

To always Persevere

*Simply not giving up
on your own journey.*

Issue #4

*Welcome to our fourth issue of
Espresso.*

An insight into grit

*Seven personal stories of challenges,
success and courage.*

Espresso

From Peony & Magnolia



Your quarterly shot of ideas, collaboration & communication

Welcome

Welcome to *Espresso* #4. This issue is a little bit special. Firstly because we round off the final of the Peony & Magnolia values ~ To always persevere ~ very fitting with the whole of the 2021 vibe.

Perseverance... the secret of all triumphs

Secondly because I decided to step a little away from the usual format and use this issue to share and celebrate success. We are heading into the festive season, and I felt it was a great point to pause, to reflect and just pat ourselves (collectively) on the back at all the small steps we have achieved and the movement we have made forward this year.

We may have to sidestep now and then, and often these feel like setbacks, but usually these are the most important steps to remember when we sit and celebrate our achievements.

The extra special part of this issue, the bit that makes this truly sparkle, are the contributors themselves. As you read through this issue, you will discover the brilliance of what makes people unique, we can all strive forward, in whatever we do in life.

In the majority of these stories you will see the initial spark to persevere has been ignited because

of change, a reminder of our ability to tackle something difficult and unknown, often with passion.

The range of inspiring stories have left me a little in awe, teary and motivated me to be even bolder and explore more of the unknown as we head into 2022.

There is a wonderful quote from Victor Hugo: '**Perseverance, secret of all triumphs**', however, I feel this shouldn't be a secret any longer! Talking about the reality of how difficult things can be at





DREAM
BIG.

times, how life isn't always shiny and wonderful often doesn't get enough airtime.

The feeling of disappointment we all try and avoid, but let's face it, it is just reality that our expectations haven't been met.

We must remember our own achievements, whatever they are, is what really matters. Comparing ourselves to others is not a fair measure.

How we support ourselves and others is essentially

why Perseverance is one of the values at the heart of Peony & Magnolia,



Alice

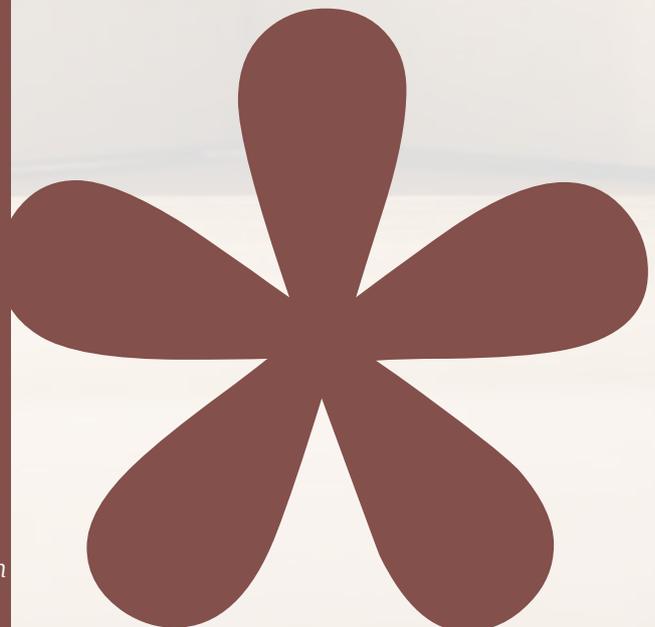
P&M Update



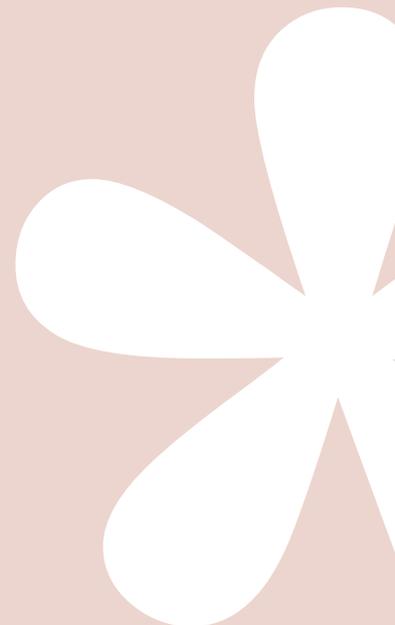
What's happened this last quarter...

Keeping it brief... the last quarter feels like it has flown by. Client work has involved growing teams, building new relationships and we have enjoyed returning on the odd occasion to work from client offices. There is no desire to return to a five day a week commute but heading into London and having a hybrid of working locations has been fantastic.

P&M are now in the 3rd year and having reflected a little on the achievements of Year two, one of the headliners was growing the client base and welcoming eight new clients.



Sometimes
YOU HAVE TO
BE YOUR OWN
hero.



Espresso anyone?

A few months into Year three, we have already added two additional clients to the P&M family and in the new year, Alice, our founder will begin a mentorship.

Fostering relationships is key. With so many of these being started via social media or remotely when the opportunity arises to meet people in person, we grab them with both hands!

It has been lovely to meet passionate business owners - Sarah Clarke, Jo Donelan and Kate Marston, it is evident their business success comes from their own drive and enthusiasm to have a positive impact.

We would like to use this space to ask for feedback on Espresso. What do you like, what do you want to see less of, how would you like to see it evolve?

We have had a few ideas and believe we know the key elements we wish to include are: -

- * It will always be about collaboration
- * It will always be linked to a P&M value
- * It will always be a place to discuss topics that matter.

***Would you like to be a contributor in the future or do you have a hot topic for us to discuss? We would love to hear from you - email...
alice@peonyandmagnolia.com.***

Always Persevere

To Always Persevere

This value is very much intertwined in the many layers at Peony & Magnolia, and we feel it is reflected in what we deliver, how we operate and the vision in how we intend to grow. Peony & Magnolia has an organic approach to expanding our client base, through recommendations, through reputation and through trusting the journey we are on. It absolutely hasn't been smooth having to navigate highly pressurised periods of working, trying to retain a balance, recognising when the most effective use of time is to just stop and reassess, take a breath, have a break and to recharge.

So how do you see this value in the work we do?

Operationally, this is trusting our experience and working with our clients to understand their people, vision and aims. This could translate into HR roadmaps, understanding where hot spots are, working through solutions and setting clearer boundaries and stronger foundations. We keep saying it- but our business is your people.

Understanding strategic imperative. Timing is key and part of our role is supporting leaders through these phases. Having worked alongside many SME's, start up's and scale up's the ability to keep going, even when priorities all feel urgent, or the bigger picture is a bit overwhelming is important. What is being implemented, may not have an impact in the here and now but is being put in place to be able to protect the business and support the people going forward. The pure tenacity to believe in the journey is so important.

Persevering is absolute key in employee relation matters. Peony & Magnolia have been trusted by many clients to support them through particularly difficult cases. Managing people is not easy, there are always so many perspectives and factors to consider. Decisions must be led by fact, guided by policy and law and sometimes a big dollop of stubbornness to unpick the underlying cause.

A sheer determination to be able to ensure that the decisions you make satisfy and justify the outcome is what makes it imperative to partner with experienced HR professionals as we ensure all parties feel like there is closure.

And finally, sometimes this value manifests as loyalty, to persevere shouldn't always be associated with difficulty. When we consider this value in relation to employee engagement or retention, when we discuss culture in general, most people cannot articulate an exact word about what loyalty means to them, but they often can describe how they feel and why.

The simple concept of the psychological contract is that there is an alignment within the workplace relationship, and when this shifts, loyalty is challenged, and it presses the buttons that trigger change or unsettlement. In a safe and open environment, discussing this misalignment leads to an even stronger sense of belonging and strengthens loyalty bonds - but it is often the harder option - the easier one is to just give up and walk away.

So, perseverance, we feel wears many hats, presents itself at different times but does often give a recharge of energy needed to climb whatever the most pressing hill lies in front of us.





Perseverance - a personal tale...

Carla's story

This is a personal journey of making conscious decisions, decisions despite the environment around you, to succeed and live the fullest life you can. The simple question of – What Do I Want?

Espresso found this story inspiring because it is about Carla, her personality, her drive and her ability to support others and we have seen this growth in the last few years. A unique person who deserves recognition.

Rachel's story

How life events, 4 redundancies, a small pandemic and adopting children helped shape and pivot a career in coaching, with a focus to support other people find their own personal value and map out the next chapter of their story.

Espresso was inspired because Rachel used her experience, used her tenacious personality and

created a coaching business which works around life. Her style is professionally honest, and it was a delight to have her contribute.

Hannah's story

Making employment law accessible, flexible and modern, this is a challenge in itself! This story is about challenging the norm, celebrating the small steps and being realistic at how hard setting up a business can be.

The founders of P&M and Han Law instantly clicked, the reality that it is hard running a business as well as being a parent and the tiny steps, are still successes. Finding the grit, digging deep and challenging traditionally set systems, inspired *Espresso* to feature Hannah in this issue.

Alex's story

A wine-tech startup, with its roots in an independent wine shop, in a short space of time is now interrupting a highly competitive and traditional space. Having secured investors it is well placed and happy to push those traditional boundaries just a bit more everyday.

Espresso loved the village wine shop and it's been a pleasure to see Vinkind, flourish and grow. Breaking down barriers, de-mystifying wine snobbery and making the market more accessible will always be difficult but we salute their gusto and determination.

Candice's story

Having been known as the 'bosses wife', Candice is now one of the most recognised voices in her industry, having campaigned nationally, not just for her own business but for the whole of the sector.

Espresso feels this is a journey of intense lows and highs, but the best part is how empowered and inspirational Candice has become. We absolutely can see her own growth journey in her contribution and love seeing someone bloom in confidence and have such appetite to make a difference.

Haylee's story

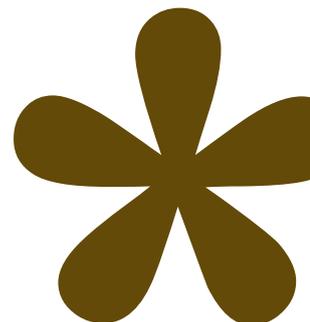
When challenges come in the shape of fires, pandemics and lockdowns it is remarkable to see this group of businesses thrive and be recognised within their sector as Employer of the Year.

Espresso can see perseverance weaved into the foundations of this company and admire how they put people at the heart of what they do. Introducing new concepts on to the high street is brave, overcoming multiply hurdles on the way now means any future challenge will be effortless to overcome.

Adrian's story

When cancer halts the life that you once knew, the word inspirational doesn't do justice to describe Adrian's life in the last 5 years. This charity, positively impacts so many others, in the USA and UK and will leave you a little in awe.

Espresso is very privileged to include Adrian's contribution, at the time of writing he was suffering from headaches but he still found time to share his story. If we could bottle the spirit of persevering, this would be it.



Carla - make one conscious decision

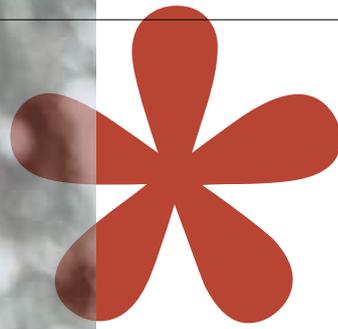
I was quite surprised when I was asked if I'd contribute to this article. I seem to remember it being a cold autumn evening and I was just sitting there in my onesie wondering if a nice cup of tea was in order. When the subject matter was mentioned, I was really surprised and thought "me? Of all women?", but said "ok" anyway, so here's my story.

I grew up, in poverty, in a northern town as a mixed-race child of a single parent. I was more of an observer of life than participant in it and remember being stunned to see that the price of a Volvo in a nearby garage was worth more than the house we lived in. Some days I couldn't get to school in a harsh winter as there wasn't enough money for the bus fare. I did always love school though, that is until I started getting bullied there and left at fifteen with no GCSEs. My mum put me out at sixteen so I had to look after myself.

I got a job as an office junior and rented a back bedroom as someone's lodger. After work, I went to night school (college) and got a few GCSEs. One subject fascinated me; Psychology. A few years later, I went to college full-time to study A-levels. Two years after I came out with three A-levels, and won the British Psychological Society Prize as I was the highest scoring candidate out of 22,143 students. I was thrilled. Fast forward a decade (between raising kids) and I graduated with First Class Honours in Psychology as a single parent. I was still working in an office to make ends meet.

Life was going well.





Unfortunately I ended up in a marriage to a man who I later found out was a serial perpetrator of violence against women.

That was a tough time of my life. The effects of trauma and coercive control are long-lasting. Despite this, once the police threw him out, I made the conscious decision that he wasn't going to control my life a moment longer. I put in some serious recovery work, volunteered as a domestic violence worker and eventually did my MSc in the Psychology of Coercive Control and this year, with my children being older, started a PhD in Applied Psychology.

The point I'm trying to make is anyone can make one conscious decision that will take their lives in any direction they choose - irrespective of life chances or adversity. It really is that simple! I just decided and then put in the action. I am not sure why that is seen as inspiring as it is something that we can all do...if we want to. One of the most important questions to ask ourselves in life on a regular basis is "what do I want?" Once we have answered that, we can take a small step towards getting it. If you are on that journey having made your conscious decision to, please know that you can absolutely 100% do it...and I, for one, am cheering you on!



Rachel - creating positive behaviour cycles

After spending 15 years in marketing leadership roles in blue chip organisations, I was made redundant for the 4th time so I negotiated an outplacement allowance as part of my package. I really needed the time and space to breathe and reflect on what was next and with the help of great coaching I ended up with a short list of two career options.

I retrained at Henley Business School in Executive Coaching. I quickly realised that culturally and, to fit with my personal values, my perfect coaching clients were professionals who were either in their first leadership role or aiming for promotion into their first leadership role. I work with them to be the very best they could be by increasing their self-awareness to gain a true depth to their personal understanding. We use tools to move past behaviour obstacles and create positive behaviour cycles which enables them to perform at this level brilliantly and confidently.

The pandemic has meant I needed to pivot the business because many of my previous corporate clients pulled back on their leadership coaching during a period of such uncertainty. I launched a career coaching service to support those who'd been furloughed, made redundant or who were questioning what they do and possible work/life balances.

I feel fortunate I can pair my marketing and branding experience with my coaching skills to enable professionals to get clear direction on what they want. Helping them identify their strengths and transferable skills, getting to know their personal values, and learn how to tell their stories effectively.

The change in career has also enabled me to work more flexibly and have a more controlled balance with my work, this has been essential for us as we adopted a sibling group a few years ago. They both have significant additional social and emotional needs and I am now able to be there for them and support them in the ways they need. I also believe they've helped me be a better coach.

Alex - be tenacious, in fact, be stubborn

We're asked a lot if we're building something like a 'Spotify for wine', usually with facial expressions ranging from complete and utter scepticism to gung-ho cheery optimism. How? What? You? As startup newcomers in a seriously competitive space, we've little choice but to bite down on our gumshields and confidently stand our ground.

Having built and run our own independent wine shop, we saw first-hand how much people appreciate a helping hand when buying wine. Such help is frustratingly absent in the online marketplace which can make the world of wine ecommerce feel very inaccessible.

People want to find wines that match their tastes and buying preferences but end up being bamboozled by talk of grape varieties and countries of origin – it really doesn't have to be like that.

We set out to build a platform that encourages you to explore and buy the right wine, whatever your level of knowledge, offering better, more personal recommendations the more you interact with it. Sure, we've taken inspiration from giants like Netflix and Spotify, but ultimately our focus is on translating the things we did well in our shop to help people discover great wine.

We know our goals are ambitious (and at times have felt almost unachievable) but we've always been tenacious and perhaps downright stubborn in our refusal to give up. Ending 2021 with a stronger team, new investors, and an improved website has been wonderful, but as a startup in a very traditional industry, we know we need to continue to push boundaries and challenge the status quo.

Finding the right wine shouldn't be difficult. The risk of disappointment when you open a bottle and take that first taste shouldn't be a role of the dice. If you are ready to become a wine explorer, we are your perfect travelling companion.

Hannah - forget everything you know

I need to be honest. Writing something uplifting about perseverance is hard when you're feeling a bit worn out, uninspired and you're having a 'questioning everything' moment...

But then I realised, that is exactly what grit and perseverance are all about...

- * *To keep going when you don't feel up for it or inspired.*
- * *To keep making progress, even if it's tiny steps, when you're feeling that everything is a massive challenge.*

To go for it without too much thinking, when you have something to do which is outside of your comfort zone (i.e. most things when you're running your own business).

This week has been a big one already (it's only Tuesday), as I've pitched to a business for a great opportunity, which has been the culmination of a couple of months' work. Coming out the other side of that feels like I should be lying on a beach somewhere recovering. Instead, I'm working my way through a to do list which includes things like 'get the kids from school'. Yep, I know this is a non-negotiable but seriously I'd recommend any parent to add this to their work or business to do list as even if that is the only thing you achieve that day, you've achieved something and I promise it WILL make you feel better. Thank me later...

I started Han Law just over two years ago and being very honest (there's a theme here), no, it isn't getting any easier. It is constantly pushing me outside of my comfort zone, which is hard. But, this

...you are not being lazy

means it is incredibly exciting too. If you're the sort of person who is bored by repetitive tasks, this is brilliant. But it also means reading a lot of inspiring books telling me I'm doing well, to believe it. It also means realising that constantly pushing yourself into the scary zone absorbs a lot of energy. So much more than it did ever working for someone else. Which means down time, time to exercise, relax, whatever is your thing, is vital. *Top tip* - ignore the demons in your head telling you you're lazy when you do this too.

I'm concerned about any new business owner who works (or says they work) 9-5 hours because being creative and focused and challenged, which is what setting up a new business is all about, is just not possible over so many hours. If that's you, think about what you can outsource. Even if it feels like you can't afford to outsource. Do it anyway, somehow. Because the only way to be one of the small percentage of new businesses that survive the first couple of years is to make sure you aren't the person doing everything. This means the business bank account may not look great. But, you're saving yourself from burn out and preparing your business for growth. As when you land your first big client it will be impossible to do everything yourself, but you'll already be there with a team to support you.

Would I do it all again so far? Most definitely. The advice I would give myself at the start of the business would be to forget about everything I knew about everything. Which is scary, but liberating.

Candice - finding my voice

My name is Candice Mason, along with my husband and his brother we run Masons Coaches based in Tring Hertfordshire, I joined to assist them when his mother left the business, it was supposed to be a short term gap in my career. I have been in the coach industry for 6 years this week! For several years, I have been, the boss's wife, the director's sister in-law, or the old man's daughter in-law, sweetheart, luv, ducky. No one calls me these things anymore! I have relentlessly fought my position within the company and earned my respect within the industry.

The pandemic for us, like so many others, has been catastrophic to our business and there have been some really dark days. For me, the worst part was back in the week going into lockdown, when we had to tell our staff we had to let them go, this was before we knew about furlough. I've only seen my husband cry once prior to this (when I finally gave birth after a treacherous labour!), and it crushed me to see his lifelong family business destroyed overnight.

Days later we discovered our industry was not considered part of the leisure & hospitality sector and we were not a business told to close, this meant we were ineligible for any of the announced government support. I couldn't believe it; a hard working British industry being treated so thoughtlessly. I felt desperate as to what we could do and how we could save our business.

Rather than dwell on the darkness I was empowered to do all I can to make a difference. I have campaigned from that first day, early on engaging in meetings with my MP, local and national media, taken part in ministerial zoom meetings, embarrassed myself with emotional videos. I did not give up, for over 15 months I hammered on governments door and would not take my foot off the pedal, more recently this resulted in a face-to-face visit with the department for transport who came to visit our family business and understand more about the industry.



It has been a relentless effort. I'm like a dog with a bone and if I'm going down, I intend to go down fighting or at least, hand on heart, feel I have done everything I could to save our business. The result of all this work, sadly, was not the financial support we so desperately needed, it has raised the profile of our industry for better recognition moving forward.

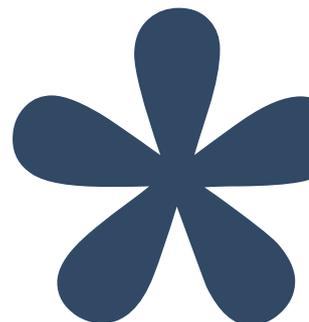
Without intention, I have become a spokeswoman for the industry. In a testicle rich environment, the fact that I am a woman and have made a difference has certainly prompted the industry to highlight other successful woman, this is my favourite part about everything that I have done over the last two years, that some where I might have inspired one person to consider the impact a woman can have!

In between my campaigning, I worked hard with my family to keep our business going, to ensure the company name stayed strong and that we remained engaged with our customers. We have an incredibly

loyal following whom we genuinely care about and it mattered to me that we were still here when all this was over.

Through this and by supporting our local (elder community) with transport to vaccinations and volunteer work we have gained a huge amount of respect, this can only strengthen our position to recover the business.

I have learned so much about myself over the last two years. It continues to empower me how powerful the use of words can be and when articulated well, what a difference it can make. I feel like my story has only just begun.



Haylee - overcoming every obstacle

Perseverance is a word that means a lot to me. Since launching my businesses three years ago, we have had many obstacles to overcome, and perseverance has been vital for ensuring my teams and businesses continued to thrive throughout those challenges.

In 2019, I embarked on a new journey in Berkhamsted, where I launched two new businesses and acquired ownership of a third – a challenge in itself as I had to transition staff while refreshing the brand.

Through each of these three businesses, we took a different approach to the norm and created something unique: we were turning ordinary services into extraordinary experiences. This bought with it its own challenges where communicating our brand, purpose and vision to customers required consistent clear messaging that continued to drive home our unique selling point.

In a sector such as the hair industry, it can be tough to get new clients through the door. Clients are incredibly loyal to the hairdressers, so the conversion requires a hefty investment of time and effort to convince clients to make the change to us.

After six months, we began gaining traction and seeing a real return from our persistent efforts to attract and retain clients. However, that's when disaster struck, and we had a large fire in the basement of our building. Extensive smoke damage impacted all three floors, leading to us temporarily closing the business while we rectified the damage with extensive maintenance work.

Six months later, we then closed again due to the pandemic.

During the pandemic, I was stuck in New Zealand after going home to see friends and family. While there, I stumbled across a beautiful, empty building in my hometown of Palmerston North and made plans to launch my concept

hair and beauty salons there. After flying back to the UK, we worked over Zoom with contractors and hired and trained the staff.

As we were approaching the end of the last lockdown in the UK in April, I then acquired a Day Spa that had gone into administration due to the owner passing away. The business had been open for over 20 years, so it was a huge transition for the long-standing staff, and I personally had to work hard to gain their trust so they would buy into our vision.

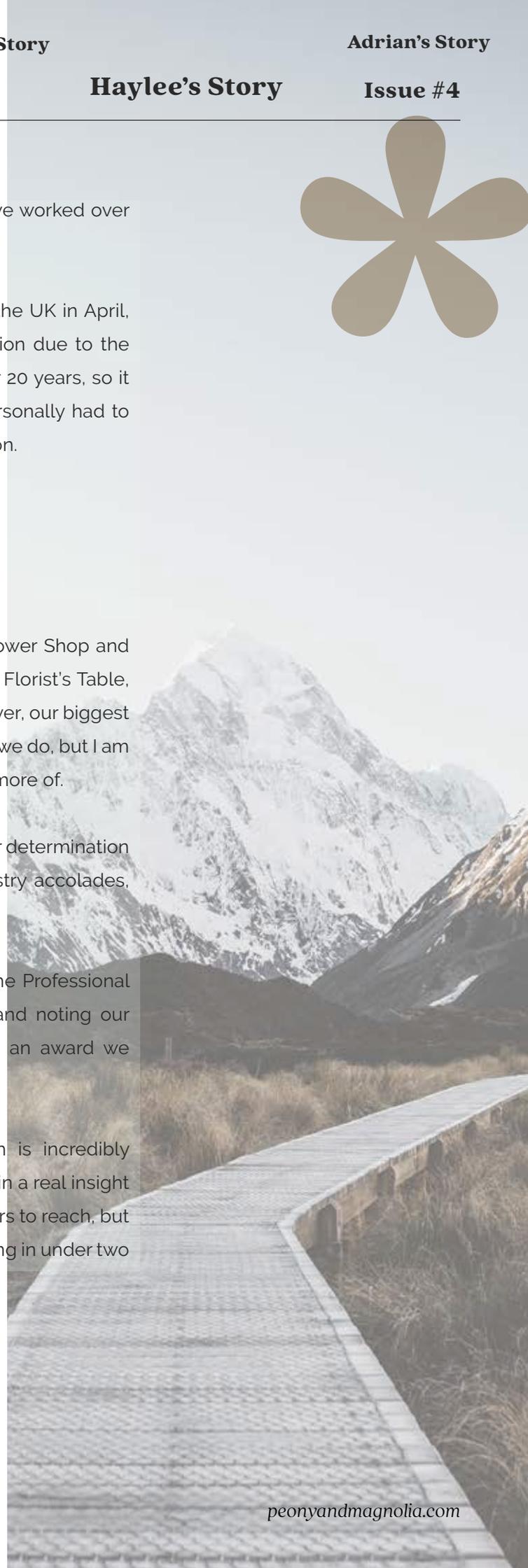
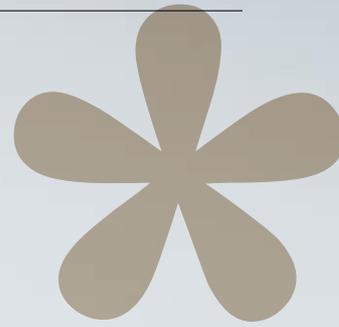
... being incredibly proud

In August, I opened a new concept business Hanako, a Flower Shop and Champagne Bar. The main unique feature in Hanako is the Florist's Table, around which we create unique floristry experiences. However, our biggest challenge with Hanako is educating our customers on what we do, but I am determined to make this a concept that High Streets want more of.

Since 2019, throughout all our challenges and obstacles, our determination has seen us be awarded a number of business and industry accolades, championing our unique and customer-focused approach.

In October, we secured the title Employer of the Year at the Professional Beauty Awards. Celebrating our dedication to our team and noting our extensive professional development opportunities, it was an award we were incredibly proud to have secured.

We haven't had a full 12 months of trading yet, which is incredibly challenging when we want to compare and read data to gain a real insight into our business. It felt like the tipping point would take years to reach, but after a pandemic, we managed to be fully booked and thriving in under two years, all thanks to perseverance.

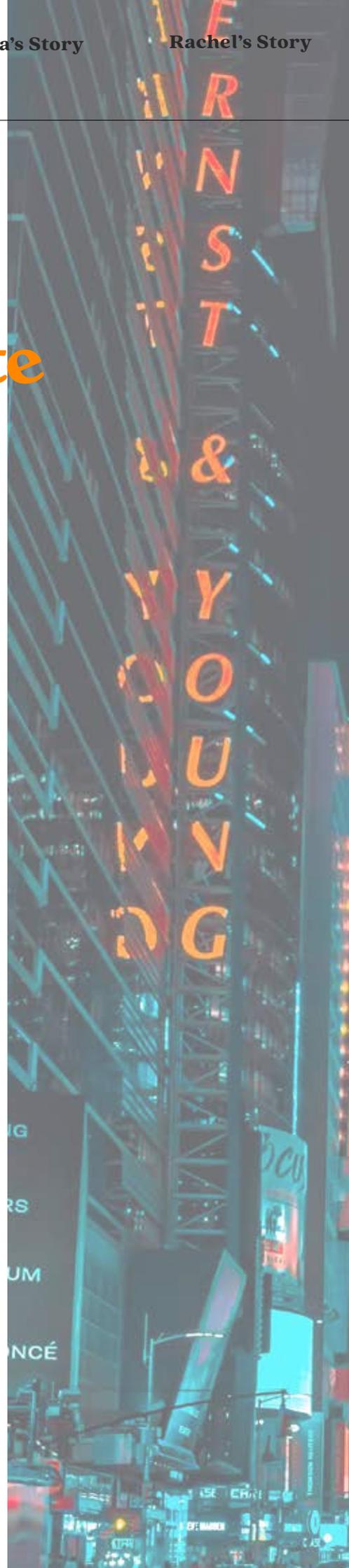


Adrian - a passion to unite

Perseverance. It was a sunny afternoon in August 2016, I was walking down 23rd street in a busy Manhattan when out of nowhere I collapsed having a seizure. I was a seemingly fit and healthy 35-year-old full time football coach, without a care in the world. Less than 72 hours later I was having an 8-hour brain surgery to remove a tumour they had found on the left frontal lobe of my brain. From then on, my world as I knew it has never been the same. I woke up to the devastating news that I have Grade 3 Brain Cancer and embarked on a roller coaster of treatments and therapies to tackle this beast.

Brain cancer is a very unusual and heart-breaking disease. Apart from the scar on my head, which you could be excused to thinking is a result of being an Arsenal Fan and my love of football you might never know. You see in addition to Chemo and Radiation this disease has left me fighting so many invisible disabilities. I know I am a lucky one, people say but you look great, not the image portrayed by movies of cancer patients, gaunt and pale. But Cancer has stolen so much from me. When I woke up from my brain surgery, I couldn't speak at all, not a word. Because of my tumour location I have Aphasia, a word finding disability.

I work a 100x harder to have a conversation with you, my brain gets neuro Fatigue when I am surrounded by loud noises and multi tasks. But I persevere because I long to be normal, or even a fraction of what my old normal used to be. As I mentioned earlier one of my biggest loves in life is football, from an early age Arsenal football



club have been the love of my life, for my sins! I have worked as a football coach at all levels of the game in the UK and now here in the USA. I have always believed it is an amazing sport, you can be anywhere in the world speaking different languages but a passion for your club or country will unite you.

During my treatment, travelling every day to hospital for Chemo and Radiation I would see young kids and their families also going into the clinics. I thought how can I help them? I am an adult fighting this evil disease, yet these young families are going through so much more. I knew that I had to find a way that the old me had to help the future me and others impacted by cancer. In 2017 I set up a non-profit charity called We Can Kick It. We provide free football (soccer) for kids and young adults affected by Cancer. One of my favourite quotes is from Nelson Mandela "Sport has the power to change the world, the power to inspire. The power to unite people in a way that little else does...Sport can create hope where once there was only despair."

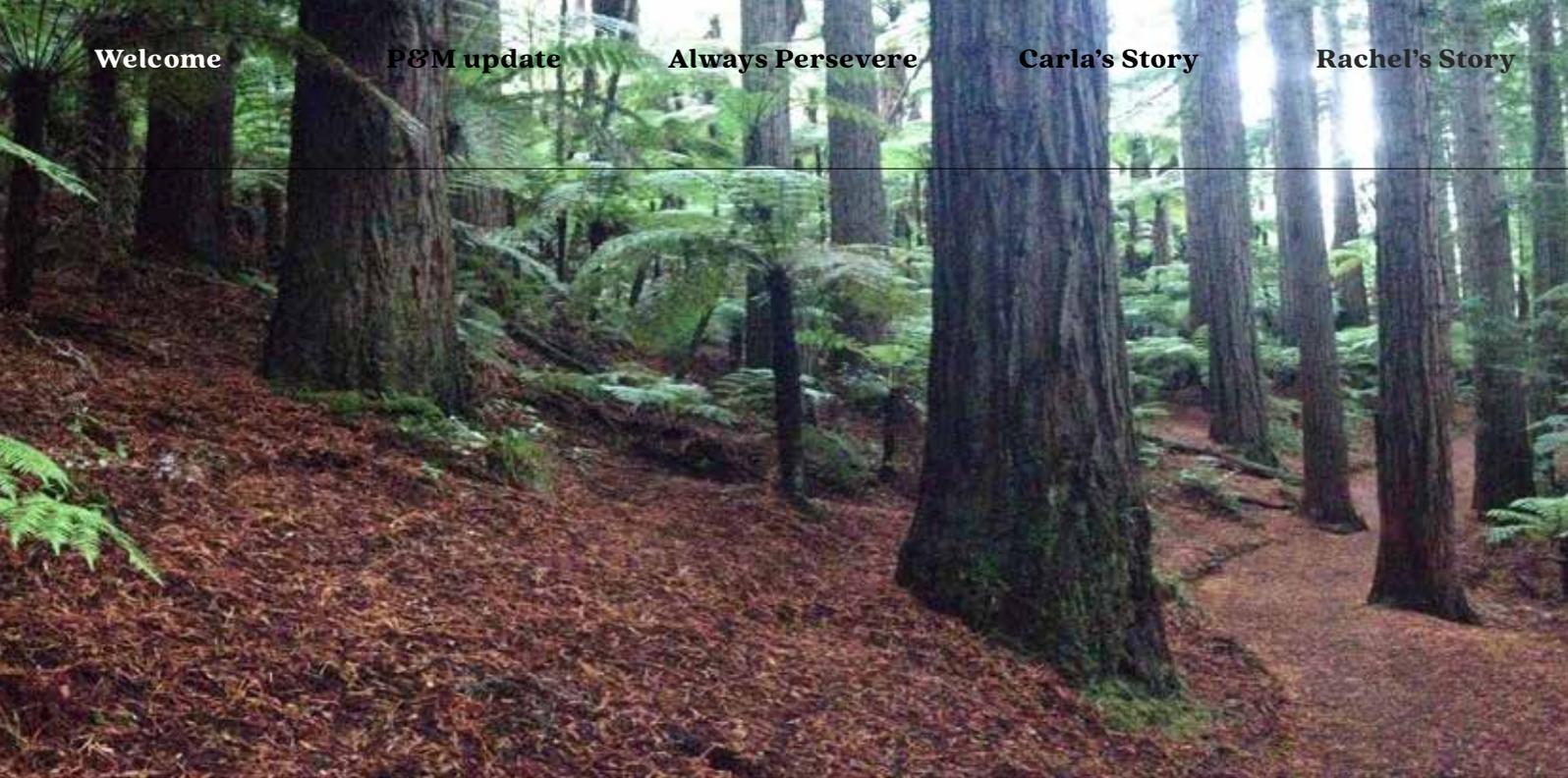
We Can Kick It is dedicated to using the passion of soccer to inspire and empower children and their families affected by cancer. We run clinics every 6 weeks giving the kids a safe place to play and gain confidence in their new normal. For some of them it is the first time playing again since treatment, seeing them running around with smiles on their faces makes my day.

The energy is magical. And the joy of the parents seeing their kid just being a kid is indescribable. We also send kids care packages of shirts and swag from their favourite team while they are in hospital and arrange once in a lifetime experiences for them such as leading out MLS teams or virtual meet and greets with the national team. The charity has so much more to offer, football is global and so unfortunately is cancer.

I know that I can be helping so many more families. We currently support over 100 families in New York and the tri state area, in addition to families back home in the UK. Our goal in the next 5 years is to set up a London chapter and expand our network to support even more kids. In the summer of 2020, I was completely shocked to be awarded an MBE in the Queen's Birthday Honours list for my services to children affected by cancer. I have dedicated my award to those newly diagnosed with cancer. Its petrifying, everything you had taken for granted is stolen from you in a second when you are told you have cancer.

You never believe it will happen to you, but you persevere. I hate to use the word "fight" because cancer sometimes wins, and it's not because you didn't try hard enough, we all try to keep going because we have so much we still want to give to the world.





And the final word...

As I round off the final thoughts on this issue, I hope that you have enjoyed reading what I consider to be inspirational insights and examples of why perseverance is so personal. These are ordinary people adding extraordinary chapters to their life stories.

I think this is key, that we have 24 hour reset buttons, every day we have the chance to wake up and do something with our lives. Certain events happen that are situational, a stark reminder that we should try and find something positive every day, even if small.

Some events are intentional, we set a vision and put ourselves on a pathway, which may be unknown, and fate plays a part. If it isn't right, then it is just as vital to stop and turn around or find another route. It isn't failure when things go wrong, this I consider to be an invaluable life lesson.

Then there are moments in life that seem to unconsciously activate the superpower of perseverance.

Call it grit, tenacity, stubbornness, our own gung-ho is unique to us and we ALL possess this. I believe it will be there, waiting to surface when most needed.

Espresso's key points to ponder over a cup of coffee (or mulled wine) it is December after all...



- * Ask yourself- What do I want?
- * Challenge the status quo, who knows where this will lead
- * That our world can change overnight, be ready to pivot
- * A journey is about learning about oneself, this is empowering
- * Achieve one thing a day, make it small and achievable
- * When feeling dejected, keep your vision in sight
- * Always have empathy and understanding

It has been a fantastic experience launching Espresso and I am just a little proud of myself for making this happen.

Without speaking too soon – enjoy the festive period and I so look forward to 2022 and 365 days of new adventures.

A handwritten signature in cursive script that reads "Alice".

And finally, a thank you to all the Espresso contributors this year, having such a range of voices, opinions and specialisms makes this whole collaboration project worthwhile.

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Below are then links to the individuals in this issue of *Espresso* - it might be their company website, LinkedIn profile or books written. Just hover over the italics. Any questions then please drop P&M a line.

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PDF - "State Sanctioned Abuse" of Domestic Abuse Survivors. Post-Separation Coercive Control and The Family Courts. Parental Alienation or Justified Estrangement from an Abusive Parent? A Systematised Review
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From Peony & Magnolia