

MEET THE COHORT



"LEVEL UP" GROW YOUR BUSINESS

27 JULY - 12 OCTOBER
2022

1 Message From the Honourable Minister
Message From The Director
PAGE 03 - 04

2 The Grow Your Business Story
PAGE 05

3 Our Vision and Mission
PAGE 07

4 The Cohort of Entrepreneurs' Profiles
PAGE 08

5 Our Team
PAGE 30

6 Pictorial
PAGE 33

Table of Contents

CONTENTS





André Ebanks

**Hon. Minister for Investment,
Innovation and Social Development**

I commend each of the participants in the Cayman Islands Centre for Business Development's inaugural "Grow Your Business" Programme 2022.

This programme has created opportunity for 20 Caymanian entrepreneurs to benefit from intensive training, expertise and guidance.

Entrepreneurs play a vital role in the dynamic market process. But entrepreneurship is more art than science.

A person who chooses to become an entrepreneur requires a unique combination of personal attributes – including especially an appetite for taking risks, and the ability to think "outside the box".

Because they are individuals who identify economic opportunities – often in "niches", as in unfilled spaces – entrepreneurs are crucial to the enablement of continuous innovation in our economy and society, and to make life better for humanity.

However, fledging entrepreneurs in particular face a myriad of challenges. This is where Government intervention becomes important,

because by creating a supportive policy environment, hurdles and obstacles can be overcome which in turn produces opportunities for the economy to grow.

With the nurturing they have received through the Grow Your Business Programme, I earnestly hope and believe that the participating entrepreneurs are well positioned to move their businesses into a growth phase. It is also my earnest hope that in the near future, these and other Caymanian entrepreneurs will join ranks with the likes of successful global businesses that were fueled by founding entrepreneurs with a driving passion and vision.

On behalf of the Ministry of Investment, Innovation and Social Development, we also congratulate the leadership and staff of the Centre for Business Development. Having played such a crucial role in supporting Government's aid to Cayman businesses during the Covid-19 pandemic, the Centre's Grow Your Business programme has allowed them truly to shine with their abilities and their aspirations.



**Althea West-Myers, Director
Cayman Islands Centre for
Business Development (CICBD)**

In pursuit of its mission to improve the viability and sustainability of Cayman's small businesses, CICBD brought together, twenty-one entrepreneurs whose enterprises were about to enter the growth phase of the business life cycle. Our objective was to expose them to and help them implement strategies that guarantee business development and ultimately long-term growth. This first cohort saw the converging of like-minded entrepreneurs in the fields of Environmental Health, Architecture, Construction, Fashion, Media, Consulting, Digital Imaging, Real Estate, Health and Nutrition, Fashion, among other industries.

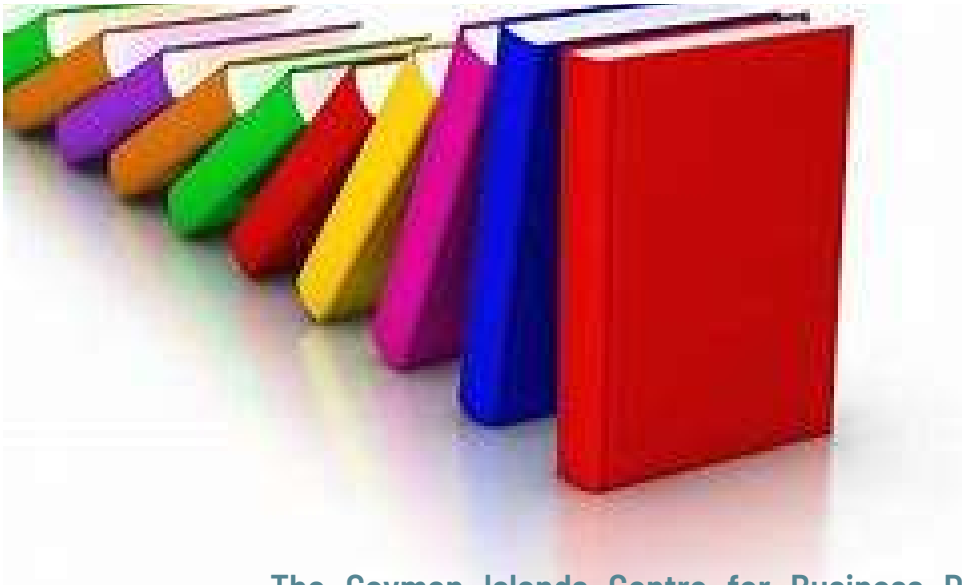
Participants were taken through a robust and intense twelve-week period of classroom training which included strategy development sessions, business model design, testing, validation and innovation, financial modelling, risk management, building the business brand as well as understanding how to leverage technology to increase sales and grow their businesses.

Over the twelve weeks we watched as they themselves became business consultants, transforming Patty's Patty Shop into the Premier Caribbean Eatery and Corporate Event Partner.

At the close of this first phase of the programme, we look forward to twelve months of implementation to follow where they will work with assigned business advisors to customize the learnings in ways that are workable for each participant. We are happy to unleash into the realm of national and global entrepreneurial possibilities, twenty-one entrepreneurs who have done themselves and their enterprises proud; who now truly understand what it means to be entrepreneurial in their approach to business; who have strengthened their networks (and likely their net worth); who have now been set on a path to promulgating themselves into new markets and whose abilities to access investments have significantly improved.

Heartiest congratulations to our participants for coming out on the other side of this programme with the mindset that validates our belief in the potential of the sector. Many thanks to the guest presenters, the business advisors and our programme coordinator who have given their all to the advancement of our programme objectives. Many thanks as well to the Ministry team for their full support and backing throughout implementation. We know that before too long the national impact of this programme will be evidenced by the changes that will be occasioned by these enterprises. Cheers to an economic future championed by Cayman's Micro Small and Medium Enterprise sector!

The Story Behind GROW YOUR BUSINESS



The Cayman Islands Centre for Business Development (CICBD) decided to implement the "Grow Your Business" programme to fulfil its Mission and Vision.

The main aim of the programme was to assist existing micro and small businesses that had a steady market and are looking to learn how to create and manage business growth in order to achieve: increased sales, increased market share, increased profits but are challenged with trying to steer their businesses through the growth phase. It aims to support the cohort of twenty (20) micro and small businesses that have been trained and will need assistance devising and implementing effective plans, strategies, ideas, products or services

Following the twelve (12) week training sessions of this programme, the cohort will be provided with business development support through an assigned business advisor for a period of one (1) year to take their business to the next level. Through workshops and business coaching, the programme will assist these small business owners to develop innovative strategies that drive decision-making, and increase productivity. The cohort of entrepreneurs is expected to implement learnt strategies and set growth goals and performance standards.



Building...



OUR VISION

**“TO BE CAYMAN’S LEADING PROVIDER OF
COMPREHENSIVE BUSINESS DEVELOPMENT
SERVICES, EXCELLING AT PROMOTING THE
GROWTH OF SMALL BUSINESS IN THE MARKET
PLACE”**

OUR MISSION

**“WE DRIVE ECONOMIC PROSPERITY BY
IMPROVING SMALL BUSINESS VIABILITY AND
SUSTAINABILITY THROUGH ADVOCACY,
BUSINESS COUNSELLING, TRAINING AND
INCREASING ACCESS TO FINANCE”**

THE COHORT



COHORT COMPANY PROFILES





GEORGE EBANKS

George Ebanks Consultancy; Bookkeeping and IT Services



GEORGE R. EBANKS (MBA, NOTARY PUBLIC)
DIRECTOR/ PRESIDENT AND CEO

ABOUT US ...

Mr. George R. Ebanks holds a Masters in Business Administration degree from ICCI in the Cayman Islands. Mr. Ebanks was born in Isles of Pines, Cuba but has Caymanian ancestral "roots" due to both his paternal and maternal grandparents being born in the Cayman Islands. Mr. Ebanks is a Notary Public in the Cayman Islands and speaks Spanish as a second language.

Mr. Ebanks has over 25 years of banking and financial services experience in the Cayman Islands, with ten years being the Treasurer for General Motors International Sales Ltd (a wholly owned subsidiary of GM Corp.) in the Cayman Islands.

Mr. Ebanks is active in the civic and political affairs of his Island home and is also a member of the Grand Cayman Toastmasters Club Grand Cayman (#2686) where he holds the rank of Competent Communicator ("CC"). He enjoys reading a wide variety of books and is an avid tennis player and enjoys gardening as a hobby.

SERVICES

- Immigration / Permits
- Bookkeeping/Payroll Services
- Human Resources Services
- Corporate Administration
- Notary Public
- Permanent Residency Applications
- Trade & Business License
- Social Media Management
- Website Management
- Deed Poll (Name Change)
- Registration Of NPO's



At Alive Design there is a passion for beautifully different, exquisitely simple design. We think and talk design, we even go on vacation where we can experience interesting projects and bring back new ideas. We are aware of our impact on the enjoyment of the design process as we work together with our clients to curate the spaces where life happens, be it office or home, retail or clinic, school or hotel. With a loving, talented, multidisciplinary team that has fun creating together and handling every aspect of our various projects. Our architectural background allows us to fully understand buildings and seamlessly carry the design intent from the exterior through to the smallest interior detail. We care. We enjoy what we do. We love to connect with likeminded people. Join us on the journey!



**KENDRA ADOR
(FORMERLY ASHTON)
INTERIOR ARCHITECT**



SERVICES

- Interior design, Interior branding
- Schematic and Concept design
- Space planning, Detailed design
- 3D renderings, Construction documents
- Consultant coordination,
- Planning and Building Control liaison
- Materials, furniture and lighting specifications
- Millwork shop drawings review,
- Site administration



M MOD REALTY

Athena Nicole

Sales Manager



MOD Realty specializes in real estate sales transactions of Pre-construction homes, newly built properties, raw undeveloped and developed land, Single family homes, Condominiums and Multi Unit complex dwellings.

At MOD Realty, our realtors are trustworthy, professional, dependable, experienced and possess an understanding of the Real Estate Market in the Cayman Islands. Our attention to detail and proactive thinking is unparalleled. Our knowledge of the property sales process and paperwork ensures a smooth and enjoyable process for both Purchaser and Vendor involved from start to finish.

Our expertise of the Real Estate Market includes and is not limited to construction requirements, planning process, market analysis, valuation comparable, developers' contracts, sales purchase agreements, strata documentation, stamp duty on conveyances, certificate of occupancy, lease agreements, restrictive covenants and Strata By laws.

MOD Realty is the original brokerage to introduce Pre-Construction Open Houses to the market here in the Cayman Islands and thanks to MOD Realty's enhanced digital marketing concept and consistent waiting buyers list, the company is known for its fast turnaround times for the sale of property. Our consistent positive reviews and sales portfolio speaks for itself.



OUR TEAM



CHATTERBOX

OUR TEAM



Roz Griffiths
Director/Senior Speech and
Language Therapist



ABOUT US...

We are a vibrant, multidisciplinary team of therapists and educators, working with both children and adults for a holistic approach to finding the right solutions for you. We provide commitment and a caring attitude, professional excellence and open communication to facilitate a partnership of trust with families, which helps everyone to reach their goals.

OUR SERVICES

- Speech and Language Therapy for children and adults.
- Occupational Therapy for children and adults
Massage Therapy.
- Early Years Speech Therapy Programme for children aged 2-5 years.
- Baby Wellness Clinic - specialised feeding clinic for parents and professionals.
- Women's Cancer Support Programmes - through any stage of cancer treatment and recovery.
- Facilitate communication and developmental skills using multidisciplinary team approach.





CAROLYN BODDEN
DIRECTOR



SERVICES

- Dog Grooming
- Cat Grooming
- Routine & Medicated Baths
- Nail Clipping (Pawdicure)
- Flea & Tick Treatment
- Mobile Services

ABOUT US ...

Precious Paws Pampering, was founded in 1997 as a part time operation, and was transformed into a full time operation for pet grooming in 2005.

Precious Paws Pampering is the place where groomers totally enjoy their work and where magic is spun, enabling happier, healthier pets and heightening adoration of the pet by all.

We use the beautification process on every occasion as an opportunity for wellness oversight, giving way to affirmation of wellness and abnormality discoveries, thus empowering the pet parent to solicit prompt Veterinary investigations and/or treatments in a timely manner. It is our mission to help you attain comfort, wellness and ultimately longevity of your pets. Precious Paws Pampering aspires to partner with you in creating the golden triad of pet care:- "Pet Parent - Precious Paws Pampering - Veterinarian".

We subscribe to standard operating procedures (SOP) in the safe and secure handling of pets and our service tools. We are knowledgeable, experienced, compassionate and we see all pets as someone's beloved family member.

From your hands to ours, you can be assured that in whatever condition that your pet(s) is presented in, they will be embraced and handled with due care and attention.

We are confident that once you and your pet have had the Precious Paws Pampering experience, you will want the same time and time again. We look forward to pampering your precious paws and making them feel like family!



Marbri SALON & SPA



Maribel Britton
Manager

ABOUT US...

Marbri Salon & Spa is a family-owned business that provides locals and visitors with a wide range of beauty and therapeutic services. We provide a wide range of services for hair, skin, nail care and body therapies. Our customers are guaranteed good quality services at an affordable price, and we strive to exceed clients' expectations. We have built a client base of over 500 customers over a 7 year period

OUR SERVICES

- Hair Care



- Skin Care



- Nail Care

OUR TEAM

- Body Therapies





Silburn Seymour
Manager



Cynthia Seymour
Manager

ABOUT US ...

Seymour's Jerk Centre is well known local family business in Grand Cayman and is run by Seymour and Sylvia Silburn who has been serving his authentic Jerk Chicken, Jerk Pork, Steamed Fish, Foil Roasted Fish, Festivals, Escoveitch Fish and Manish Water for over 40 years.

The meat is seasoned and marinated with a secret recipe which has made it absolutely delicious. Each piece of chicken and pork is slowly cooked over a charcoal grill which smokes the meat at the same time.

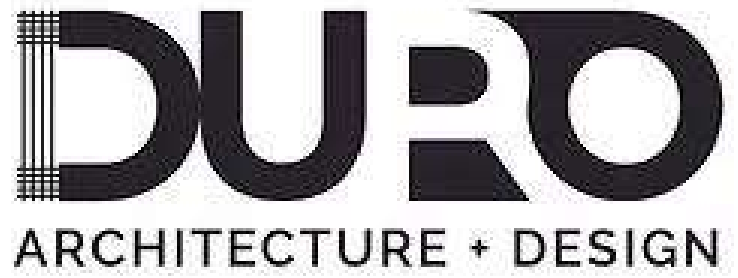
Over the years the entity has built a strong clientele of persons with discerning taste who continue to patronize their business



ABOUT US...

DURO Architecture & Design is a Cayman based company specialising in all aspects of construction architecture and design.

Be it large scale development or simple home improvement, we strive to make your vision a reality and provide a one stop, stress-free and responsive service.



OUR SERVICES



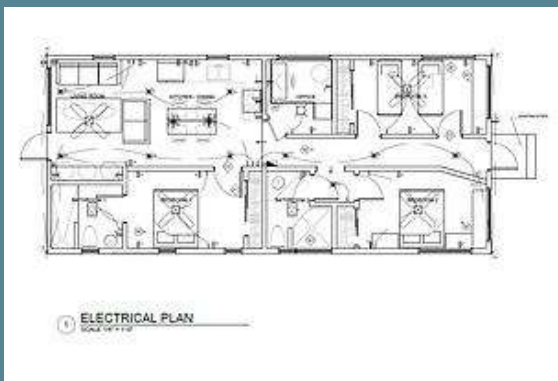
Dulian Terry-Swaby
Lead Architect



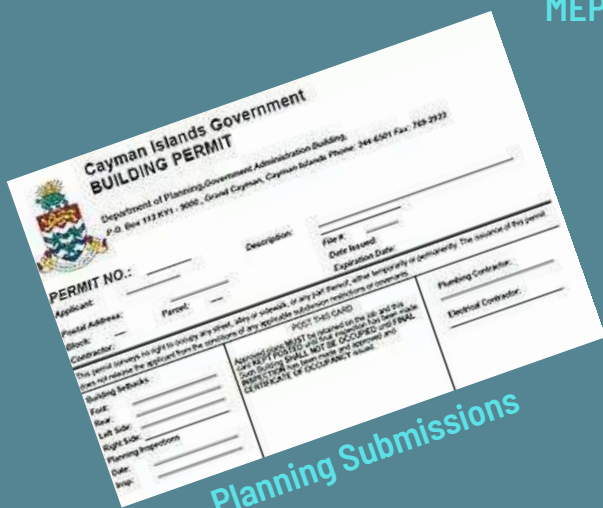
Architectural Drawings



As Built Drawings



MEP



Planning Submissions



Concept Design



Invyro uses the latest sensor and testing technology to help identify indoor air quality problems, and prevent larger issues from occurring. They are a proactive indoor air quality monitoring company.

OUR SERVICES

Proactive Indoor Air Quality Solutions

Proactive Indoor Air solutions

Alicia Hill

Certified Indoor Environmentalist





Gillian Bedasse
Director



ABOUT US...

We are the leading digitization service provider in the Cayman Islands, offering solutions that support document management at affordable prices. By partnering with businesses, document workflow and collaboration is optimized, while warehousing costs, compliance and security risks are lowered. Handling both simple or complexed projects, we deliver services , solutions and satisfaction that match your needs.

We have innovative software to provide effective solutions for document management, reducing overhead cost and saving time for an environment friendly business.

We have built our reputation on trust, expertise, quality and security. We are here for you and your business goals, providing exceptional support at every step. We have the experience and knowledge to comply with the industry standards, providing security for our clients.

OUR SERVICES

- Document Scanning Services and Solutions
- Consultancy services in document management
- Document Scanner and Solution Rental Services
- Workflow process automation solutions



Meal

PREPPING SERVICE

TO MAKE LIFE EASIER

Eating Klean is a health and holistic company that is currently providing healthy meal prepping service, juices, medicinal teas, and food and body education. No matter the end goal, the service works for all We target individuals working towards being in a space of a better mind, body, and spirit, or those just wanting to eat healthier but who may not have the time to properly plan and prep their meals.

**MEAL OPTIONS:
BREAKFAST
LUNCH
DINNER**



**Krista Bradshaw
Director**



Bruce Gordon
Owner/Operator



Shemila Eden
Owner/Operator

ZEAL is a visual production enterprise based in the Cayman Islands, providing interactive marketing products and services. We create meaningful connections between brands and people via modern multimedia productions, digital signage experiences, campaign development, and creative consulting. We supply and manage modern digital displays that engage, inform, and entertain your customers. Our new generation of interactive digital signage allows your environment to build on the value of a physical location while adding digital interactions that customers look for.

With many consumers accustomed to accessing information on screens of all sizes, it makes sense to add the digital dimension to your space.



Founded in 2017, Premiere Executive Services is a recruitment, staffing and administrative Firm located in Grand Cayman that offers dedicated and specialized services across a range of skills and disciplines to multinational corporations, governments agencies, small and medium enterprises, and local start-up Firms.



Rena Hydes
Manager

PREMIERE EXECUTIVE SERVICES



Your Business is Safe in Our Hands

Premiere Executive Services also provides a wide range of personalized administrative services including payroll processing, temporary and contract staffing, resume writing, proofing, coaching and outplacement services, to professionals at all experience levels.

We are a leading recruitment company in Grand Cayman that is built on the strength and passion of our objectives to deliver best-in-class service to our clients.



Ian Goddard
Owner/Operator



Tours

- Stingray City Adventure**
- Cayman Turtle Centre Adventure**
- Turtle Centre Advantage**
- Historic and Cultural Sites**
- Cave Adventures**
- Site Seeing**



CS Tours is a local business specializing in destination management, private tours, and shuttle services.

We commenced operation in 2018 with a single bus and today we operate a small fleet of vehicles which include mid-size buses, and SUVs, with a staff compliment of 3 persons. Our clients include DOT, global travel agents, corporate clients, groups, families, and individuals. We have enjoyed exposure in some global magazines for our knowledge of the island, and its culinary landscape, coupled with the most friendly service.





Dellon Myles
Manager

We provide air conditioning solutions to residential and light commercial properties. This includes new construction, retrofits, repairs and maintenance. Our mission is to create the best value and opportunity for all parties involved to foster a Win-Win outcome in every situation.

We have been operating since 2015 and hold contracts for St Pedro Castle, Queen Elizabeth Botanic Park and several condos and residential homes.

We remain very competitive in this industry because we are fast, accurate with 100% successful in problem solving. We offer the white glove treatment and leave a clean house upon our departure.





Bryan's Fashion Dressmaking & Tailoring



Since 2011, Bryan's Fashions has been a trailblazer in the dressmaking and tailoring industry in the Cayman Islands. Bryan's Fashions is part of the Bryan's family business that was started by both grandparents who were professional Seamstress and Tailor. Bryan's Fashions maintains its family traditions by remaining modern and reliable in this ever changing world of fashion.



Norman Bryan
Owner/Operator

Bryan's fashions maintains one of its oldest family traditions by assisting parents in need of school uniforms. We offer one of the most affordable professional uniforms repair services in Cayman Islands, we also help other young fashion designers to bring their designs to life.

We also design and create fashions for various occasions including weddings, dinners, ball-gowns, beach-wear and carnival.

Bryan's Fashions still remains the only established sewing business in the Cayman Islands that offers advanced upgrade sewing training for Seamstresses and Tailors.





Rose Gadsby
Manager

CSS Janitorial Services (Clean Sweep) started in 2007 and provides services to homes, commercial spaces, condominiums and offers post construction clean-up.

We pride ourselves on being a company driven by revolutionary love, believing that nothing works without it. Our core values of honesty, trust and excellence attend the delivery of all our services.

While we deliver cleaning services we strive to ensure that we help others provide for their families by the use of our hands and hearts.



THE TEAM



MCK Services Ltd. is driven by passion and a deep respect for nature and the beauty that it contains. We have been able to advance in the landscaping and gardening industry. This advance has allowed us to create, install and maintain living spaces with excellence and generate tranquility that give us the opportunity to reconnect with the natural world in which we live. Our mission is to create sustainable solutions to the needs of our clients. For this reason we have a qualified and trained team to develop tasks and projects with efficiency and quality, generating fresh and healthy environments for your home or business.

We provide services to help you increase the value of your property while also ensuring the care of your gardens. We are the best organization that provides solutions for the care and maintenance of your green spaces. We believe that comprehensive design is the key to any project in terms of functionality, sustainability and practicality. For this reason, we offer our clients advice on the best way to build natural environments that are easy and sustainable, ranging from the selection of materials to the inclusion of green elements, use of light and space. Our designs are unique and personalized and are closely linked to the needs of each client. We also offer artificial grass at a fair price; pest control; and a complete fertilization program with quality high content nutrients that your plants need to stay fresh and healthy.



Kempton McLaughlin
Owner/Operator



THE TEAM



Ivey Construction is a Cayman-based home construction services company that specializes in designing and building modern homes. We have built a solid reputation as one of Cayman's leading small independent contractors, committed to building a sustainable future for home owners and communities. Established in 2018, the company specializes in building homes that accentuate clean lines, sleekness, geometric shapes and simple colour palettes. Our innovative approach to design and construction guarantees that we will remain relevant to the changing needs of future homes and communities.



Ricardo Ivey
Owner





ALTHEA WEST-MYERS

Director

Althea provides strategic direction, manages the day-to-day operations of the Centre and participates in the development, recommendation and administration of policies, procedures and processes in support of Centre operations. Althea acts under the direction of the Ministry of Investment, Innovation and Social Development while working closely with the CICBD team and other key stakeholders.

She believes the economic well-being of the region is predicated on the well-being of small businesses and as such is passionate about improving the quality and practice of entrepreneurship amongst small business owners here in Cayman. The Grow Your Business Programme is an outgrowth of this belief.



THAIS DUCENT

Senior Business Advisor

Thais is responsible for developing and implementing the programmes that assist local businesses with starting or expanding their operations. She ensures compliance with best practices and procedures and focuses primarily on leading and providing business consulting, counseling, marketing plans, business plans, financial analysis, and entrepreneurship training. Thais provides back-up support to the Director while working closely with the Business Advisors and other key stakeholders.

OUR TEAM



ANTOLEEN WILLIAMS

Business Advisor

Antoleen assists local businesses with starting or expanding their operations. Her primary focus is on business consulting, counseling, marketing plans, business plans, financial analysis, and entrepreneurship training. She provides individualized confidential business counseling and aftercare services for business development, and works closely with the Director and Senior Business Advisor, as well as other key stakeholders.



ALBERT VOADEN

Business Advisor

Albert assists small and micro businesses with sales estimates, cost analysis, and cash flow planning. He uses internationally established tools which help entrepreneurs identify areas of their business which require focus. He helps business owners keep track of growth prospects, and business objectives. Albert works closely with the Director and Senior Business Advisor, as well as other key stakeholders

OUR TEAM



ROMAINE FOSTER

Business Advisor

Romaine provides strategic guidance to local Small and Micro Enterprises with starting or expanding their businesses. His primary focus is on business consulting, counselling, digital marketing, business plans, financial plans and analysis, and entrepreneurship training. He provides individualized confidential business counselling and aftercare services for business deployment and works closely with the Senior Business Advisor and other stakeholders.



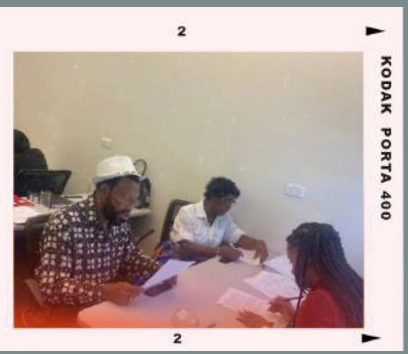
PAULA BUCHANAN

Programme Co-ordinator

Paula is the Programme Coordinator that has responsibilities for administrative, accounting and training functions of the Centre. She assists with the development and management of the training programmes and initiatives of the Centre as well as provides support to the clients of the Incubator. She is the first point of interface between the centre and its stakeholders. She also assist the director in preparing department budgets and monitors the budget performance.

As a trained Project Manager, she monitors and provides reports on the projects and programme performance for strategic review of the Centre.

OUR TEAM



Prepared by:



**Ministry of Investment,
Innovation & Social
Development**

Cayman Islands Government



Programme Partner