

Impact Report

boo
coaching & consulting



2018



INVESTORS
IN PEOPLE | Gold



WORK
HARD
&
BE NICE
TO PEOPLE

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Welcome to our 2018 Impact Report!

We are so pleased to be able to share with you the story of our year, much of it told from the perspective of our customers, our community and our collaborators. Our report this year focuses in on our values. From the way we recruit our team to the impact we have in our local community, our values are central to the way we do business.

Since we launched in 2012, we have done business in a different way. Our learning environment is energetic and vibrant whilst offering a real challenge which meets the needs of adult learners. Our coaching programmes challenge leaders to reflect on the impact they can have, not only on their teams and organisation but also on the wider system and the communities within which they exist.

In today's volatile world leaders need to ask rather than tell; the challenges are huge but a coaching approach engenders confidence, encourages collaboration and builds resilience.

We want to share the stories of the impact our coaching programmes have had and how we have supported transformational change.



This year we have consolidated our belief that coaching has the power to change lives. We have been privileged to be part of the amazing journeys undertaken by individual clients and when supporting large organisations to embed a coaching culture, we have seen a truly transformational shift as the workforce is empowered to unlock their potential.

But we can't stop there. After witnessing this capacity to transform, we passionately believe that coaching has a fundamental role to play in our society at all levels.



“This year we have consolidated our belief that coaching has the power to change lives”

Meet the Team



Becci Martin
Director of Coaching

Becci leads the business with a focus on enabling organisations to build healthy leadership cultures where all colleagues can thrive. Significantly, Becci led Boo to achieving Investors in People Gold with Health and Wellbeing Accreditation in its first year of trading as a limited company. Boo is a business driven by its values and Becci leads with care and authenticity. She creates an environment where women are given every opportunity to shine and her leadership style creates ripples in her local community and beyond.



Nancy Brown
Learning and Coaching
Consultant

Nancy is one of our team of Learning Facilitators. She is a qualified coach and mentor with a breadth of experience in learning and development. Nancy has previously worked in various education and training roles in social housing, third sector organisations, the co-operative movement and health and wellbeing. Nancy is passionate about working with people to build on their strengths and achieve their goals. She delivers several of Boo's wellbeing and leadership programmes as well as one to one and group coaching.



Helen Smith
Learning and Coaching
Consultant

Helen is one of our Learning Facilitators, who enables people to develop a coaching approach through delivering sessions that build the coaching culture within their organisations. As a qualified trainer, Helen facilitates a range of our wellbeing sessions with staff to give them the tools to look after themselves so that they can be productive in their roles. She provides one to one coaching to enable the development of leadership skills of our customers. Helen brings 15 years' experience working across health and social care and has a knowledge of strategic and grassroots opportunities and challenges that face the health sector.



Karen Smith
Social Value Lead

Karen is a coach and social value specialist with a keen interest in the role coaching can play in social change. Karen has supported Team Boo to grow and develop its approach to Social Value and using social accounting techniques, Karen helps the team to measure, maximise and celebrate their social impact. Karen is driven to make a difference and is proud to be part of a business that makes a social contribution locally, with ambitions to make a global impact. She is a co-facilitator of Team Boo's learning programmes and uses a coaching approach to support individuals to consider their social impact.



Sheenal Patel
Centre Manager

Sheenal is our Centre Manager and calendar queen. As well as helping to launch our accredited centre, she ensures that the team have all the required tools for their coaching sessions and manages their diaries to perfection. Sheenal has 15 years experience working in various hospitality & customer service roles and spent the last 5 years working in Dubai managing guest relations and front of house experiences for a global hotel brand. We are delighted that she is bringing a wealth of talent and experience to Team Boo.



Amanda Walsh
Virtual Administrative
Assistant

Amanda is our part time virtual admin assistant, Proof reading, typing and transcribing dominate her workload. Amanda comes from over 15 years' experience in the financial industry, CeMap qualified and a former Insolvency drafter, however, she has taken a very different career direction and is currently studying for her BSC (Hons) Adult Nursing.

Enjoying what we do with vibrancy and energy

Team Boo are passionate about the work they do and this is reflected in the genuine enjoyment and satisfaction we take from our roles. We bring energy and enthusiasm to everything we do and aim to inspire our participants by cascading this energy and tailoring our courses to meet the needs of adult learners.

“We have used Boo on a number of occasions on a variety of interventions from coaching to wellbeing to leadership. What is apparent is the generosity of their learning and willingness to spend time sharing with our staff. Boo make learning fun, our staff consistently feedback upon the energy and enthusiasm of team Boo as they passionately share their learning, enabling them to feel energised and able to make a difference.

With the Wellbeing programme, welcoming, safe and reflective space for staff to spend some valuable time to meditate, calm, re-focus and just take a break from the ‘busyness’.

Overall what is displayed consistently through their work is that the Boo team live their values and are proud, really proud to work for Boo and to work with ourselves as a local employer - just like our staff are proud to work for Bolton NHS Foundation Trust”.



**Rod Halo, Manager,
Leadership & OD,
Royal Bolton Foundation Trust**



“Team Boo live their values and are proud, really proud to work for Boo”

“Boo are clearly passionate about what they do and work with enthusiasm and creativity”



“Every single session has been energising, affirming and educational. I’ve loved it. Given much food for thought and opportunity for reflection. The gift of time has been beyond precious, offering thinking time and interaction with others. Thank you. It’s been brilliant!”

Participant on Coaching Skills Development Programme



“We bring energy and enthusiasm to everything we do”

“Delve love collaborating with Boo! Our businesses compliment each other and we truly play to our strengths when working together. It’s fantastic to see Boo continuing to develop and grow as a successful business who truly care for their community and the people around them. Boo’s programmes are positively engaging and it’s wonderful to support the delivery of them as they bring an element of fun in an innovative way.

It’s brilliant working with Team Boo to share ideas and support each other in developing our businesses. Boo are clearly passionate about what they do and work with enthusiasm and creativity and it is marvellous working with them on their journey! We really value the peer coaching we provide each other and are excited to move into 2019 with some inspiring projects to collaborate on!”

Sarah Montgomery
and Nicki Boyle,
Delve OD



Caring for our team, our customers and our community

It's really important to Team Boo that our team, customers and community feel genuinely cared for. We role model self care, experiencing the ripples that this creates and demonstrate a commitment to safeguarding the wellbeing of our colleagues and community. We do business in a way that makes a difference to the people we work with. We invest in and value each member of our team and invest time in building collaborations which increase our social impact. We give back to our community and we are ambitious about striving for the best for Bolton, our hometown.

LIVING WAGE

Boo became a Living Wage employer in 2016 because it absolutely fits with our values. We fundamentally believe that employers have a responsibility to pay their staff fairly for the work they do and we have seen the positive impact that paying the Living Wage has on our staff and on our business. We couldn't ask for a more motivated and engaged team and being a Living Wage employer is central to upholding our values. Put simply, it's the right thing to do!

During Living Wage Week this year we hosted a Business Breakfast at which our Director, Becci Martin, shared her personal experiences of what it is like to grow up with poverty impacting on the family. She said;

"I chose to become a Living wage employer because I want to support families, communities and our local economy to grow. Experiencing poverty at a young age is not only life changing but potentially life limiting and I am determined to do what I can to improve the situation that members of our community find themselves in."

We are committed to spreading the word about The Living Wage and are passionate about being part of the movement. We want to do business with other Living Wage employers and dedicated to supporting other businesses to become accredited.



OUR COMMUNITY TIMEBANK

Right from the start, Boo have given an hour back to our community for every day of corporate learning we deliver. As our business grows, so has this bank of time, unlocking the team's creativity and innovation to use a coaching approach to make a social impact. Here are just some of the ways we have used our timebank:

Running Alumni Days to provide continued support to participants on our programmes
24 HOURS

Supporting innovations in values based recruitment at Royal Bolton NHS Foundation Trust
24 HOURS

COMMUNITY HOURS BANKED

Fundraising for our charity partner Backup Northwest
£900

Money raised for Once Upon a Smile
£700

Running our Facebook Group, Properly Selfish which focuses on emotional health and wellbeing
162 MEMBERS

Community coaching and mentoring support
38 HOURS

Running monthly open access Wellbeing sessions at All Souls Bolton
24 HOURS



OFFERED 1 FULL COACHING BURSARY

Establishing and co-hosting the Social Business Collective, bringing together small businesses with a social purpose in Bolton
30 HOURS

Delivering events to champion the Living Wage movement
5 HOURS



“We are ambitious about striving for the best for Bolton, our hometown”

COMMUNITY WELLBEING

February 2018 saw the launch of our monthly Community Wellbeing sessions. Wellbeing is a thread running through everything we do at Boo. We offer wellbeing programmes based on cutting edge research, helping workplaces to support their staff to care for themselves so that they can be at their best.

We felt that it was important that this message around self care extended beyond the work place and into communities and so decided to work with our friends and collaborators to create a Community Wellbeing programme delivering monthly sessions at All Souls Bolton.

The sessions have brought together a wide range of participants from a cross section of the community. .

An additional outcome of the sessions has been the collaboration with local wellbeing practitioners. By supporting them to showcase their offer, we have been able to introduce them to new clients and in some cases we have been able to broaden our offer to customers by bringing them on board as delivery partners.



COMMUNITY MENTORING WITH A SMALL GOOD THING

A Small Good Thing are a community greengrocers based near by Boo HQ in Bolton. We have used our community timebank to offer them two coaching sessions to support them as they have established their business.



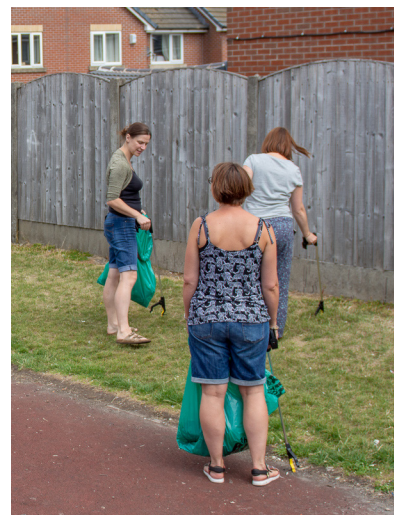
“When we started out with A Small Good Thing over a year ago it was a huge jumble of ideas. It was fab to sit with one of the Team Boo members and get our ideas into order. It gave us a real focus for what we wanted to achieve. We were able to work with team Boo again recently to take our business up to the next level. It was great to see how far we have come and where we could next. Having the time to sit and plan the next stages with Boo was invaluable. When you are running a small business, your plans can get lost amidst the day to day jobs that need doing to keep you afloat. Working with Boo is like having a personal team of cheerleaders rooting for you and keeping you accountable!”



“There is an openness to discuss mental health issues and to try to remove stigma. To build people up in a supportive environment.”

LITTER PICKS

Team Boo have encouraged the formation of a litter-picking group at All Souls Bolton this year. Local businesses are joined by members of the community and the group meets at least once a month to do a lunch hour litter pick. Bags and litter pickers have been provided by Bolton Council and since July at least 50 bags of rubbish has been collected.





“The Social Business Collective has opened my mind to opportunities to work more socially and I now do so”

“The Collective has given me some great ideas and motivation”

The Social Business Collective is a group of like-minded small and micro business in Bolton who care about their community and want to make a difference to the town. It creates a space for sharing ideas and learning, strengthens local connections and provides a platform for building Social Value.

We launched the Collective in April 2018, inspired by being one of a group of small businesses who gravitated towards each other because of their shared social purpose and values based approach. We want to grow a network of social businesses who will provide mutual support, provide a platform to promote social business and raise awareness of the difference they have.

We hope to maximise our social impact though a more collaborative approach. Since April the Collective has met 7 times and has a growing membership and social media following. We have been invited to be part of the Greater Manchester Social Enterprise Network and are represented at the Bolton Social Value Partnership and Bolton Family.

7
GATHERINGS
HAVE TAKEN
PLACE SINCE THE
LAUNCH
IN APRIL

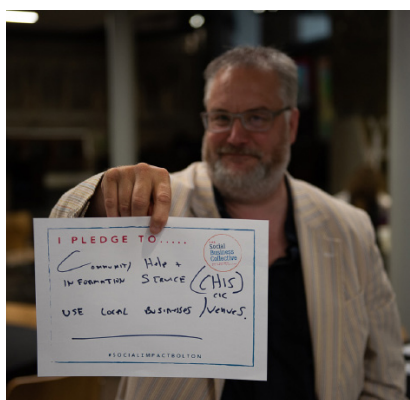
25
DIFFERENT SOCIAL
BUSINESSES HAVE
ATTENDED OUR
GATHERINGS

f 63
FOLLOWERS
ON FACEBOOK

221
FOLLOWERS ON
TWITTER

“The Collective is really accessible and friendly”

“Great opportunity to network and support other members”



Collaborating to create the complete customer solution

We know our strengths and those of others and recognize the value in collaboration. Our bespoke approach ensures we always deliver what the customer needs. We nurture our network and believe collaboration leads to innovation.

CARING FOR YOURSELF SESSIONS

Data and learning shows that those tasked with the delivery of care of the most vulnerable seldom put their health and wellbeing needs above others. If anything, they can consistently report a serious lack of personal self-care, which impacts on workplace wellbeing and attendance. An inspection of absence data highlighted a growing trend of an increase in stress, anxiety and depression. As a result it was proposed that the OD team were tasked with finding a way to support staff in Urgent Care areas to be at their best to deliver great patient care in the forthcoming winter months. Resources were directed towards a number of those areas aligned to Emergency and Specialist Medicine.



The aim of the project was to make a difference in supporting resilience, which in turn, have a positive impact on patients and carers and positively contribute to the Trusts ability to deliver high quality care for the citizens of Bolton and Greater Manchester. It was also deeply connected to the NHS 5 Year Forward Vision – supporting the requirement to build and support accountable citizens, responsible and engaged in their own wellbeing. The proposal was agreed by the Trust Board.

Further discussions led to the commissioning of a wellbeing offering aimed specifically at staff in targeted areas of a Division with the highest sickness rates linked to anxiety, stress and depression. There were two key factors:

1. To use a non-traditional approach in order to engage with the hard to reach staff in the frontline
2. To utilise local 'know how' so we engaged a local provider - Boo Coaching and Consulting

The offering was developed in collaboration with Boo Coaching and Consulting based upon developing an existing module of Boo's values based leadership programme, 'Properly Selfish', designed to increase awareness of individual's wellbeing and take positive action to improve.

A dedicated space, close to the areas of the targeted staff was found and became the Wellbeing Room. To be successful, we knew the programme had to be delivered in short bursts in a variety of ways combined with Boo's approach, strongly routed in modern adult learning principles. The breakfast and lunch clubs were to take place starting September and finishing November 2018.



THIS WAS EXPANDED FURTHER TO COVER THE FOLLOWING THEMES:



Exploring the 'wellbeing grid' and how what we can each do to give ourselves micro renewal time and to be 'properly selfish'.



Focussing on mental health and how we can support ourselves and others.



Exploring the Japanese concept 'ikigai' and how our personal values underpin this.





Focussed on techniques to challenge and quieten our inner critic.



Explored benefits of gratification and shared various practices

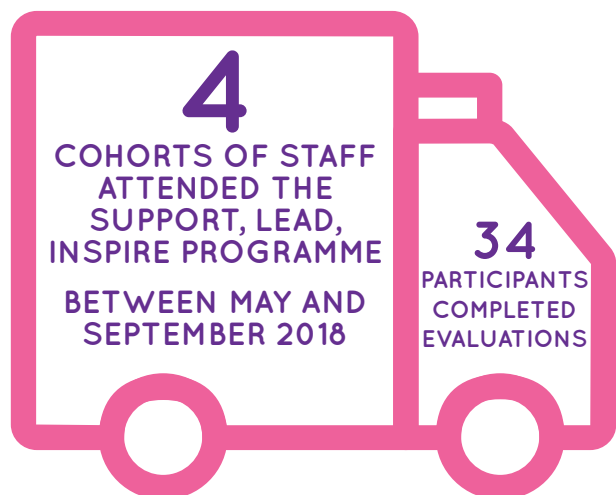


Taking Notice - included a meditation session and tips of how to easily incorporate mindful moments into the day.

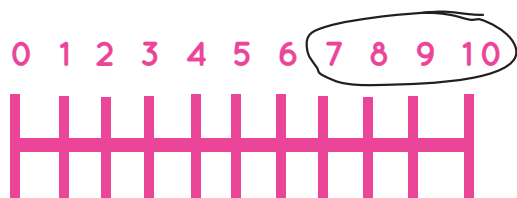


Focused on moving activities for participants and think about how to move more in their busy lives.

In early 2018 Yorkshire Ambulance Service commissioned Team Boo to provide a values based leadership development programme, which would positively impact on culture across the 111 service. It was hoped that this approach would specifically have a positive impact on the wellbeing and performance of individuals and the wider team.



When asked on a scale of 1 -10 whether they would recommend Boo Coaching & Consulting to a friend or colleague, most participants scored 10/10 with all scoring 7 or above.



“I have enjoyed the whole of the course and now feel that my leadership skill will definitely improve and look forward to putting these new skills into practice”

PARTICIPANTS GAVE THE COURSE
AN AVERAGE OVERALL RATING OF
4.5 OUT OF 5

SUPPORT AND FACILITATION -
AVERAGE RATING OF
4.9 OUT OF 5

OPPORTUNITY TO INTERACT WITH
COLLEAGUES - AVERAGE RATING OF
4.9 OUT OF 5

BALANCE BETWEEN FACILITATOR
INPUT, Q&A, GROUP WORK AND SELF
REFLECTION - AVERAGE RATING OF
4.7 OUT OF 5

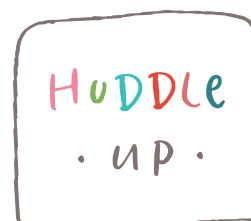


“As a new team leader into the organisation, it was nice to get a feel of how my peers work and the service as a whole in relation the NHS”

OUR PARTNER ORGANISATIONS



OUR FELLOW COLLABORATORS INCLUDE



papercatwalk.



Seeking every opportunity to develop

Team Boo love to learn and we keep abreast of the very latest research and good practice. We are always looking for opportunities to share our learning with our customers and community.

ALUMNI DAYS

Our alumni days were launched to support participants from our coaching programmes to continue with their development and stay connected with Team Boo. Sessions have included: Using values cards in our coaching sessions and connecting with our purpose. Using coaching cards and other goodies to support great coaching practice. Helping our clients to care for themselves and the leaders they support. Attendees of our Alumni Days have told us that they really value the time out to share good practice and talk about their experience as coaches.

They shared that beyond the learning experience, the Alumni Days provide an opportunity for participants to meet coaches from different professional backgrounds and sectors, and this broadens their coaching experience.



CUSTOMER JOURNEY KATIE LITTLER-ADAMSON

“Learning with Boo has taken my coaching to another level!”

This is how Katie, a Service (Operational Business) Manager at the Royal Bolton Hospital describes the impact of her experience as a participant on Boo’s CMI Level 5 Certificate in Coaching and Mentoring. When she started her learning journey with Boo, Katie was already passionate about the role coaching can play in great leadership, but she is keen to share her experience around how the Level 5 programme has created a fundamental shift in the way she works and supports others in a supporting environment.

Since completing her Level 5 Certificate Katie has become one of a number of coaches at Royal Bolton Hospital, many of whom have completed their qualifications with Team Boo.

She gets regular coachee referrals and gets real satisfaction from the impact she is able to have on them. Katie describes how she has supported coaches to develop their confidence, access promotion opportunities and overcome imposter syndrome. She has also coached community members from outside of the hospital and is thrilled to witness the ripples that coaching can make in organisations and the wider community.

Katie also highlights some challenges she has had as a coach. She shares her experiences of how coaching has at times been emotionally exhausting for her.

“I’ve learned that you need to take care of your own health and wellbeing because you can end up burnt out, you are giving yourself to others and its total concentration.”

“Working for Boo brings balance to my chaotic world, a day at the office is a day of renewal, with warm, passionate and a positive team, which makes me feel valued as an individual.

In the whirl of contemporary sociality, Boo is leaps ahead in the well-being ethos, the positivity, energy and encouragement emitted by the entire workforce is contiguous, enabling personal growth and my best aspects to shine”

Amanda #TeamBoo



“The Alumni days allow the sharing of best practice and sometimes just the affirmation that you are doing things correctly, learning new things from other people and time out from professional life”

“Being surrounded by positive people and the way we support and encourage each other makes Boo a great team. I feel I’ve found a renewed purpose for my work that connects with my values and gives me a good work life balance, therefore supporting my overall wellbeing”

Helen #TeamBoo

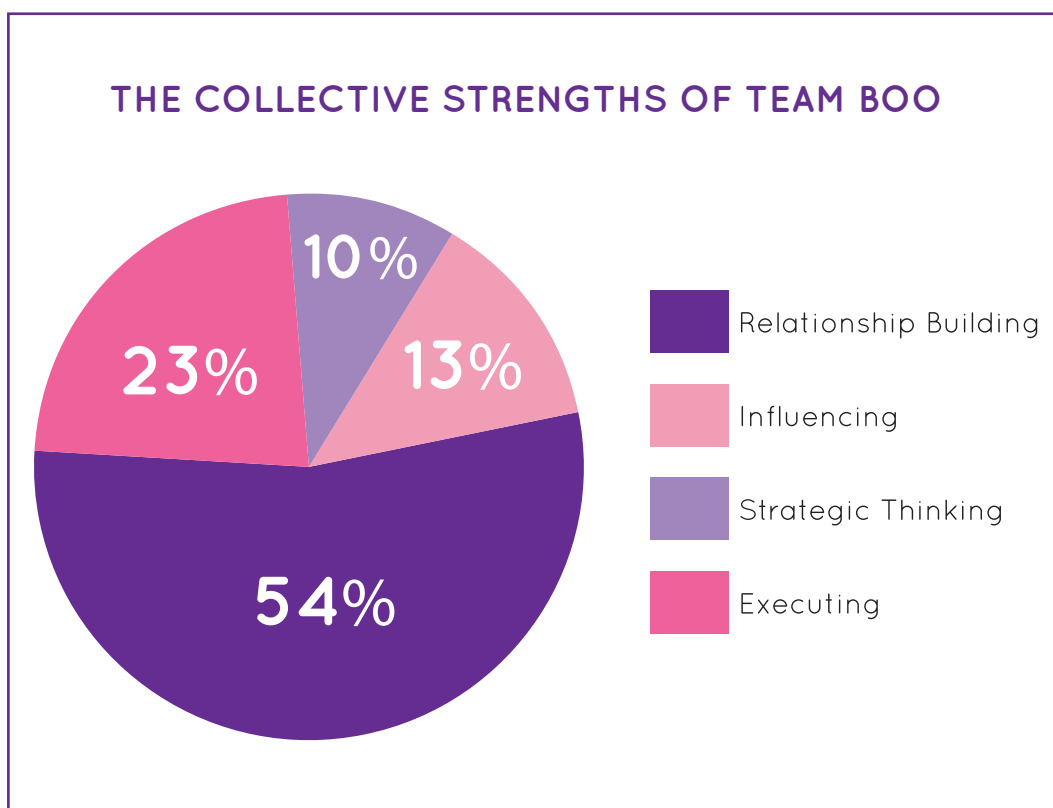
Team Boo recognise the importance of supporting our coaches to place an emphasis on their own wellbeing, caring for themselves so they can be at their best for others. To support our coaches beyond their formal learning with us have established regular Alumni sessions for all those who have participated in our programmes. These sessions give coaches the opportunity for shared learning, networking and mutual support. Katie has regularly accessed our Alumni sessions as part of her continuous professional development and shares how they have provided the time for professional renewal.

After completing her learning with Boo, Katie was inspired to write a poem about her experience. We shared it in our Impact Report last year but Katie has asked us to share it again as it really sums up the way she feels about Team Boo.

From tiny acorns oak trees grow,
Tree of life will swing and bow,
And from each trunk the branches reach,
Like big strong arms supporting each,
Tiny life that is yet to find,
What’s ahead and still is blind,
To challenges yet to be faced,
And most of them are common place,
Life’s journey takes its twists and turns,
With each path we grow and learn,
They can help you on your way to self-awareness,
And delay the fears you have, concerns or cares,
You’ll set your goals and start to share,
Your inner thoughts and how you feel,
Develop plans to make them real,
Their social values mean they care,
For the people of Bolton, they will be there,
To work in collaboration,
To tailor your needs,
To a solution that works so you succeed
To make the changes for only you,
The great support,
They are team Boo

Understanding and valuing what is important

Team Boo are keen to understand what makes everyone unique and special and always operate from a strengths based approach. When new members join the team, they are invited to complete a strengths finder assessment so that from the start we are able to allow individuals to shine by playing to their strengths. Being aware of the collective strengths of the team allows us to perform at our best for our customers and community.



Recently, each member of Team Boo has been asked to share a quote that means something to them and a local artist has been commissioned to turn the quotes into beautiful artwork which adds a unique and inspirational flavour to our office walls.

Can you guess which team member chose each of these quotes?



A.



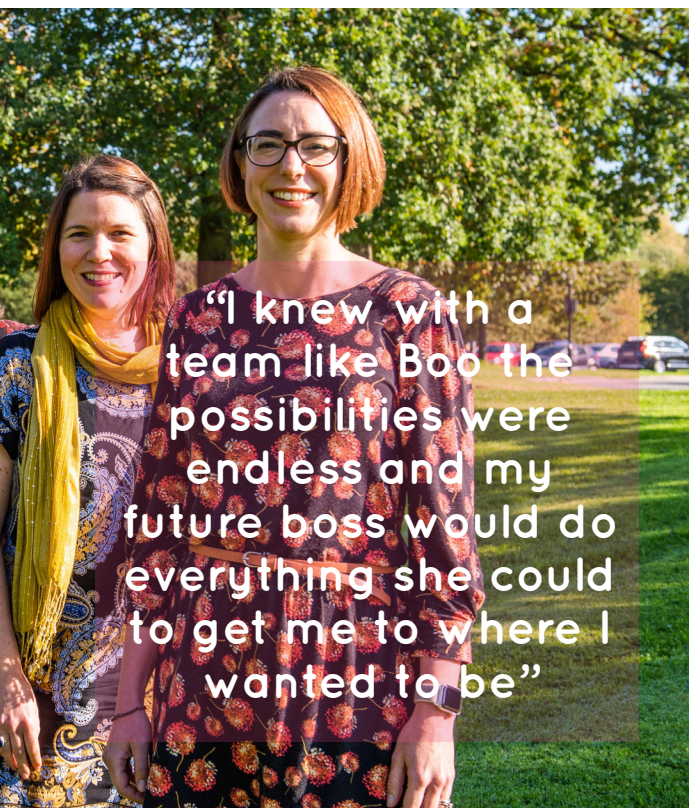
B.



C.

Working at Boo has taught me to care for myself so I can be at my best for others. The best thing about being part of Boo is the way I'm valued for being me and given every opportunity to play to my strengths.

Karen #TeamBoo



Thinking of a change... Sheenal's story

After having built a career in hospitality for 15 years and moving myself up to management level, changing careers and moving into a whole new field unfamiliar to me was not part of the plan. My hospitality career helped me to see the world, travel to new places and everyday was always different which I loved but a part of me wanted something more, to help and inspire others, support people to become the best they could be and reach their potential.

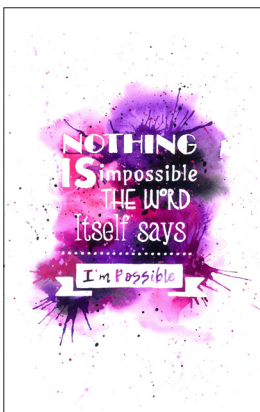
Through a family member, I heard about Boo and although the role was outside of management and what I have always known I was intrigued and went along to the assessment to chat to the director of the company. Just in that one meeting I was blown away by her positivity and ability to see in me things I had not even realised myself; I walked away inspired and ready to take on a new challenge, new career.

When the call came to join Boo even though it was not what I wanted to ultimately do, I immediately jumped at the chance without any hesitation as I knew with a team like Boo the possibilities were endless and my future boss would do everything she could to get me to where I wanted to be.

They say good things come to those who wait which is very true but sometimes you need to help make that happen so take a chance on something new, exciting and unknown; unlock the best version of you and live your best life ...

I know I did and 6 months on I am loving every minute of it!

#TeamBoo



D.



E.



F.

Becci



Nancy



Karen



Sheenal



Helen



Amanda



OUR YEAR 2018



International
Women's Day

Session on presence and
impact



#TeamBoo

became guardian
for Back Up
North West



#TeamBoo

Our first community
wellbeing event



ALUMNI SESSIONS BEGAN

For all previous participants of our
coaching programmes

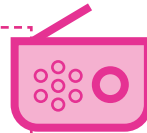
Meet Boo

networking event





Boo interviewed for responsible business week



Social Business Collective launched



Inspiring Women Awards
Becci Martin finalist

Inspiring Women



APRIL

TO JUNE



Launch of the Support Lead Inspire programme with Yorkshire Ambulance Service



NHS
Yorkshire Ambulance Service
NHS Trust



#TeamBoo

EMCC Conference in Amsterdam where we presented the impact of coaching in education



#TeamBoo hosted GIVE2GAIN network meeting in Bolton



#TeamBoo became part of Bolton social value steering group

OUR YEAR 2018



#TeamBoo
became an
approved
CMI Centre



#TeamBoo
are finalists at the
Bolton Business Awards



#TeamBoo
Co host first ever East
Midlands NHS Leadership
Academy coaching
symposium



#TeamBoo
Litter pick launched our
community calendar



#TeamBoo shared our
success story with
Greater Manchester
businesses at the GM
Growth Hub executive
development programme
celebration



#TeamBoo supported first ever coaching in education event Beyond the Data

1



Launched first ever Northwest Leadership Academy inclusion coaching programme



Began working with Purely Wellbeing



Launched first ever Bolton Locality Coaching programme

Becci our Director of Coaching was a panel member in a discussion for mentoring in society at the first ever international mentoring conference in Barcelona



OCTOBER

DECEMBER

Launched hugely successful Caring For Yourself programme with Bolton NHS



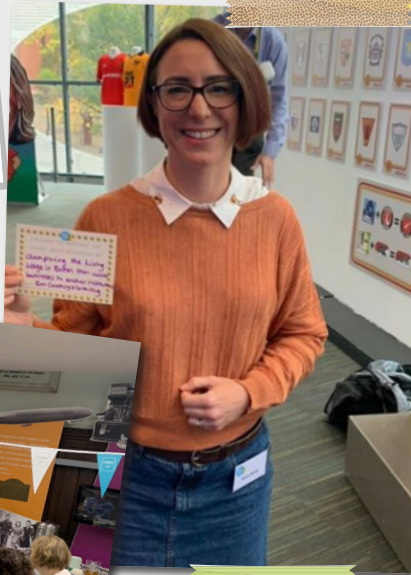
Hosted Living wage week breakfast meeting



Our partner Turn Up The Value hosted workshop at National Social Value Conference



Living Wage Week



Beyond the Data Education Conference





Caring for
Yourself



International
Women's
Day 2016





Your opportunity to learn and develop Coaching Skills and gain a recognised qualification from a local provider

WHAT IS INCLUDED?

Attendance on 5 day face to face programme over 3 x workshops over 6 months

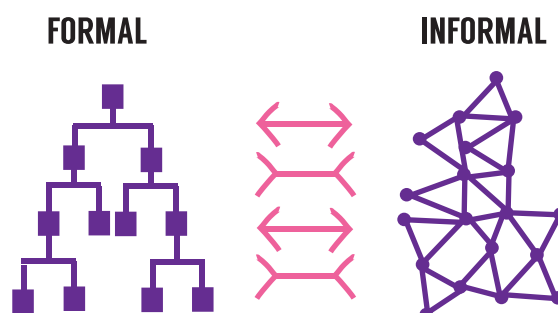
- **Workshop 1**
- **Workshop 2**
- **Workshop 3**

Completion of a range of assignments

Complete 1:1 Coaching Signatures™ assessment tool

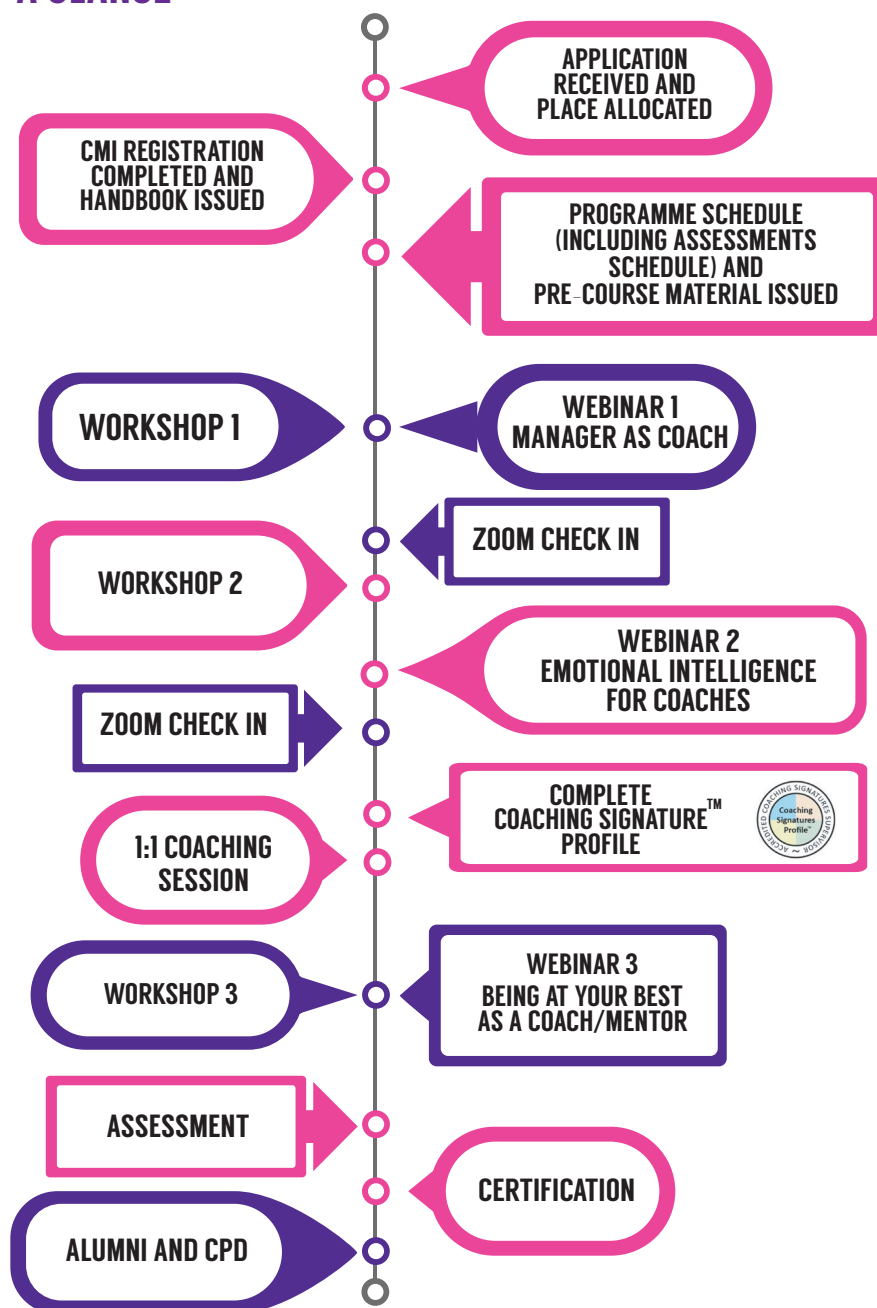
Complete and record 20 hours of coaching and/or mentoring and provide reflective accounts to support coaching logs using our innovative CPDme app

IN A COMPLEX WORLD OF FORMAL AND SOCIAL NETWORKS, COACHING CAN HELP LEADERS WORK ACROSS AND BREAK THROUGH THE BARRIERS



BREAKDOWN OF WORKSHOPS		
WORKSHOP 1	WORKSHOP 2	WORKSHOP 3
Introduction to coaching and mentoring Coaching continuum Introduction to the GROW model What makes a great Coach? Roles and responsibilities of a Coach Coaching demonstrations Core coaching skills	Emotional Intelligence in coaching Self care for caches and mentors Organisational and social impact of coaching and mentoring Coaching toolkit development Coach practice	Coaching supervision Self care continued Ethical dilemmas

OUR PROCESS AT A GLANCE



PARTICIPANTS WILL ALSO RECEIVE A RANGE OF HELPFUL RESOURCES TO ENHANCE THE LEARNING INCLUDING:



- Boo Coaching handbook
- GROW model coaching cards
- Coaching and Mentoring at Work by Mary Connor and Julia Pokora
- Boo emotionally Intelligent Leadership handbook
- 1 years membership to the Chartered Management Institute
- 1 years membership to CPDme
- Access to world class facilitators and coaching experts
- On-going access to all Team Boo alumni events

WE WOULD LOVE TO HEAR FROM YOU!
KEEP UP TO DATE WITH OUR LATEST EVENTS
AND TRAINING AT...



hello@boo-consulting.com



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