

Case in point

Double 15 year celebration for Hampshire Company

PH Warr plc

15 year Celebration for PH Warr

When surveyor Philip Warr launched a company from his dining room table in 1992 he had professional skills, enthusiasm and big dreams.

He also had help from Business Link, having joined the popular *Business Start-Up* programme.

Fifteen years later, P H Warr plc has acquired two further companies, has 60 employees, an annual turnover of £3 million and a network of offices covering London and the South of England. And the company still has help from Business Link, most recently through a *Business Review* and *Peer Group Learning* initiatives.

By 2009, Philip expects turnover to rise to £5 million and the number of employees to be nearer 100. He also expects to carry on seeking help from Business Link.

As managing director, Philip continues to develop and grow his company, which is a leading provider of property and construction surveying services to clients across a wide range of industry sectors.

'We have built up a fine reputation based on our extensive experience in both public and private sector developments, including new build, conversion and refurbishment schemes,' he said.



'As a start-up I had passion, ambition and professional qualifications. What I didn't have was the business know-how. This could have been acquired by trial and error but I felt it made much more sense to plug in to a service where all those business skills were on tap.'

During the 15 years that Philip has been leading the expansion of P H Warr – which has been growing at a rate of around 25 per cent a year – he has tapped in to Business Link whenever he needs help or guidance on business matters.

The business link service is available locally and provides the information, advice and support you need to start, maintain and to grow a business.

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A Business Review undertaken by Business Link Adviser Nigel Smith in 2006 provided P H Warr's board with useful observations about staff attitudes, changes to the company's structure and an in-depth financial analysis of some of the 'key performance indicators' and trends emerging within the business.

'The results of the *Staff Perception Questionnaire*, undertaken as part of the review process, prompted us to reflect upon the way we had been communicating key business messages to our staff and across the individual business units,' said Philip. 'We subsequently introduced some different tools and techniques to improve internal communication and strengthen employees' sense of empowerment.'

Philip has also used some of the *Peer Group Learning* initiatives developed by Business Link. This has helped him to promote the company's profile locally and given him an opportunity to discuss business issues with fellow owner-managers of SMEs.

An invaluable source

'Business Link has been an invaluable source of guidance and support from the time we started trading and during our subsequent growth,' he said.

'Just as our clients come to us for our surveying expertise, I'm a great believer in utilising the skills of experts in their relevant fields,' he said. 'It makes good business sense. That's why we continue to use the service.'

Company overview

Established in: 1992

Sector: Quantity Surveyors

No. of employees: 60

Turnover: £3,000,000

Growth Aspirations: t/o £5M
employees around 100

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