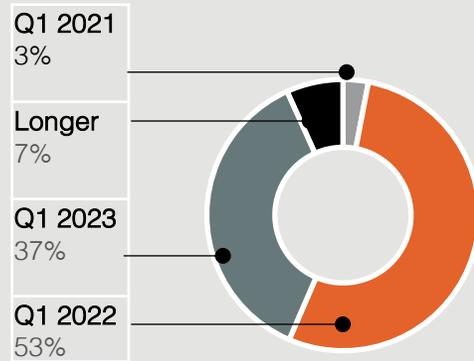
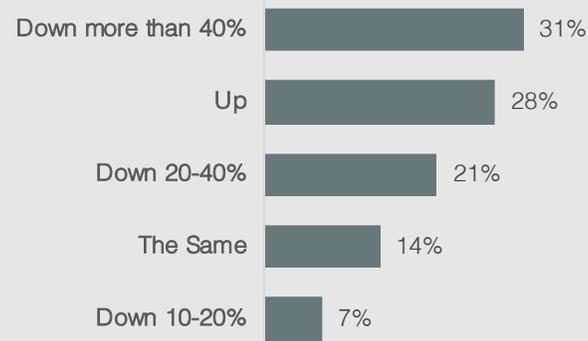


MDHUB SURVEYED LEADERS ABOUT THE IMPACT OF THE PANDEMIC AND LOCKDOWN ON THEIR BUSINESSES OVER THE PAST 3 MONTHS... HERE ARE THE RESULTS:

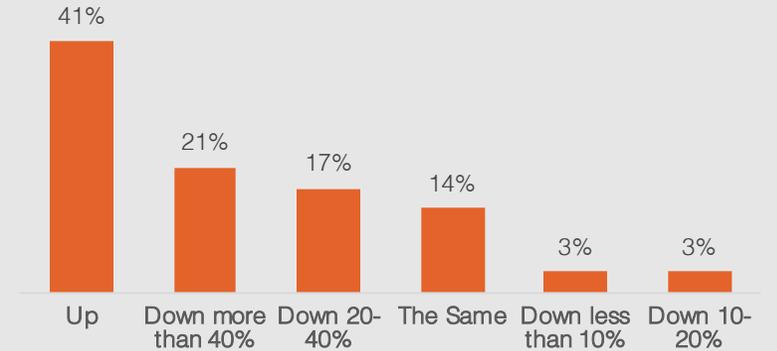
Q. When will **economic activity** return to the level it was before the pandemic?



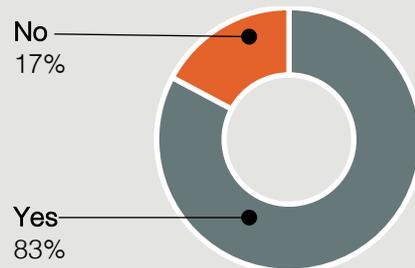
.Q How did your **turnover compare** in 1st March - 30th June this year v the same period last year?



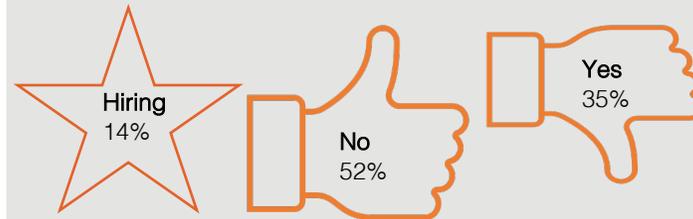
Q. How does your **forward pipeline** look today compared to this time last year?



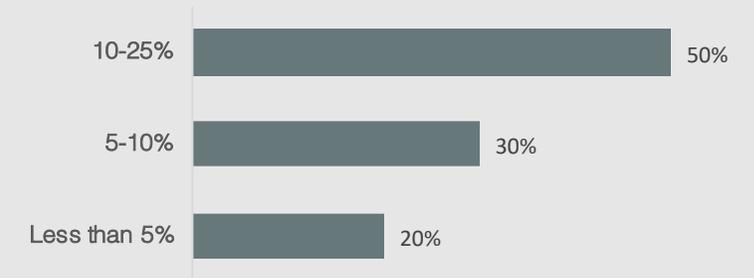
Q. Have you **furloughed** any employees in response to the crisis?



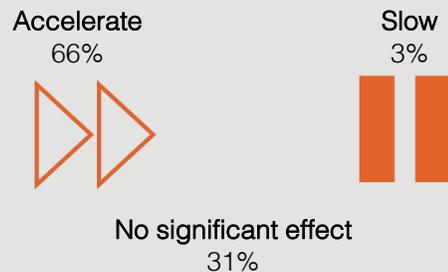
Q. Have you made or are you planning to make any **redundancies**?



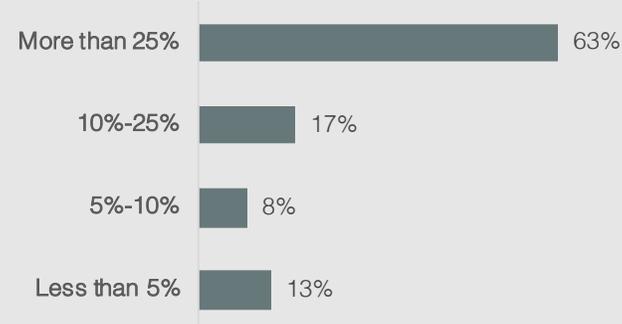
Q. As a percentage how many people in your company have you made or are you **planning to make redundant**?



Q. What effect do you think this crisis will have on the pace of **technological transformation** within your company?



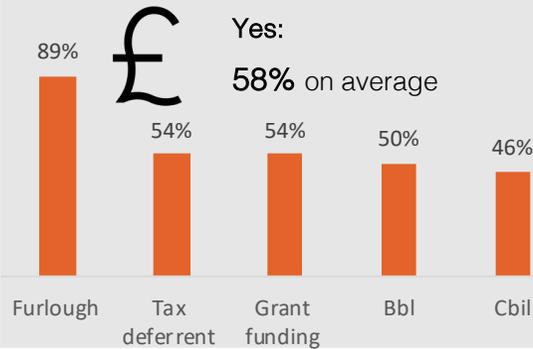
Q. As a percentage how **many people** in your company have been **furloughed**?



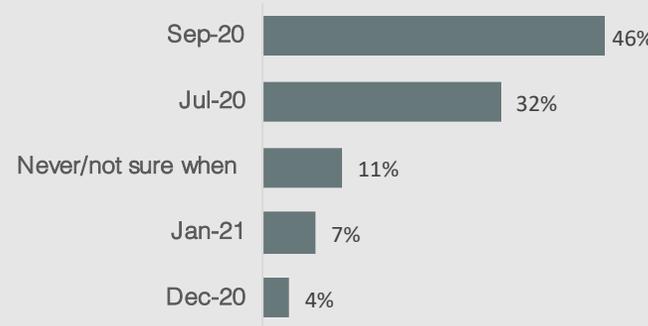
Q. Have you been forced to **introduce pay cuts** since March?



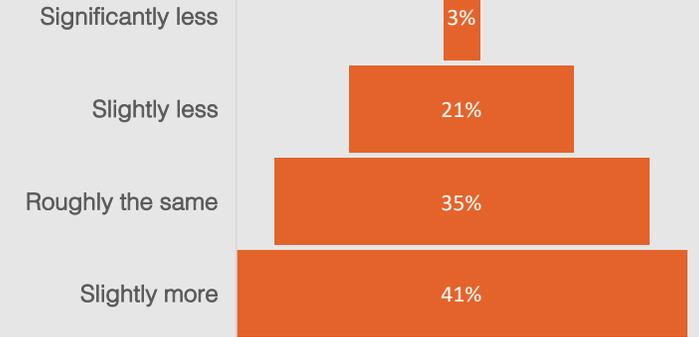
Q. Have you received any **Government assistance**?



Q. When do you plan to have at least **90% of your workforce returned** to their usual workplace location?



Q. In January 2021, how do you expect your company's **total employment levels** would compare to January 2020?



Q. What is the **best book, piece of music, tv show or film** you discovered during lockdown?



Q. What are your **top concerns** about managing business risk in today's current environment ?



Q. What is your likely **strategic response** to the crisis?

I am happy with my strategy	67%
I need to make some significant changes	23%
I have started a new business	7%
I am considering an acquisition	3%

Q. The single most important thing the crisis has taught me is?



Life is not a rehearsal, don't listen to fear, try to have courage

People are your most important asset, look after them and let them know what is going on.

How we can work through a crisis and be alright. How brilliant online meetings are especially for purely functional meetings.

HERE ARE
SOME
QUOTES
FROM OUR
LEADERS:

What is the **best thing** that has happened to you over the last three months?

'Forcing' me to **embrace the change of working remotely** from the office which is working really well and, I believe, making the business less dependent on needing to see me in the office all day everyday."

"Learning that **I don't need to know everything** that is going on in the company "

"**Re-awoken the sleeping giant** within - there's nothing like a crisis to achieve that "

"The opportunity to almost **pause the relentless drive for growth**, bring the core team together and drive for efficiencies over growth. Plus the learning from other peers in the same boat."

The single most important thing the crisis has taught me is?

"Being **agile and creative but still commercial** - make changes that can survive the crisis."

"The ability to **embrace change management but also to not be afraid to change direction** and amend decisions that I had made previously"

"**Relationships are critical.** Valued employees adapt and perform so much better. Through the crisis, I've been fortunate to be in two businesses the contrast between the two during this period has been significant and an insightful experience."

What are your **top concerns about managing business risk** in today's current environment?

"1. Maintaining **staff morale**, especially given recent redundancy process being undertaken 2. Ensuring **profit margins** are maintained at pre Covid-19 levels as a minimum "

"That the **current uncertainty will lead to a reduced appetite for considered and inventive approaches to organisational change.** Both of which are needed if we are to overcome the challenges presented by the current climate."

"**How much to risk, and how much to be cautious.** How to keep The business safe should COVID come back in the winter"

How has MDHUB helped you as a leader during this time?

“The **MDHUB** community has been a **lifeline during this pandemic**, providing reassurance and challenge at the right times and facilitating learning from our peers. Thank you.”

“When you're thrown into uncertainty, at a pace you didn't know was possible, where the direction of travel is unknown and the speed of change is so fast, **it's been incredible to have the knowledge, experience and counsel of MDHUB to steady the resolve and navigate with confidence.** Together is definitely stronger!”

“The **support of the MDHUB team** and the work groups attended by myself and my business partner have been a **key asset for over 10 years** since we completed an MBO and purchased the company. As well as the business support and advice we have received, the Hub has supported our succession plan team through the Future Hub initiative and provided some excellent "away day" team training and development sessions. Since the start of the coronavirus pandemic the **entire MDHUB Team have pro-actively initiated and facilitated numerous additional virtual work group drop-in sessions**, as well our usual full group meetings. As well as offering useful business advice and support they have identified any members who appear to be struggling with the stress and emotional impact of the situation and ensured that they have received the additional support for these often forgotten issues which affect so many Senior Managers and business owners.”

“As a new member of **MDHUB**, it's been an eye-opener, so worthwhile and a privilege to engage with everyone I've met to date. **Learning from sharing our combined business challenges has been invaluable.** The way you've adapted and engaged since lockdown, has also been really impressive.”

“**MDHUB are the trusted confident you need at work**, with whom you can share, away from your immediate team, your concerns and develop plans to overcome problems.”

What could we have done better to support you during this crisis?

“You've been incredible. MDHUB has been a lifeline into other people's worlds and has helped me keep perspective“