



Russell Bedford
taking you further

Taking you further day



2 DECEMBER 2022

SAMPLE OF ACTIVITIES



Russell Bedford
taking you further



#RBtyfday

FOREWORD



As a member of Russell Bedford International, every day is a special day. However, once a year we take particular time away from our normal business of servicing clients to celebrate our togetherness and promote the core values embedded in our exciting network, on *taking you further* day!

This day helps bring our firms even closer together, by way of taking a step back from their client work and thinking about their membership of Russell Bedford International.

It is always wonderful to hear of the efforts around the world that members give, particularly on this day, to helping others; several focusing on a commitment to charitable initiatives.

The people of our network CONNECT, to understand their client needs and expectations, COLLABORATE, by working together across all boundaries to achieve more, creating a POSITIVE IMPACT, by enabling clients to achieve their goals, at home and abroad, through EXCELLENCE, exceeding client expectations, to build a better world together.

We've had a great year of activity; a full calendar of physical meetings since the pandemic, and it has been fantastic being back travelling again and meeting in-person.

It is indeed that energy, the development of people and the building of relationships, that truly brings this network together. This year has been another incredible year at Russell Bedford.

We have refreshed our Centres of Excellence, and now have ten specialist groups, including establishing a Social Impact Committee. We are proud to have a team of individuals, passionate about making a difference on contemporary issues such as CSR, ESG and DEI, and I look forward to seeing great work from that group.

Earlier in the year, our "Russell Bedford Cares" campaign focused on Ukraine and we continue to pray for peace and stability, not only there but in all parts of the world that continue to struggle in war, poverty and anguish.

We had a celebration in Vienna at our first in-person Annual Global Meeting since the pandemic, where we welcomed almost 200 participants from all regions of the world.

We have also significantly enhanced the central office team this year, with new talented individuals all looking to offer even more to our members through increased resource at the centre.

It was also a great pleasure to win another award; this time for our fabulous work on Health & Wellbeing. This personally meant a lot to me and showed appreciation from the profession for the importance we place on looking after our people and ensuring they are both physically and mentally fit to provide the best possible service to their clients.

The future is bright at Russell Bedford International and we are grateful to our dedicated and loyal people all around the world; celebrated on this *taking you further* day of 2022!

Stephen Hamlet
CEO

ARGENTINA

Buenos Aires



Russell Bedford Argentina

This year, Russell Bedford Argentina celebrated *taking you further* day with a team-building activity.

They chose a beautiful area in the middle of the Hippodrome where nearly 150 of their staff got together and bonded over dinner, drinks and a lot of dancing until late at night.



"We all enjoyed coming together to reflect on the past year and celebrate our shared values."

Russell Bedford Argentina



AUSTRALIA

Adelaide



Lee Green & Co

To celebrate Russell Bedford's *taking you further* day this year, our Adelaide team enjoyed an informative and fun team building activity outdoors at the beautiful Victoria Park right across from their office.

They invited a strength and conditioning coach who provided an overview of how sports are modified to include participants that are blind or vision impaired and staff took part in a range of activities while wearing vision loss simulation glasses or blindfolds.

This helped them gain awareness of the skills and abilities of blind and vision impaired people and the benefits to all of inclusivity in sport.



"Communication, strategy and teamwork were key as we competed good-naturedly to achieve the best results. This was the perfect activity for celebrating the shared values of this global network, of which Lee Green is proud to be part."

Lee Green & Co

AUSTRALIA

Melbourne



Saward Dawson

Saward Dawson celebrated *taking you further* day and their family Christmas party by going bowling and playing laser tag!

It was a fun night with many of the staff taking the competition very seriously!



AUSTRIA

Graz

Hofer Leitinger Steuerberatung GmbH

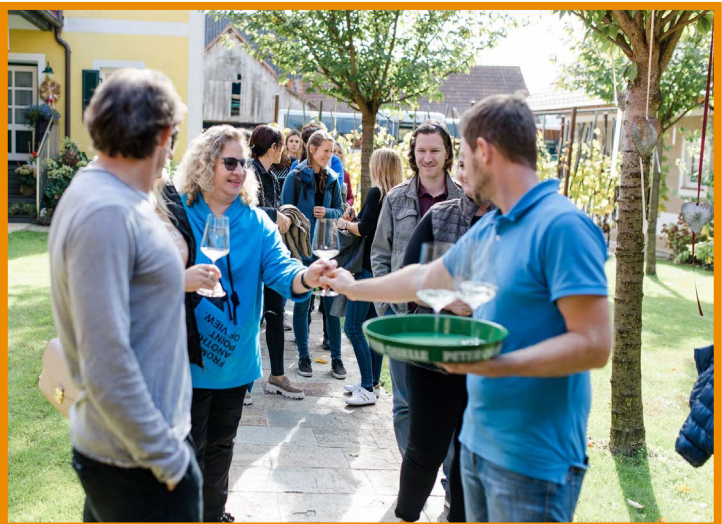
To celebrate Russell Bedford's *taking you further* day this year, our Graz colleagues combined two very important activities - team building and donating.

Team building by Hofer Leitinger

The team believes that team building is essential for their company and therefore they regularly organise activities that help get to know each other better and simply have fun at the same time. Their team event in autumn took place in Vulkanland, a wine region in Styria. There, they tested their taste skills together at a wine tasting. Later, the day finished with a typical regional dinner - and of course with a good glass of wine.

Charity

On the occasion of the *taking you further* day 2022, the team thought about how they could support charitably. In Austria, it is customary to shorten the wait for Christmas with an Advent calendar, so they thought why not combine an advent calendar and charity? Through the LIONS Club they obtained an Advent calendar of a special kind: The cover was designed by several artists and the proceeds from the sale of the Advent calendar went to a good cause. They bought these advent calendars for all their employees and "sweetened" their office days until Christmas.



BRAZIL



Russell Bedford Brazil

Russell Bedford Brasil had a calendar full of solidarity actions in 2023. Among the main initiatives carried out by the Social Action Committee were the Children's Day donations, in several regions, with the collection of toys, clothes and books.

The team was also involved in collecting warm clothing during the winter period and supporting catastrophes caused by rain in Petrópolis, Rio de Janeiro.

Russell Bedford Brasil also celebrated significant growth, opening nine offices throughout the country including the inauguration of its administrative headquarters.



COLOMBIA

Bogotá



Russell Bedford Colombia

Russell Bedford Bogotá said goodbye to 2022 with a very special day, gathering their entire team at a quiet cottage in the city outskirts where they participated in team-building activities.

This included games, photo shoots, painting, prizes, food and, of course, a closing party in which all the different business areas and their leaders participated.

Such a wonderful day!



CZECH REPUBLIC

Prague



EURO-Trend Audit

Our Czech partners decided to organise a team building activity during the autumn season. All team members took part in a hiking trip to the beautiful Šumava region in the Czech Republic, wrapping up the day with a nice traditional meal.



DOMINICAN REPUBLIC

Santo Domingo

Job Báez Soto

Our Dominican friends celebrated *taking you further* day in multiple ways.

Firstly, they provided donations to cancer patients - the team shared that it was not only important to actively give, but to also actively think about those who are having a harder time than us.

The team then also had a morning feast the day after where the team connected over traditional food.

Last but not least, they participated in a Secret Santa exchange where the main goal was not only buying gifts but being creative and surprising colleagues with inspiration and positive thoughts. The team expressed how it was a very touching and team building moment.



ECUADOR

Quito

Russell Bedford Ecuador S.A.

This year, the team from Russell Bedford Ecuador decided to celebrate Russell Bedford and appreciate the core values of our brand through a creative activity. Everyone got involved in solving a puzzle of the Russell Bedford logo.



GEORGIA

Tbilisi

Russell Bedford Georgia

Russell Bedford Georgia celebrated with a special workshop, at which a psychological tool Enneagram was introduced to the employees of the company, and principles of emotional psychology were explained.

The Enneagram is a system of personality typing that describes patterns in how people interpret the world and manage their emotions. The Enneagram describes nine personality types and maps each of these types on a nine-pointed diagram which helps to illustrate how the types relate to one another.

The study of emotional psychology allows researchers to dive into what makes humans react as they do to certain stimuli and how those reactions affect us both physically and mentally.

At the end of the workshop, participants were able to determine their personality types, which will help them to manage emotions and further develop their capabilities.



GERMANY

Stuttgart/Freiburg



LFK Partner

LFK in Germany celebrated with a team building company excursion in the Black Forest, where they had a guided e-mountain bike tour and for those who weren't fans of biking, a guided hiking tour. After their outdoor activity, they finished off the day with a lovely dinner at a local restaurant.

The firm also organised a charity event where not only staff but clients got involved to support underprivileged children abroad.

They also set a future tradition of celebrating Oktoberfest at their office with traditional Bavarian food and Bavarian beer, where attendees wore traditional Bavarian clothes!



KENYA

Nairobi

Russell Bedford Alexander & Associates Alexander McDonald & Scott

This year, our firm in Kenya celebrated *taking you further* day with a team building exercise which allowed them to learn, grow, build and lead. A great finish to the week, with a Friday well spent by connecting and team building.

- When the leaders push you to experience new things to grow; you are being challenged.
- When the cheers for your team mates shows that they care; it motivates you.
- When the team leaders are pushing you harder to score well; you are being asked to show your potential.
- When you know that you have a team behind you holding your hand, you feel the encouragement.
- When you take a day out to celebrate together; you are connecting and communicating.

Three cheers for the *taking you further* day and the Russell Bedford International management team for encouraging us to experience all of the above.

Russell Bedford Alexander & Associates Alexander McDonald & Scott



MALAYSIA

Kuala Lumpur

Russell Bedford Malaysia

In conjunction with *taking you further* day, our Malaysian colleagues had their firm's annual Corporate Social Responsibility (CSR) activity. As part of their CSR initiative in 2022, they collaborated with the Zoo Negara to carry out CSR programmes at the Zoo Negara campus.

The above-mentioned CSR programmes aim to provide an opportunity for their team to get together and learn about their ecological society, creating awareness of the importance of wildlife, in planting and saving trees, along with conservation and establishing a sustainable ecosystem for future generations.

The team also enjoyed a lunch at a popular restaurant after the event. It was great team building with all colleagues taking part.



MALTA

Mosta

Zampa Debattista

This year our Maltese friends decided to celebrate by combining a team building sports event with a Christmas donation.

Team Building Sports Day: This was an afternoon whereby the team got together and played various group games. This created an atmosphere of healthy competition, and it created an opportunity for employees from different teams to get to know each other.

Christmas Donation: Each year around Christmas time, Zampa Debattista picks a charity to donate to. This year it was a charity called "Children's Dreams" - a project with the sole mission of making the Christmas wishes come true for the children identified by the "Foundation for Social Welfare Services" in Malta. They managed to fulfil 21 dreams in total!



MEXICO

Mexico City

Russell Bedford Mexico

Our Mexican friends spent the whole year organising great events which not only brought the team together, but made a difference in the world.

Some of the fun events included watching the World Cup 2022 in the office, playing mixed football, having an employee party and a Halloween party, celebrating 'Three Kings' day and 'Children's' day.

The team also got involved with supporting elder people's homes and took part in seasonal flu jabs and medical check-ups.

The year ended with a big party where they all got together to celebrate their successes.



PERU

Lima



Russell Bedford Peru

Our Peruvian colleagues organised a great team building event, which allowed for team members to get to know each other on a more personal level.

The celebration started with a rich buffet dinner where everyone enjoyed a variety of international foods.

The day wrapped up with live music, drinks and dancing.



PHILIPPINES

Manila



M. F. Padernal and Co.

In the Philippines, our friends celebrated *taking you further day* by organising all-day personal growth and team building exercises.

Some of the workshops included strategies:

- to build synergy and healthy collaboration between employer and employees; and
- to discover your life purpose and how to live it in the workplace.



SERBIA

Belgrade



Russell Bedford DIJ

Our Serbian friends decided to do an all-day outdoor activity and make the most out of the sunny weather in Serbia.

The day was spent on an exciting hiking trip around the beautiful Radan Mountains, where the team also played table tennis.



SINGAPORE



Steven Tan Russell Bedford PAC

This year, our colleagues from Singapore decided to go for a fun team building activity.

The team went to an arcade where they sported Russell Bedford branded t-shirts and played a variety of games, including pool, darts and bowling.



UK London

"Today we are celebrating Russell Bedford International's taking you further day. An opportunity for our network to come together and celebrate each other's shared values."

Lubbock Fine

Lubbock Fine

This year, Lubbock Fine, decided to host an afternoon tea party to represent their British culture. A selection of tea party snacks and refreshments were served in the office.

The team also got involved with organising a charity event where they welcomed donations to their charity of the year - Doorstep Library.



USA

Atlanta, Georgia

WBL CPAs + Advisors

This year, in Atlanta, Georgia, our friends organised a combination of fun and charitable activities. The day started with a cultural dish potluck for Thanksgiving, where delicious meals were presented. The celebration continued the morning after with volunteering at the Atlanta Community Food Bank.



"Today we join our fellow members of the Russell Bedford International global network of professional services firms to acknowledge our shared values and build stronger relationships."

WBL CPAs + Advisors



GLOBALLY

Russell Bedford virtual party



The *taking you further* day initiative, now in its fourth year, brought together online members from around the globe to celebrate the network, its members, and the many achievements of the entire organisation. Every year, we love witnessing a wide range of exciting events and celebrations that strengthen bonds amongst members, promote deeper team connections and support local communities through charitable actions.

This year, on Friday, December 2, 2022, members gathered their teams and virtually joined their worldwide colleagues; with some showing us via presentations or videos the amazing events they had to mark the day. Others talked about the year that had just passed and offered some encouraging words as well as their hopes and objectives for the future.

We really appreciate your attendance and contributions, which help to make this year another memorable one. We look forward to a wonderful new year filled with accomplishments!

Russell Bedford interactive world map

We believe behind every great brand, there are great people!

Therefore, every year on *taking you further* day, we encourage our members to share a bit about themselves and where they come from by placing a pin with their unique story to the Russell Bedford Interactive World Map. In this way, we can get to know the real people that are the inspiration for our brand.

We want to thank everyone again for sharing with us this year as we continue to get wonderful stories and contributions for our interactive world map. It's always fantastic to see the diverse and energetic individuals who make up our network!



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