

Guest and Date List (at 12 January 2023)

About

The Metapraxis Financial Focus evening series has been running for over 30 years and brings together senior executives and business influencers for debate and thought leadership in the UK and US. Please note the Chatham House Rule will apply.

RSVP by email: s.bittlestone@metapraxis.com

Upcoming events

Thursday 26 January 2023, UK Dinner at The Groucho Club, Soho W1D 4QB

Theme: **Back to the Future – Getting back to profitability.** Investor appetite for high-growth (often technology-led) companies has led to many organizations chasing revenue growth whilst paying less attention to profitability. Yet in times of economic upheaval where business growth may be more challenging, as we are experiencing now, delivering profit will need to become a key priority.

Attendees:

George Adelman	Principal, FT Strategies	The Financial Times
Matt Ankers	Chief Finance Officer	Pepco Group
Simon Bittlestone	Chief Executive Officer	Metapraxis
Florian Brousson	FD Customer/Product & Business Planning	Reach
Mike Clark	Founder	Ario Advisory
Nick Douglas	Group Finance Director	WPP
Hannah Duckworth	Commercial Finance Director	Reprise Digital
Jaqueline Eaves	Partner	Kirkland & Ellis LLP
Richard Freeman	Head of Customer UK	Metapraxis
Richard Giles	Group Finance Director	Parkdean Resorts
Tom Hoskin	Partner & Co-founder	GrowthBuilders
Michal Koszalkowski	Chief Financial Officer	Treatwell
Nick Lee	Managing Director	The Workshop at Hogarth
Nadine Leighton	Marketing Director	Metapraxis
ljoma Maluza	Chief Financial Officer	М-Кора
Paul McKiernan	Director of M&A & Corporate Development	National Grid Plc
Charlie Murphy	Global Sustainability Managed Services Leader	EY
Tom Rayner	Chief Executive Officer	Sillion
Justin Scott	Chief Financial Officer	Broadridge Financial Solutions
Edwin Smith	Editor	Spears Magazine
Karla Smith	Chief Financial Officer	Ogilvy & Mather Worldwide
Charlie Steel	Chief Financial Officer	IWG Plc
Janice Titchener	Formerly, VP Finance & Business Support EMEA	Wyndham Hotel Group



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Previous events

Thursday 23 June 2022, UK Dinner at The Athenaeum, Pall Mall SW1

Theme: "What gets measured, gets managed" as Peter Drucker famously once wrote. Will this be the impact of the International Sustainability Standards Board (ISSB)?

Opening comments from Barry Melancon, Chief Executive Officer, AICPA.

Barry is the CEO of the Association of International Certified Professional Accountants, the most influential body of professional accountants in the world with 700,000 members and students representing the combined bodies of UK based CIMA and USA based AICPA. Barry was Global Chairman of the Board of the International Integrated Reporting Council (IIRC), which, along with the SASB merged to form the catalyst for the foundation of the ISSB. For the past 18 months he co-chaired the working group which formed ISSB under the IFRS Foundation and co-chairs the implementation working group. Barry is also Chairman of XBRL-US, the Global Accounting Alliance (GAA), and CPA.com and a founding board member of the Center for Audit Quality (CAQ).

Followed by **Herman Heyns, CEO Anmut: Herman is Co-Founder and CEO of Anmut**, a data asset management firm. Herman is a qualified accountant who's spent over three decades advising clients on data. Before founding Anmut, Herman established and led data practices as a Partner at Accenture, EY, and KPMG.

Attendees:

lan Ashton	Group Chief Financial Officer	SIG Plc
Simon Bittlestone	Chief Executive Officer	Metapı
Mike Clark	Founder Director	Ario Ad
Richard Freeman	Head of Customer UK	Metapı
David Gee	Non-Executive Director	Locktor
Herman Heyns	Chief Executive Officer	Anmut
Hanz Masood	Director - FP&A	Pixi Bea
Barry Melancon	Chief Executive Officer	AICPA
Charlie Murphy	Head of Consulting	Anmut
Daniel Safe	Financial Controller	Rapha
Justin Scott	CFO International	Broadri
Charlie Steel	Chief Financial Officer	Babylo
Vincent Toolan	Chief Financial Officer	Dunnhi

SIG Plc Metapraxis Ario Advisory Metapraxis Lockton International Anmut Pixi Beauty AICPA Anmut Rapha Broadridge Babylon Health Dunnhumby



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Thursday 21 April 2022, UK Dinner at The Athenaeum, Pall Mall SW1

Theme: The Metaverse – science fiction, Facebook marketing spin... or the next revolution that will transform the technology and media industries?

Opening comments from Nina Jane Patel

Nina Jane is the Co-founder and VP of Metaverse Research for Kabuni – a safe Metaverse for children to explore, learn and grow. Considered cutting-edge in her field, and a thought leader on the implications of safety, psychology, and physiology of human interaction in the Metaverse, Nina has been featured in the Financial Times, The Independent, and a number of other publications.

Followed by **Gregor Pryor.** Gregory is co-chair of Reed Smith's global Entertainment and Media Industry Group, and he is widely recognised as being one of the world's leading lawyers in digital media.

Attendees:

Souky Arsalane	Co-Founder and CEO	Zing
Min Bhogaita	Director	Small Man Called Min
Simon Bittlestone	Chief Executive Officer	Metapraxis
Julia Boyd	Partner	Reed Smith
Robert Bruce	Co-Founder, Chief Executive Officer	Silver Spire Capital
Toby Chapman	Partner	OC&C Strategy Consultants
Jacqueline de Rojas CB	EPresident	techUK
Daniel Domberger	Managing Director	Arrowpoint Advisory
Pat Guerin	Head of TMT M&A – EMEA	Barclays Investment Bank
Edward Jamieson	Finance Director, UK	Just Eat
Giles Marshall	Partner	Searchlight Capital
Jonny Moran	Chief Development Officer	Parques Reunidos
Antonella Mulè	Group Director of Corporate	Reach
	Development and Analysis	
Nina Jane	Patel Co-Founder and VP, Metaverse	Kabuni
	Research	
Lucy Phillips	Propositions Controller	Sky / NowTV
Alexandra Piedrahita	Principal	QED Investors
Gregor Pryor	Partner	Reed Smith
Nick Robertson	Head of Strategy	The Economist
Stan Ruskov	Director – Technology Investment	Rothschild & Co
	Banking	
Hamish Shephard	Co-Founder	HelloFresh and Bridebook
James Sinclair	Group Financial Controller	Informa
Kate Spooner	Growth Equity Investor	Sprints Capital
Charlie Steel	Chief Financial Officer	Babylon Health
Philip Taylor	Partner	Reed Smith
Alexandra Wall	Head of All 4 Editorial /Channel4 Coach	Channel 4



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Thursday 7 April 2022, NY Dinner at American Cut, 363 Greenwich St, NY 10013

Theme: In these dynamic times there is continued emphasis on ESG and how companies serve society. With consistently good ESG performers tending to score higher on total shareholder return, ESG is now a business imperative for corporates and investors

Opening comments from Neema Vaheb.

Neema is a Director and ESG/sustainability deals specialist at PWC.

Attendees:

Simon Bittlestone	Chief Executive Officer	Metapraxis
Ben Blueweiss	AVP, Strategic Investments	Nasdaq Ventures
Julia Boyd	Partner	Reed Smith
Robert Bruce	Co-Founder, Chief Executive Officer	Silver Spire Capital
Udayan Chattopadhyay	Chief Operating Officer	Four Rivers
Avantika Daing	Managing Partner	Plum Alley Investments
Gerard DiFiore	Partner	Reed Smith
Matteo Dominianni	Managing Director – Deals/Private	PWC
	Equity Value Creation	
Luke Ericson	Principal	KKR Capstone
Peter Espersen	Senior Director, Business Development	Capital One
Kris Haber	Partner & COO Investcorp Strategic	Capital Group
Tatiana Izquierdo	VP, Accounting & Operations	Sightway Capital
David Neverson	Principal	Leeds Equity
Alison Sanders	Vice President	Seaport Capital
Abhishek Singh	Head of Partnering, Principal Consultant	tMetapraxis
Shay Soltani	Senior Counsel	Two Sigma Investments
Katie Stitch	Managing Director	W Capital Partners
Neema Vaheb	Director, ESG – Deals	PWC
Michael Wong	VP of Legal	Kashable
Lisa Yom	Agency Partnership Lead, Amazon	Amazon
	Marketing Services	

2021 Events

Thursday 21 January 2021, UK virtual round table

Theme: Is a greater focus on Long Term Value the answer to the perceived trade-off between financial return and a firm's ESG impact?

Opening comments from Maria Lombardo, Head of ESG Client Strategies EMEA, Invesco.



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Maria has more than 25 years of experience, serving as a managing director in investment banking and equity capital markets. In recent years she has followed her passion for sustainability and become an expert in responsible investing and sustainable finance.

Attendees:

Attenuces.		
Miles Barnard	UK & ZA Chief Financial Officer	WSP
Carol Bell	Director	Chapter Zero
Simon Bittlestone	Chief Executive Officer	Metapraxis
Steve Carter	Associate Director – Programme	Peter Marsh Consulting
	Delivery & Assurance	
Michael Cole-Fontayn	Chairman	AFME
Ian Coleman	Chairman	Vixcroft
Nick Douglas	Deputy Group Financial Controller	WPP
Graham Duce	Chief Investment Officer	LifeArc
Phil Goodings	previously Chief Financial Officer	JLT Specialty
Martin Grieve	SVP Corporate Business Planning	Reckitt Benckiser
Andrew Harding	Chief Executive – Management	CIMA
	Accounting	
Maria Lombardo	Head of ESG Client Strategies EMEA	Invesco
Judith Mosely	NED and Chairman of the	Eldorado Gold Corp
	Sustainability Committee	
Mark Muth	Chairman	OnePulse
Siva Shankar	Director	RST Consulting
Jennifer Sundberg	Co-Chief Executive	Board Intelligence

Thursday 18 February 2021, UK virtual round table

Theme: **"Robots and artificial intelligence of various sorts will become an accepted part of daily life by the year 2020 and will almost completely take over physical work," Elon University noted in 2006.** While predictions for 2020 also included holidays on the moon and nano-bots in our digestive tract replacing traditional food intake, it is undoubtedly the case that robotics and AI could be having a much bigger impact on our lives and jobs. Are our businesses failing to apply them effectively through incapability or vested interests?

Opening comments from Jacqueline de Rojas CBE – President, techUK.

Jacqueline is also Chair of the Board of Digital Leaders and serves as Non-Executive Director on the boards of Rightmove, Costain Group and FDM. She also supports the UK Government in the Department for Digital, Culture, Media & Sport and serves as co-Chair for the Institute of Coding.

Attendees:

Jean-Benoit Berty	Senior Partner, UK&I Industries	EY UK
Simon Bittlestone	Chief Executive Officer	Metapraxis
Inken Braunschmidt	Chief Innovation & Digital Officer	Halma



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Paul Clutten	Associate Director, IT	LifeArc
Michael Cole-Fontayn	Chairman	AFME
Dawn Conneely	Group Financial Controller	Dunelm
Pier Culazzo	Head of Digital Identity, Data Products	2 4.1.0111
	and Data Science	visa Europe
Jacqueline de Rojas CB	E President	techUK
Alison Dolan	Chief Financial Officer	Rightmove
Caroline Grey	Strategic Partnership Sales	UiPath
Olivia Hawkins	Head of Business Consulting	Wunderman Thompson
Richard Heald OBE	Chair	UK India Business Council
Cindy Hoots	Chief Digital Officer & CIO	AstraZeneca
Diana Kennedy	Group Chief Technology and	Вира
	Architecture Officer	
Chris Knowles	Chief Digital Officer	RSM UK
Sandeep Kulkarni	former COO & CFO	Born Group
Margarete McGrath	Chief Digital Officer	Dell Technologies UK
Emma Neal	Digital Audit Director	PwC UK
Chris Pearce	Head of Pricing R&D	esure Group
Natasha Reeves	Chief Operating Officer and Director	Synaps International
Christina Scott	Chief Technology Officer	News UK & Ireland
Steven Still	Head of Automation	Costain
Chander Velu	Senior Lecturer in Economics of	University of Cambridge
	Industrial Systems	
Helen Willis	Chief Financial Officer	Costain

Thursday 18 March 2021, UK virtual round table

Theme: What are the most fundamental long term changes our businesses will face post-pandemic?

Opening comments from Roger Barker – Director of Policy and Corporate Governance, Institute of Directors.

Roger previously served as the Director of Corporate Governance and Professional Standards at the IoD for almost a decade. He is a UK Member of the European Economic and Social Committee, Senior Advisor to the Board of the European Confederation of Directors Associations and Chairman of the Education Programme for European Directors. He is also the author of numerous books and articles on corporate governance and board effectiveness.

Attendees:

Andrew Allner	Non-Executive Chairman	SIG
Roger Barker	Director of Policy and Corporate	Institute of Directors
	Governance	
Miles Barnard	UK & ZA Chief Financial Officer	WSP



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Freddie Barnfield	Managing Director, Investment Bankin	g Numis Securities
Simon Bittlestone	Chief Executive Officer	Metapraxis
Lawson Carmichael	Chief Operating Officer	AICPA
Toby Chapman	Partner	OC&C Strategy Consultants
Andrew Clarke	Finance Director	Imperial Brands
Michael Cole-Fontayn	Chairman	AFME
Andy Cottrill	Partner	Q5 Partners
Philip de Klerk	Chief Financial Officer	C & J Clark International
David Lavarack	Executive Director Corporate	Peabody
	Services	
Melanie Lee CBE	Chief Executive Officer	LifeArc
James Loweth	Chief Financial Officer	Pioneer Underwriters
lain Macdonald	Non-Executive Director	Premier Oil
Ali Miraj	Director, Infrastructure Finance	ING Group
John Neill CBE	Chairman & Group Chief	Unipart Group
	Executive	
Chi Onwurah MP	Shadow Minister Digital,	House of Commons
	Science & Technology	
Anthony Pipe	UK Finance Director	Fujitsu
Leanna Reeves	Author	Accountancy Age
Tom Richards	Chief Financial Officer	Independent Clinical Services
Suki Sandhu OBE	Founder & CEO	INvolve People
Justin Scott	Global Head of Finance,	Refinitiv
	Customer Proposition	
Mike Shepherd	Vice President – Competitor	Unilever
	Intelligence	
Auriol Stevens	Global IT Director and Global	Unilever
	Transformation Lead	
Charles Tilley OBE	Executive Chairman	CGMA Research Foundation

Thursday 15 April 2021, UK virtual round table

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Theme: Race inclusion - how can companies overcome the challenges of turning words into actions?

Opening comments from Suki Sandhu OBE – Founder & CEO, INvolve people.

INvolve helps organisations to drive cultural change and create more inclusive workplaces. Suki is also Founder & CEO of Audeliss, a global boutique executive search firm that works to level the playing field for women, ethnic minorities and LGBT+ people at the most senior level in business. He is a Stonewall Ambassador and passionately supports many charities including The Albert Kennedy Trust and OutRight International. Suki was awarded an OBE in 2019 for Services to Diversity in Business.



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Attendees:

Attendees:		
Nicole Basra	Diversity, Equity & Inclusion Manager	Dentsu International
Jackie Beer	Diversity & Inclusion Director	ВТ
Simon Bittlestone	Chief Executive Officer	Metapraxis
Lindsey Bradley	Head of FP&A & Expenses, Finance	Chubb
Zarir Cama	Non-Executive Director	HSBC
Emma Cashmore	Diversity & Inclusion Director, Int.	Facebook
Reena Chawla	Co-Chair, Cultural Diversity Network	Fujitsu
Stefan Ciecierski	Advisor	Mana Search
Michael Cole-Fontayn	Chairman	AFME
Philip de Klerk	Chief Financial Officer	C & J Clark International
Nicholas Farhi	Partner	OC&C Strategy Consultants
Julie Fountain	Head of Group Reporting	Land Securities
Fred Fowler	Chief Financial Officer	Coty UK&I
Richard Giles	CFO – Consumer & Brands	De Beers Group
Graeme Hall	Founder	Sales Blueprint
Melanie Hayes	Chief People Officer	Harvey Nash Group
Julie Humphreys	Head of Diversity & Inclusion	Reach
Sunil Jindal	UK Country Head	Diversio
Maria Kokkinou	Global Head of Talent, Leadership,	Rolls-Royce
	Capabilities & Inclusion	
Kate Laughrin	Operations Director	Metapraxis
Nancy Lengthorn	Managing Partner & UK Head of	WPP
	Inclusion & Belonging	
Sarah Long	Chief People Officer	Computacenter
Preetha McCann	Finance Director	Heathrow
Laura McGee	Founder and CEO	Diversio
Simon Monk	Consultant	Sales Blueprint
Raj Morjaria	Head of Diversity & Inclusion	Direct Line Group
Denise Peart	Chief Talent, Diversity & Inclusion Offic	er Sky UK
Anthony Pipe	UK Finance Director	Fujitsu
Helen Redfern	Group HR Director	Kier Group
Suki Sandhu OBE	Founder & CEO	INvolve People
Mark Sherwood-Edwar	ds Founder	Clearview Legal
James Sinclair	Group Financial Controller	Informa
Kelvin Stagg	Chief Financial Officer	PageGroup
Sabine VanderLinden	Co-Founder, CEO & Managing Partner	Alchemy Crew
Lloyd Wahed	Chief Executive Officer	Mana Search
Christiane Wuillamie O	BE Chief Executive	Pyxis Culture Technologies



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Thursday 8 July 2021, UK virtual round table

Theme: As we emerge from lockdown, is the plan we had still relevant? Or is something else needed?

Attendees:

John Argent	Chief Executive Officer	Six
Simon Bittlestone	Chief Executive Officer	Metapraxis
Mike Corcoran	Chief Financial Officer	Amigo Holdings
David Gee	Director	Lockton International Holdings
James Hicks	Head of FP&A	Lockton Companies
Edward Jamieson	Finance Director, UK	Just Eat
Adam Lewis	Partner	Horizon Capital
Derek Mapp	Chairman	Mitie Group
Tim McSweeney	Director	Restoration Partners
Isa Mutlib	Chief Executive Officer	The BAME Apprenticeship Alliance
John Neill CBE	Chairman & Group Chief Executive	Unipart Group
Thomas Peel	Director	AI Professional Services
James Pitcher	Head of Sustainability	Bunzl
Suzanne Robinson	Partner	EY UK
Giles Vardey	Director	AI Professional Services

Thursday 16 September 2021, UK Dinner at The Athenaeum, Pall Mall SW1

Theme: Will the impact of analytics eventually undermine the ability of humans to apply judgement calls effectively in businesses? and Who protects the robots, robots?

Opening comments from Larissa Suzuki - Data/AI Technology Practice Lead.

Larissa is also AI Principle Ethics Fellow at Google and conducts work on the Interplanetary Internet on Google Cloud. She serves as an Honorary Associate Professor of Computer Science at UCL, is also a guest Lecturer at Oxford University, and a member of the Technology Board of Founders4Schools.

Jacqueline de Rojas CBE – President, techUK. Jacqueline is also Chair of the Board of Digital Leaders and serves as Non-Executive Director on the boards of Rightmove, Costain Group and FDM. She also supports the UK Government in the Department for Digital, Culture, Media & Sport and serves as co-Chair for the Institute of Coding

Attendees:

Simon BittlestoneChief Executive OfficerZarir Camaformerly Non-Executive DirectorMartin Clements CMG OBE Senior Advisor to the Chairman and CEOMichael Cole-FontaynIndependent DirectorJacqueline de Rojas CBE President

Metapraxis HSBC Credit Suisse Group JP Morgan Securities techUK



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Richard Giles	Chief Financial Officer – Brands & Consumer	De Beers Group
Raghu Gulati	Markets MD & Head, Corporate Coverage	Deutsche Bank
	– UK & Ireland, Corp Bank	
Roy Jubraj	Chief Strategy and Transformation Officer	esure Group
Charlie Murphy	Head of Consulting	Anmut
Mishal Patel	Global Head of Imaging, AI & Data Analytics	AstraZeneca
Sanjay Patel	Group Chief Information Officer	Tate & Lyle
Ric Piper	Partner	Restoration Partners
Steven Still	Head of Finance	Morgan Sindall
Larissa Suzuki	Data/AI Technology Practice Lead	Google
Charles Tilley OBE	Executive Chairman	CGMA Research Foundation
Rafael Torres Fernande	ez Chief Financial Officer	Rabobank Europe
Phil Tyson	Vice President, Insurance	Genpact
Patrick Wake	Group Head of Information Security	FDM Group

Thursday 14 October 2021, UK virtual round table

Theme: As our dependency on living and working virtually increases online, it is clear that we are not the only ones interested in the important and valuable assets for our businesses. As cyber crime increases, the question is whether we are protecting the right things on the risk register?

Opening comments from Martin Clements CMG OBE – Senior Advisor to the Chairman and CEO, Credit Suisse Group.

Martin moved to advising Credit Suisse in 2016 after a long career focussed on digital innovation and cyber in the national security sector of government. He became an experienced executive and non-executive member of the top governance of his sector in the UK, retiring as Director General for Technology and Transformation. Martin now works with businesses he believes address key capability gaps, bringing the finest emerging technologies together with skilled humans to defend and transform both business and government.

Attendees:

Simon Bittlestone	Chief Executive Officer		
Marc Cadwaladr	formerly Group Financial Controller		
Lawson Carmichael	Chief Membership & Operating Officer		
Martin Clements CMG OBE Senior Advisor to the Chairman and CEO			
Tessa Drysdale	HR Director		
Ralph Hewins	Chief Financial Officer		
Andrew Mercieca	Chief Financial Officer		
John Neill CBE	Chairman & Group Chief Executive		
Daniele Pedrazzoli	Principal		
John Reeve	former Chairman & Chief Executive		
Mark Sherwood-Edwards Founder			

Metapraxis Land Securities AICPA Credit Suisse Group Dogs Trust Elementis LifeArc Unipart Group DPED Consulting Willis Group Clearview Legal

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Kelvin StaggChief Financial OfficerChristiane Wuillamie OBE Chief Executive

PageGroup Pyxis Culture Technologies

Thursday 25 November 2021, UK Dinner at The Athenaeum, Pall Mall SW1

Theme: 24 months on are our Boards better prepared for the climate challenge?

Opening comments from Russell Picot – Chair, HSBC Pension Trust.

Russell is Chair of the Trustee board of the HSBC Bank (UK) Pension Fund and Deputy Chair and Chair of the Investment Committee at USS, the universities pension scheme. Russell was a co-chair of the FSB's Enhanced Disclosure Task Force and is a Special Advisor to the Financial Stability Board's Climate-related Financial Disclosures Task Force, chaired by Michael Bloomberg. He has supported the HRH The Prince of Wales Accounting for Sustainability project since its inception in 2004 and is an ambassador for the International Integrated Reporting Council.

Julie Baddeley – Chair, Chapter Zero Steering Committee. Julie is one of the UK's most experienced company directors, having served in both executive and non-executive capacities on the boards of leading FTSE 100 and FTSE 250 companies as well as a number of major public sector organisations. Julie is currently leading a series of initiatives with investors, scientists and advisors to help chairs and non-executive directors recognise the challenge of climate change to their businesses, and their business' impacts on global warming. Her background was in change management consulting with Accenture, and she sees delivering a zero-carbon economy as the biggest change challenge for business in her lifetime.

Attendees:

John Argent	Chief Executive Officer	Six
Julie Baddeley Chair	Chapter	Zero Steering Committee
Paul Baines	Senior Advisor	Smith Square Partners
Matthew Bell	UK&I Climate Change & Sustainability	EY UK
	Services Leader	
Simon Bittlestone	Chief Executive Officer	Metapraxis
Sir Anthony Cleaver	former Chairman	Novia Financial
Michael Cole-Fontayn	Independent Director	JP Morgan Securities
Edward Copisarow	Principal	Centre for Voluntary Sector
Jacqueline de Rojas CBE President		techUK
Andrew Doman	Chairman	Castle Trust Capital
Ben Fidler	Deputy CFO	Rolls-Royce
Richard Freeman	Customer Success Lead	Metapraxis
Simon Gleadhill	Head of Corporate Reporting	Howdens Joinery Group
Aoife Morgan	Journalist	Financial Director
Sir Ken Olisa OBE	Executive Chairman	Restoration Partners
Richard Peers	Founder	ResponsibleRisk



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Russell Picot	Chair	HSBC Pension Trust
Simon Ritchie	Chief Product Officer	Metapraxis
Rakesh Sharma OBE	Non-Executive Director	PayPoint
Mark Sherwood-Edwards Founder		Clearview Legal
Tareq Sholi	Group Head of Management Reporting &	National Grid
	Business Planning	
Clare Spottiswoode CBE Non-Executive Director		EnQuest
Jean Stevenson	Non-Executive Director	Bank Leumi (UK)
Sabine VanderLinden	Co-Founder, CEO & Managing Partner	Alchemy Crew