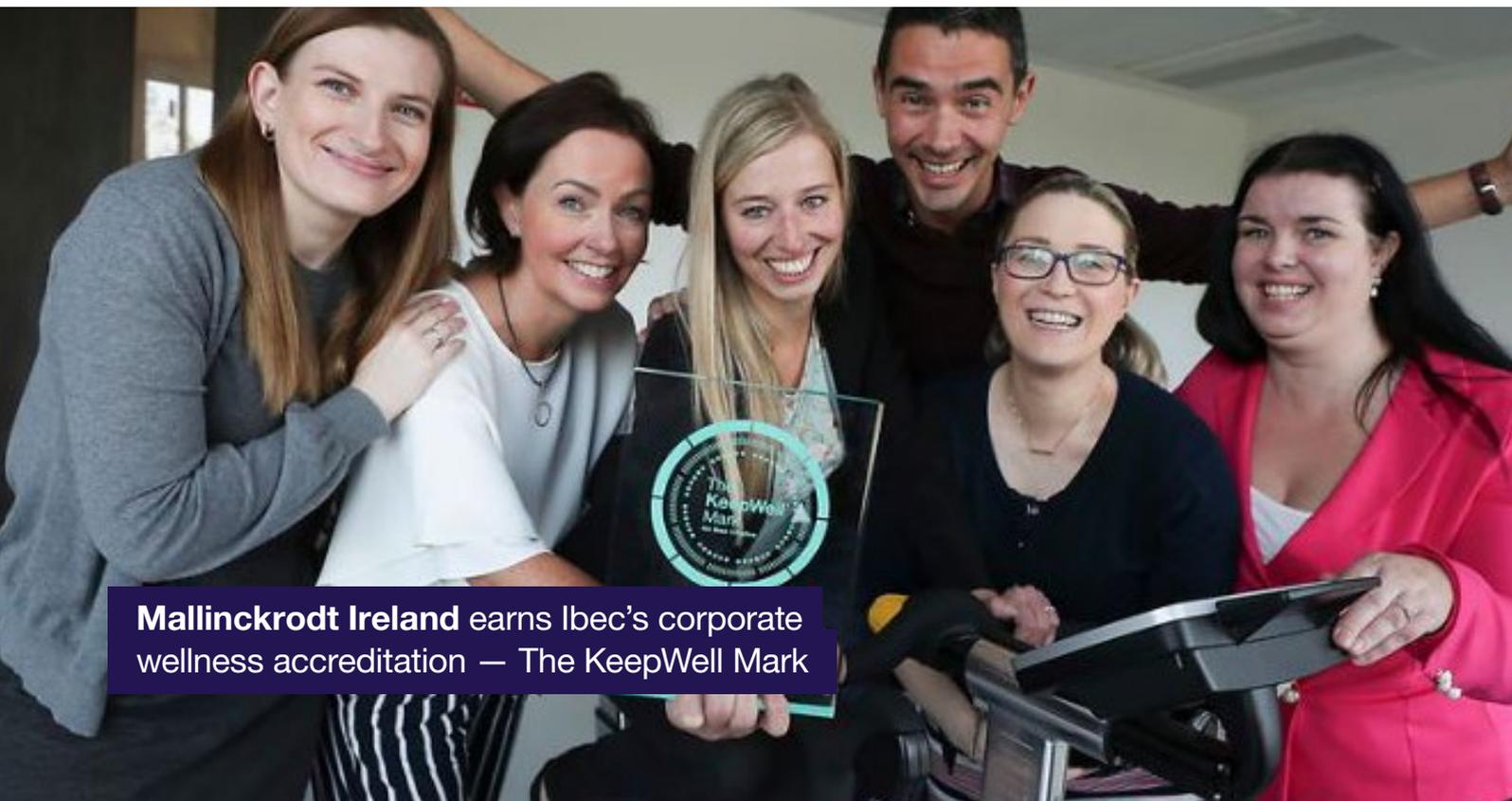
## Workplace Wellbeing

Ibec is helping companies in Ireland embrace corporate wellness through The KeepWell Mark,<sup>TM</sup> an evidence-based accreditation in workplace wellbeing. The programme focuses on the key areas of workplace wellbeing ranging from leadership, mental health and absence management to physical activity and healthy eating.

On joining the programme, organisations receive our framework of standards in all areas of workplace wellbeing, tools to benchmark your organisation's current performance and invitations to our KeepWell community events and clinics for best practice sharing and expert advice.

The process to get your organisation accredited with The KeepWell Mark includes self-assessment, action plans and evidence gathering, site visits, a full assessment report and award of accreditation.

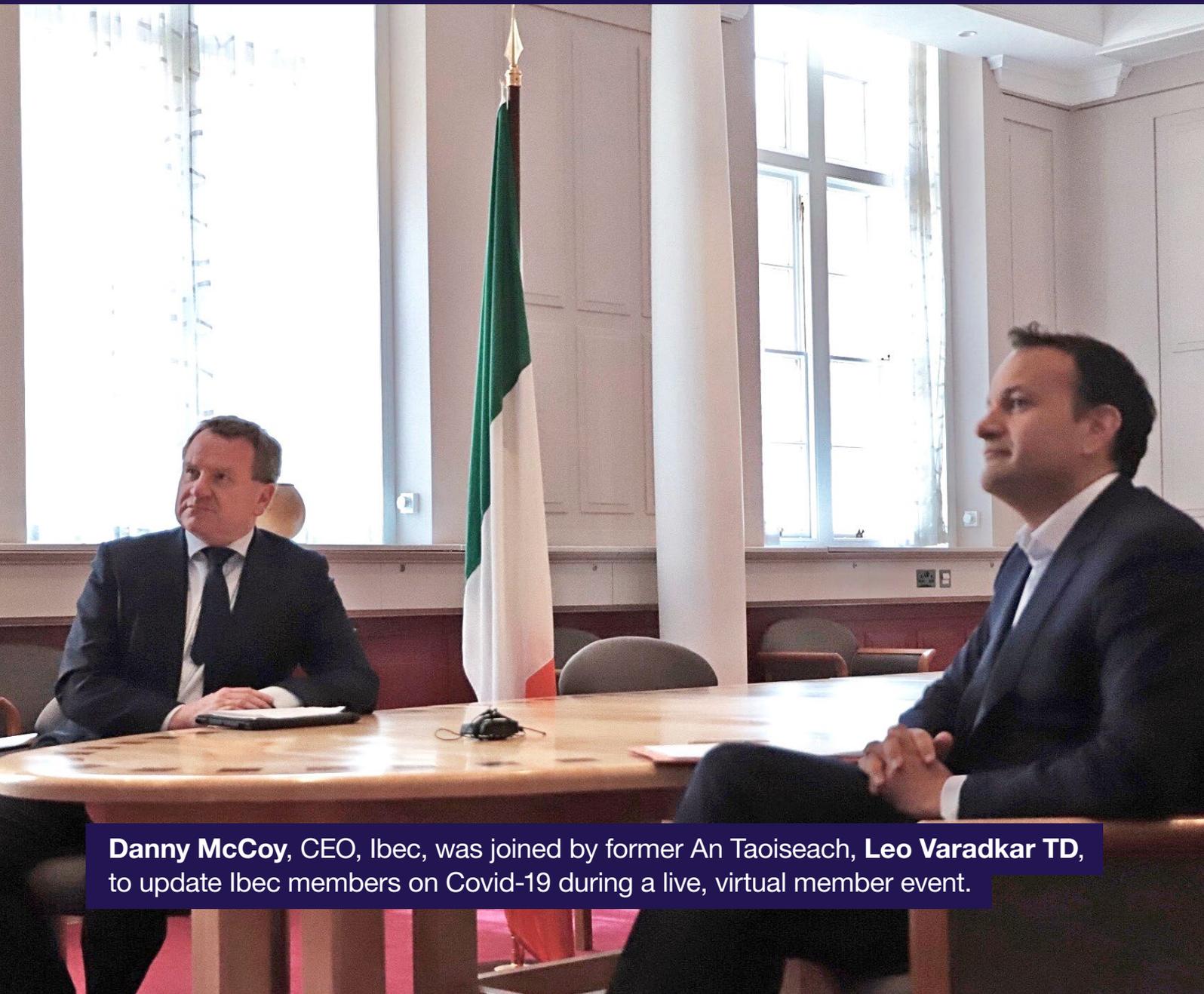
[www.thekeepwellmark.ie](http://www.thekeepwellmark.ie)



**Mallinckrodt Ireland** earns Ibec's corporate wellness accreditation — The KeepWell Mark

## Networking with purpose

Ibec is committed to helping SME members grow and raise their profile. We offer lots of opportunities for them to connect with members through our regular virtual and in-person briefings, events and networking groups.

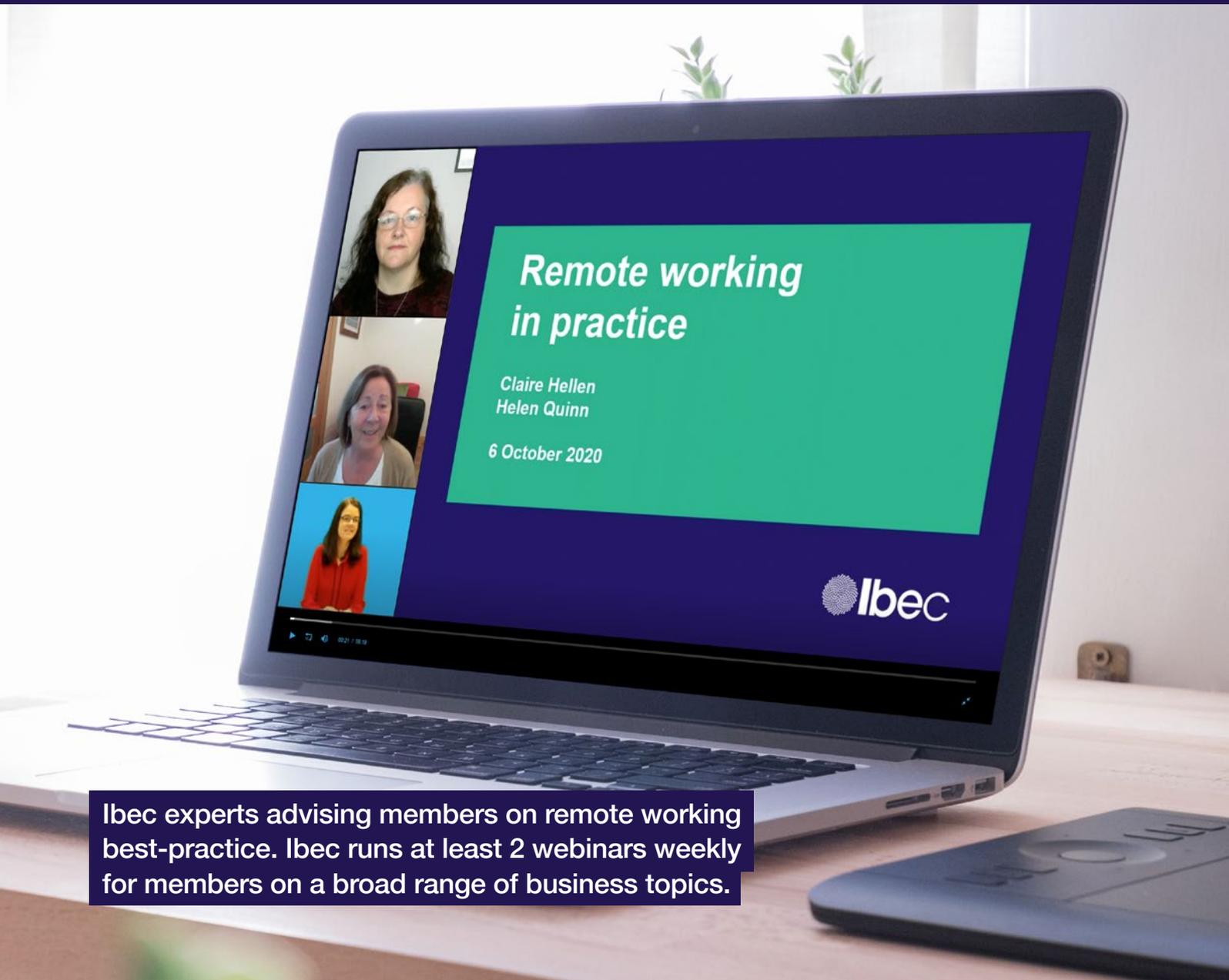


**Danny McCoy**, CEO, Ibec, was joined by former An Taoiseach, **Leo Varadkar TD**, to update Ibec members on Covid-19 during a live, virtual member event.

## Stay informed

Receive our research, market intelligence reports, trackers and industry publications, and stay ahead of the game in anticipating how future developments will impact your business.

Research • Online guidance • Industry reports • VIP briefings • Webinars



Ibec experts advising members on remote working best-practice. Ibec runs at least 2 webinars weekly for members on a broad range of business topics.

## Skills & Training

Ibec has been a leader in Skills and Training for over 30 years. We support our members with education and learning by:

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### Management Training

**Delivering accredited management training and short courses.**

- Ibec Management Training offers accredited and short programmes, online learning and customised in-company training.
- Training ranges from areas such as Management and Executive Development, Employment Law, Industrial Relations, Business, Operations and Finance and Occupational Health and Safety.
- 18 management training programmes run each year accrediting 500 students with Technological University Dublin.
- Preferential rates for Ibec members.

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### Skillnet & Apprenticeships

**Designing and delivering industry led training through Apprenticeship and Skillnet projects.**

- Each Skillnet network brings together companies from an industry sector who work together to develop training programmes for their industry in sectors such as retail, manufacturing, and engineering.
- Skillnet Ireland is funded through the National Training Fund via the Department of Education and Skills.
- Ibec has 10 Skillnet Networks funded by Skillnet Ireland and member companies.

# The Ibec Board



**Alastair Blair**  
Country MD,  
Accenture Ireland



**Anne Heraty**  
CEO, CPL  
Resources plc



**Anne O'Leary**  
CEO, Vodafone  
Ireland Ltd



**Cathriona Hallahan**  
MD Microsoft Ireland



**Dalton Phillips**  
CEO, daa



**Danny McCoy**  
CEO, Ibec



**Edel Creely**  
MD, Trilogy  
Technologies



**Eugene McCague**  
Chair of Ibec



**Francesca  
McDonagh**  
Group Chief Executive,  
Bank of Ireland Group



**Frank Gleeson**  
Region President/  
CEO Northern Europe,  
Aramark



**Gerry Collins**  
VP Strategy,  
Johnson & Johnson



**Imelda Hurley**  
CEO Coillte



**Kari Daniels**  
CEO, Tesco Ireland



**Kevin Toland**  
CEO, Aryzta



**Liam O'Donoghue**  
Deputy CEO/COO,  
Ibec



**Oliver Loomes**  
CEO, Diageo Ireland



**Paraic Curtis**  
SVP & GM,  
TE Medical



**Pat McCann**  
CEO, Dalata Hotel  
Group



**Siobhán Talbot**  
Group Managing  
Director, Glanbia plc



**Tony Smurfit**  
CEO, Smurfit Kappa  
Group

**‘Never has Ibec’s value  
been more evident than  
in the challenging first  
half of 2020.’**

**Pat McCann**, CEO, a Dalata Hotel Group



## How to join

Membership of Ibec is open to all businesses. Our membership programme is designed to help ambitious small- and medium-sized businesses in Ireland connect, grow and prosper — no matter your size.



**Join us:**

✉ [membership@ibec.ie](mailto:membership@ibec.ie)

☎ 1890 546 546

**Request a call back:**

[www.ibec.ie](http://www.ibec.ie)

**Follow us:**

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Connect with us on LinkedIn

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