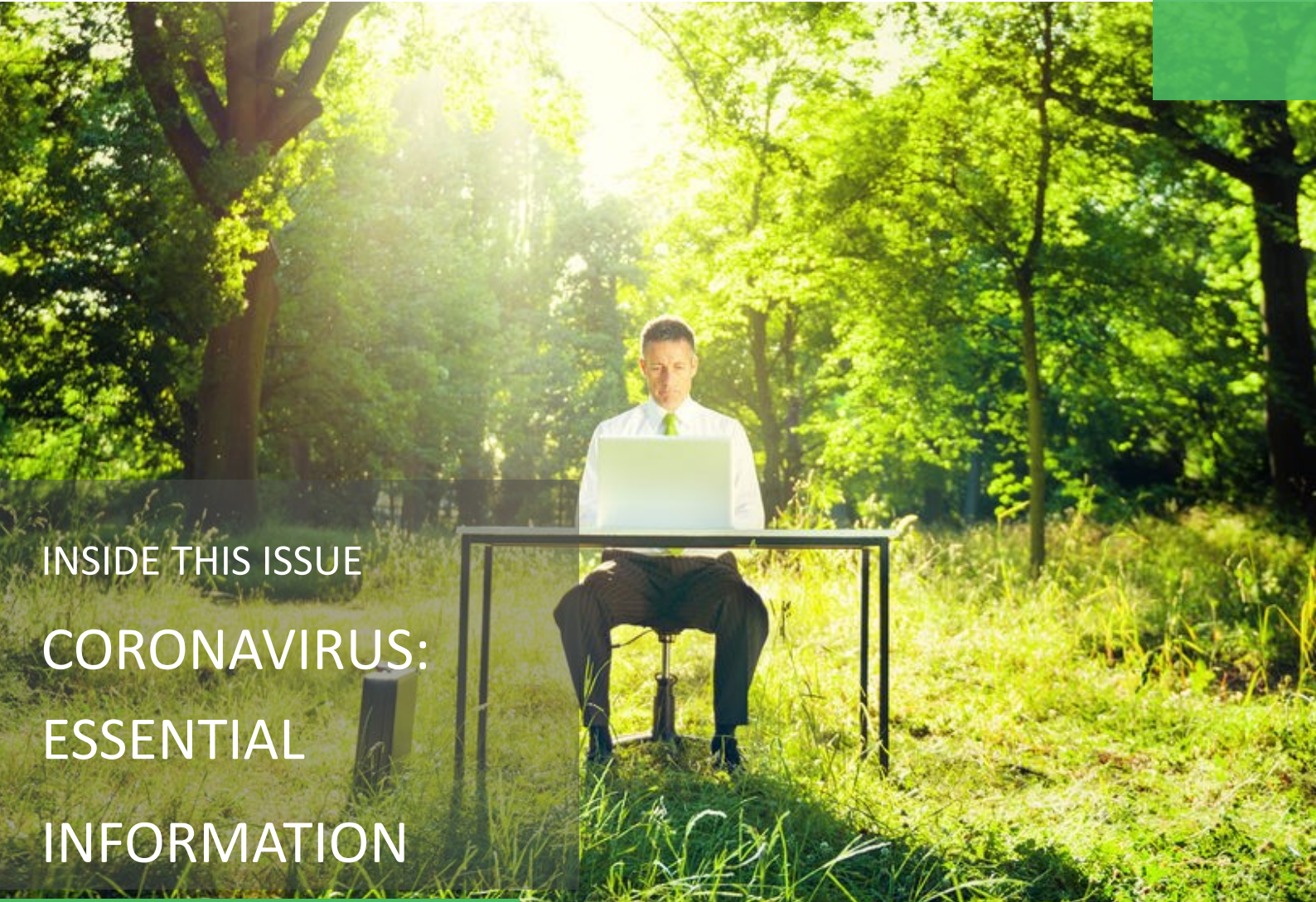


# insight

Monthly Newsletter

February 2020



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## UPCOMING EVENTS 2020

Millennium's Unit4 Financials Global Conference **Thursday 14th May 2020**

Raising Futures Kenya Golf Day  
**Friday 26th June 2020**





## HUMAN RESOURCES

### CORONAVIRUS: ESSENTIAL INFORMATION FOR EMPLOYERS & HR MANAGERS

The current Wuhan novel coronavirus (COVID-19) outbreak raises a number of issues for UK employers. These include implications for business travel and supply lines, quarantine procedures for staff returning from affected areas, and the need for contingency planning to ensure your organisation is adequately prepared for threat escalation.

Here's a rundown of what employers should do to stay informed and the steps to take to protect your business and workforce.

#### How to stay informed

With so many Coronavirus-related stories dominating the headlines, it may sometimes be difficult to isolate the latest workable information from general noise. For an accurate picture, it's advisable to bookmark and regularly check the following key sources of official advice:

##### For general updates

[Coronavirus \(COVID-19\): latest information and advice \(UK Government\)](#).

Frequently updated with information from the Department of Health & Social Care and Public Health England, this site provides up-to-date information on the situation in the UK, the current risk level, advice for returning and prospective travellers, and information about the virus itself.

##### Travel

[Travel advice: coronavirus \(COVID-19\)](#) (Foreign & Commonwealth Office).

Official guidance for British people travelling and living overseas in light of the outbreak. This includes information on FCO warnings against travelling to specific areas.

[Foreign travel advice \(general\)](#) (Foreign & Commonwealth Office)

A searchable database of the latest foreign travel advice relating to 225 countries or territories. This is a useful resource for checking whether action needs to be taken in the event of members of staff travelling to or returning from specific countries and regions.

[Novel Coronavirus \(COVID-19\): General Advice for Travellers](#) (The National Travel Health Network and Centre)

Potentially useful for distributing to travelling members of staff, NaTHNaC has produced general advice on preparing for travel and how individuals can reduce the spread of respiratory viruses.

##### Business practice/HR

[COVID-19: Guidance for employers and businesses](#) (Department for Business, Energy & Industrial Strategy and Public Health England)

This includes information designed to assist employers and businesses in providing advice to staff on spread prevention. It also provides advice on what to do in the event of suspected cases of exposure or infection, quarantining and decontamination.

[Coronavirus: advice for employers and employees \(Acas\)](#)



# CORONAVIRUS: ESSENTIAL INFORMATION FOR EMPLOYERS & HR MANAGERS

## Continued...

Advice for employers on workplace policies in light of the outbreak, including instances of illness, employees who do not want to come into work because of exposure concerns, sick leave policies and matters to consider in case of temporary shutdowns.

### **Risk mitigation and contingency planning**

The official advice may shift over time, which means businesses need to keep fully updated on the latest information concerning the outbreak, particularly with regard to travel recommendations/restrictions and best practices for quarantine. Areas to focus on include the following:

#### Educating staff

The emphasis should be on educating staff without causing panic. Consider displaying information on 'cough etiquette' and respiratory hygiene based on NHS best practice (do's and don'ts are provided on the NHS website).

#### Health and safety essentials

This includes providing tissues and hand sanitiser and encouraging regular usage. Ensure there are areas for employees to wash hands regularly with hot water and soap. You may also want to review your cleaning procedures, especially for frequently touched communal areas (hotdesk keyboards, for instance).

#### *Absence policies*

Some general points regarding workplace absence:

If someone is absent and ill with coronavirus, your usual contractual sick leave and pay entitlements apply.

Be aware that if an employee is not sick but their employer instructs them not to come to work, they are generally entitled to their normal pay.

If someone has been advised by a clinician to self-isolate or has had to go into quarantine, these situations may not be covered in

the employee's contract. Even if there is no contractual right to pay, Acas recommends treating it as sick leave and compensating the employee accordingly.

It's good practice to clarify your policy on sick pay, including provisions for self-isolation on medical advice and communicate these with staff. Otherwise there is a risk of employees coming back to work too early simply to avoid loss of pay.

#### Review your business travel priorities

Keep Foreign Office guidance relating to travel to specific countries and regions under review. The recent lockdown of a number of towns in northern Italy should serve as a reminder that the situation on travel can shift rapidly and unexpectedly. As such, it may be worth reviewing ways to temporarily work-related travel across the board. For instance, is there scope for greater use of videoconferencing in place of in-the-flesh meetings?

#### Supply chain risks

You should review the likely implications of disruption to your supply chain in the event that the outbreak picks up increased traction. Areas to consider include the following:

**Resources.** Problems may include short supplies of materials or finished items originating from or routed through impacted areas. Labour availability at various points in the chain may also be affected by quarantine and movement restrictions.





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**Transit delays.** Enhanced screenings at ports of entry may result in cargo logjams.

**Sourcing.** It may be prudent to expand your network of suppliers and partners in a range of locations. This increases your chances of having a plan B to fall back on in the event that your primary suppliers or logistics partners are impacted.

**Contractual obligations.** Do your customer and/or supplier contracts carry penalties for late delivery? What do the relief and force majeure provisions state?

**Customer behaviour.** Purchasing habits may alter due to fears about potential exposure. Let's say for instance that your existing customers shift from purchasing at physical outlets to your online channels, you need to ensure that your logistics networks are prepared.



### Equipping your staff for remote working

In normal times, working from home is usually more a matter of convenience than necessity. If, however, one of your branches is impacted by restrictions on movement, remote working might just be crucial to ensuring business continuity.

What's more, even in the absence of any significant outbreak escalation, being able to offer the option of remote working may be a useful workaround option from a HR perspective: particularly when it comes to meeting the needs of vulnerable staff (those with pre-existing medical conditions, for instance).

To facilitate it, bear in mind the following:

**Procurement.** As lockdowns in China took effect, second-hand laptop and tablet sales rocketed. To avoid a last minute scramble to buy portable devices for staff use, now is a good time to carry out an inventory of your kit.

**Software and platforms.** Some of your staff love Slack, while others use Trello. A few may never even have used a collaboration app before. Especially if your organisation is new to distributed team working, you need to ensure that everyone is on the same page. This involves ensuring that the right people have access to the right systems. A single, approved collaboration platform is advisable, too.

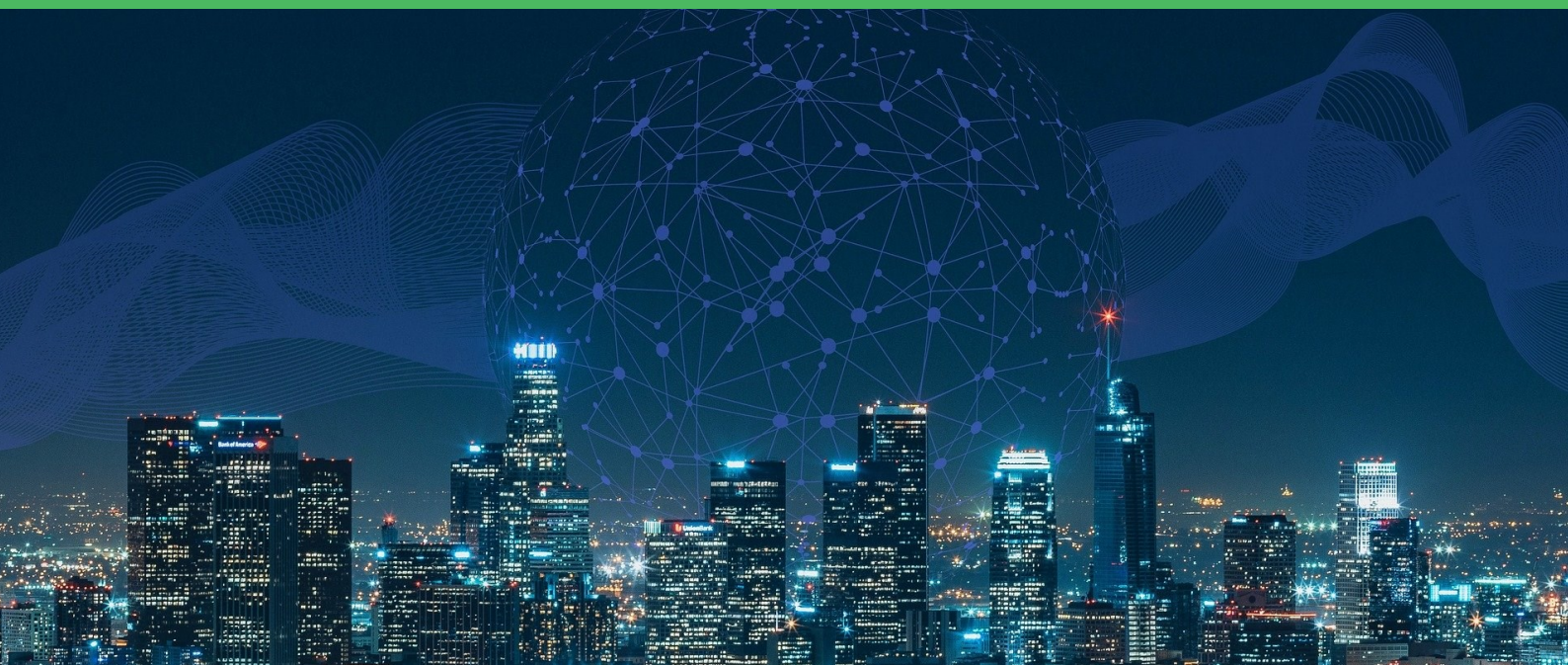
**Procedures.** Rather than packing employees off with their laptops and expecting them to get on with it, it can be useful (and reassuring to staff) to maintain a degree of structure to workflows. Even something as simple as a departmental audio/video meeting each morning could make all the difference in maintaining a sense of 'business as usual'.

## Asking “What if?” - and getting a workable answer

What impact would a temporary supplier outage have on lead times? What are the profit implications of a proposed change to transit routes? At what stage is a fall-off in productivity likely to be felt in cash flow?

When the unexpected hits, the ability to make timely, evidence-based decisions becomes all the more crucial. Fortunately, Millennium Consulting has over two decades' experience in helping organisations in this area. Through the deployment of best-in-class ERP technology, it becomes possible to test the future rather than merely guessing its impact. For more information about managing uncertainty through scenario planning, **speaking to Millennium Consulting today.**





## TECH RECRUITMENT

### THE MOST WANTED TECH SKILLS 2020—2025

When it comes to IT recruitment, the “most wanted” list of in-demand specialisms rarely stands still. The reason for this is simple: companies will inevitably find themselves competing for recruits to fill their staffing gaps as new technologies emerge and priorities shift.

So which roles are most likely to give rise to a race for talent? Here's a rundown of the technology skills that we think are likely to be in particular demand over the next few years.

#### Blockchain

Blockchain started life a decade ago as a means of facilitating cryptocurrency payments. LinkedIn places blockchain at the top of its list of hard skills most in demand in 2020. Right now, as Deloitte points out, we're at a stage where the initial hype surrounding this form of distributed ledger technology is transforming into actual use cases - so we can expect demand to increase over the coming years. Quick, secure financial transactions, peer-to-peer lending, easier insurance claims, connected devices: just some of the ways it is already being put to work.

Specialists in this area will generally combine knowledge of popular languages (e.g. C++, Python) with cryptography, P2P networks, along with new and emerging blockchain-specific languages such as Hyperledger and Rholang.

#### Machine learning

If your medium-term business plans involve investing in AI-powered technology, you're certainly not alone. Research suggests that 93% of US and UK organisations rank artificial intelligence as a business priority, yet more than half of those admit that they lack the in-house talent to get their strategies off the ground.

True AI involves the application of machine learning: i.e. the design and deployment of predictive models with the ability to 'learn' without having to be explicitly programmed to do so. Combining strong programming skills, knowledge of statistical modeling, signal processing and neural networks, machine learning engineers are likely to be among the most in-demand AI specialists for the foreseeable future.

#### Data management

If you are launching a data-related initiative, you will almost certainly require at least some engineering and/or developer input to either build the application from scratch or else customise it to your specific needs. But that's not all you need.

Whether it's a resource planning tool for your staff or a self-service portal for customers, the quality of...





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...data input. For any company that's serious about transformation, having strong data sourcing and management skills on board is going to be business critical.

More than one in four UK business leaders currently say that a lack of data skills within their organisations is hindering their efforts to create the type of engaging, personalised experience that customers increasingly expect. In this context, what makes a great data manager? Individuals who are able to grasp what specific sources of data are going to be needed to solve a particular problem, who are able to expertly assess data quality and oversee cleansing and who are able to ensure that any technical initiatives in play are actually meeting wider business objectives: these are the professionals who are likely to find themselves highly sought after.

### UX design

Did you know that an estimated 75% of apps downloaded to mobile are opened once - only never to be used again? Often it's because an app doesn't quite meet the user's expectations. On a similar note, one of the biggest reasons why business software developments project fail is because the software fails to solve real problems faced by real people.

From annoying product quirks through to needlessly baffling sign-up forms, you don't have to go far to find instances of bad design. UX (user experience) design refers to a holistic approach for tackling the problem.

UX designers will typically look at all points of contact between a brand and its customers, including the design of individual products, right through to the layout of its digital interfaces. The aim is to ensure that the experience is a positive, easy and enjoyable one, that everything makes sense to the user so that they keep coming back for more. The process usually blends the appliance of basic design competencies, prototyping and usability testing. LinkedIn ranks UX design as the fifth most in-demand skillset for 2020. As more businesses seek to integrate design principles into all aspects of the customer relationship, this high demand looks set to persist.

### Cybersecurity

The cyber threat is here to stay. According to Hiscox, more than half of all UK firms were subject to at least one cyber attack in 2019, up from 40% a year earlier. What's more, Ponemon found that for small to medium-sized businesses, the average cost of a security breach had increased by 61% from \$229k in 2018 to \$369k in 2019.

From coordinated DDoS attacks, ransomware and software exploits through to social engineering, the threat landscape is both complex and constantly changing. In response, IT departments currently devote 26% of their time to managing cybersecurity risks. Global IT security skills shortages have recently surpassed 4 million. In Europe, the shortfall has doubled over the last year.



The message to business is clear: whenever you need to bolster your in-house cybersecurity staff, you can expect to be faced with plenty of competition to recruit.

### Thinking ahead

**With the right strategy in place, your ability to attract and recruit the very best in-demand talent can be significantly boosted. From showcasing the right company culture, through to formulating a job offer, our AI and data recruitment guide is full of advice on how to get it right. Download your free copy at [www.millenniumresourcing.com](http://www.millenniumresourcing.com)**



## FINANCIAL

### FROM CONTROLLER TO VISIONARY : 5 TRENDS SHAPING THE CFO ROLE

In terms of costs, profits, opportunities and risks, it is often the CFO who understands an organisation better than anyone. So how is that knowledge being put to work?

There was a time when finance officers were seen primarily as the guardians of the books, whose responsibilities mostly consisted of day-to-day financial control and compliance. Over the last decade, all of this has changed. Thanks to a hugely enhanced ability to put organisational data to work, and with a skillset that includes analysis, risk management, problem solving and more, CFOs are now taking their places as key drivers of strategy.

Here are the key trends that are driving CFO role transformation, along with the technology that's making it possible.

#### Automation continues apace

In terms of responsibilities, some things never change. Not least, it remains the CFO's duty to ensure that financial reporting processes are adhered to, internal controls are maintained and compliance obligations are met. Indeed, from data privacy through to fraud prevention, the regulatory burden faced by finance chiefs seems to get bigger by the day.

But other things are changing. In 2018, 34% of finance tasks were automated. By 2021, almost half (45%) of duties covered by finance departments will be processed automatically. With easier management of receivables and payables, touchless reconciliation, the ability to run off HMRC-compliant reports in an instant and more, the day-to-day burden of keeping the lights on has never been easier to manage.

So are we about to reach peak automation anytime soon? It seems not. Blockchain is one area that deserves special attention: a mere buzzword a few years ago, forward thinking organisations are now realising its ability to massively streamline transaction processing and eliminate the whole problem of out of sync ledgers. In fact, KPMG estimates that this distributed smart ledger technology has the ability to offer finance departments up to 95% reduction in errors and a 40% boost in efficiency.

#### The demise of the month end report

Reporting cycles are bread and butter to finance officers. From the board, department heads and external investors right through to the taxman, a big part of the job has traditionally involved furnishing the right information to the right people at what were pretty much set-in-stone intervals.

But periodic reporting has always had its limitations. The financial landscape can shift rapidly, and having to wait until the end of the month or quarter for the latest report to be compiled is a major barrier to effective decision making.



## CONTINUED...



Thankfully, we've reached a point where stakeholders can access the reports they want at the exact point of need. By integrating data from right across your organisation, an enterprise resource planning (ERP) solution can deliver an up-to-date picture of business health on demand: one that covers actual performance, as well as forecasting the future.

Instead of something that happens once a month, reporting and forecasting can occur continuously - and in real time.

### **CFOs as storytellers**

If your CFO's role as guardian of the quarterly reports no longer holds the same significance, then what's replacing it?

This is where data visualisation comes into play: the ability of finance chiefs to unlock the insight behind the figures, to bring everything together and present compelling stories derived from the data. As Oracle explains, among top-performing finance leaders, visualisation skills are among the most highly prioritised.

So does this mean that CFOs need to brush up on graphic design? Not so long as they have the right tech at their fingertips. Best-in-class ERP solutions now feature a wide range of report visualisation options, enabling your finance team to create compelling reports and presentations, simply by dragging and dropping assets to the page.

This isn't about creating good-looking documents for the sake of it. Rather, by selecting and linking information that's directly relevant to the needs of specific audiences, you are helping to ensure that they have precisely the information they need in a way that makes sense.

### **Predicting the future**

The forecasting capabilities available to finance departments now go way beyond basic revenue predictions. With predictive analytics features embedded into enterprise planning software, it becomes possible to bring together data from all corners of your business - including sales & marketing, operations, HR, customer behaviour and wider market drivers.

Armed with this, you can model and test the impact of different scenarios, quantify your company's sensitivity to hypothetical events, investigate possibilities that might otherwise have been missed and prepare for various combinations of adverse circumstances that may manifest.

Too often in the past, the absence of effective modeling capabilities have limited finance teams in their ability to produce meaningful forecasts. When it comes to managing change, predictive analytics now puts you in the driving seat.

### **Legacy tech: the biggest barrier to effective transformation**

According to Accenture, 76% of CFOs agree that without "one version of the truth" across business units, their organisation will struggle to meet its objectives. In the same survey, the inability of employees to access emerging and evolving technologies came top of the list of finance leaders' primary concerns.

In terms of the technical capabilities open to finance chiefs, there is already a significant gap between 'haves and have nots'. If CFOs remain hamstrung by day to day reporting and oversight requirements due to a failure to automate, if there's an absence of data integration and an inability to trust the numbers, then this gap is only going to get wider.

Are you ready to explore office of finance transformation? For a closer look at how ERP software can help you get the most out of your finance team, speak to Millennium Consulting today.





## CLIMATE CHANGE

# UK TO HOST CLIMATE CHANGE CONFERENCE

The UK will be hosting the 26th UN Climate Change Conference of the Parties (COP26) in Glasgow from 9th to 20th November this year.

The climate conference will be the biggest international summit the UK has ever hosted, bringing together over 30,000 delegates, including heads of state, climate experts and campaigners to agree coordinated action to tackle climate change.

Five years ago in Paris, world leaders committed to a historic agreement to tackle climate change. They agreed to hold the increase in the global average temperature to well below 2 °C above pre-industrial levels and to pursue efforts to limit the rise to 1.5 °C. They also agreed to step up efforts to adapt to the impacts of climate change and to make finance flows consistent with a pathway towards low greenhouse gas emissions and climate-resilient development.

Expertise from across the globe will convene in Glasgow alongside heads of state, climate experts, campaigners and entrepreneurs, to seek to agree coordinated action to tackle climate change. Glasgow would appear to be an apt choice of venue. It is often translated as meaning 'Dear Green Place' and is 4th in the world, and highest in the UK, in the Global Destination Sustainability Index.

The UK will be assuming the COP26 Presidency, in partnership with Italy. While COP26 will take place in Glasgow, Italy will host a number of key unit organising the summit, which is due to be held in Milan at the end of September.

Former UK Minister for Energy and Clean Growth, Claire Perry O'Neill, was originally appointed as President of COP26, but the UK government abruptly axed her from the Presidential post on 31st January, stating that the post would become "a ministerial role". Perry O'Neill reacted angrily to her removal just six months into the role, claiming it was because Whitehall could not cope with an independent unit organising the summit. She also questioned the PM's commitment and record on the subject, saying that he had told her that he "doesn't really understand" climate change.

It is believed that the job was turned down by a number of significant political figures including former PM David Cameron and former Foreign Secretary William Hague. Instead Conservative Minister Alok Sharma was appointed to the role on 13th February, alongside his new position as Secretary of State for Business, Energy and Industrial Strategy (BEIS). The former international development secretary Sharma is a surprise choice to take on the presidency.

Rachel Kennerley, climate campaigner at Friends of the Earth, asked whether Sharma's two roles were compatible: "Can Alok Sharma serve as both business



secretary and president of the UK's biggest global climate summit?" Sharma himself said, "It is a great honour to take on the role of COP26 President. I have started working with my new team ahead of the summit in Glasgow this November, where we aim to speed up the global journey to net zero carbon."

"We will be building on efforts to urge all countries to bring forward ambitious plans to curb their emissions ahead of the event itself. It is vital everyone comes together to deliver the change needed to tackle climate change and protect our planet."

Nigel Topping has been appointed by the UK Government as its High Level Climate Action Champion ahead of COP26. His role is to help drive action from businesses, investors, organisations, cities, and regions on climate change and coordinate this work with governments and parties to the United Nations Framework Convention on Climate Change (UNFCCC).

The Champion role was created in 2015 at the climate talks in Paris to help realise ambitions to lower carbon emissions and build resilience to climate change. It is held for two years. Topping will work alongside the Chilean COP High Level Climate Action Champion, Gonzalo Muñoz.

Topping was most recently CEO of We Mean Business, a coalition of businesses working to accelerate the transition to a zero-carbon economy. Prior to that he was Executive Director of the Carbon Disclosure Project.

The Prime Minister has also appointed the outgoing Bank of England Governor Mark Carney as a key adviser for COP26.

Carney will help the UK Government to mobilise ambitious action from across the financial system ahead of the summit in November.

The potential for finance to affect the speed and scale of how the world reduces its emissions is huge. Banks, pension funds and insurers have a huge role to play in directing investment to tackle climate change. But this requires significant changes in behaviour and considerable new investment. It is hoped that Carney will advise on how this can be achieved.

This new role will complement Carney's work in his capacity as UN Special Envoy for Climate Action and Finance.

For more details about the summit please see: [www.ukcop26.org](http://www.ukcop26.org)





## RECRUITMENT

### 500 WORD SERIES (1) HOW TO IMPROVE YOUR EMPLOYER BRAND

The next step in securing tech talent is to develop the job specification. This involves defining in very clear terms what your organisation requires from the new hire.

Creating a job spec that evokes interest is essential to helping you attract the most suitable candidates for your job. A good job spec can help your jobs stand out from the rest. The key to writing a perfect job specification is finding the balance between providing enough detail so candidates understand the role and your company while keeping your description concise.

The value of a thoughtfully defined job specification will also become apparent during the selection process, when candidates are likely to quiz you in some depth about the specifics of the role. Typically, applicants will want reassurance of your commitment to the role and duties in hand. If you are vague on what you are trying to achieve, or if your appreciation of the scope of the role is absent, it calls into question your credibility as a career destination.

When creating a job spec, you should start by telling candidates about you. When searching for their next career move, candidates will want to know the history of your company, what you do, your future plans and organisational structure. This should be a brief description that will motivate the candidate to apply for your vacancy.

You should then start setting out the role objectives. In other words, what specific business problem are you seeking to solve?

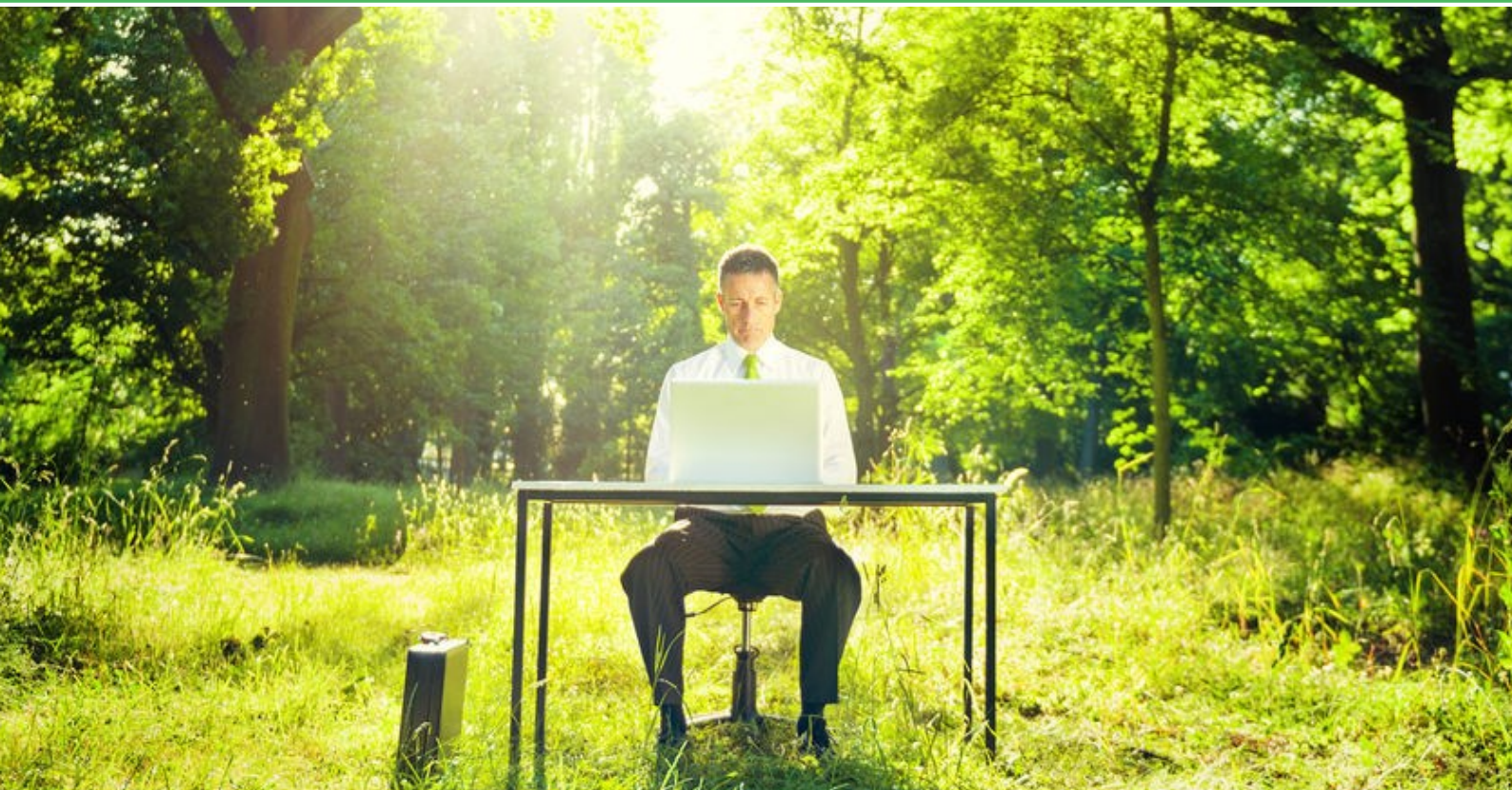
Define the job role parameters. This involves listing the elements required to meet your desired outcomes. Here you can specify what the role will involve, key responsibilities etc. In the case of a data scientist role for instance, this might consist of data collation, data cleansing, enrichment, algorithm development, outcome capture, visualisation, data analysis and results measurement.

Distinguish between one-off and ongoing business needs. Bear in mind that within most tech roles there will be project work involved, which may have different requirements to the business as usual role. For instance, you may in fact, only require input from an algorithm engineer prior to initial deployment and thereafter on an occasional basis. By contrast, the need for a data scientist with experience in analytics along with a machine learning engineer may be more permanent in nature. This exercise helps you distinguish between the areas that might be better outsourced to a trusted consultancy. It also helps you to establish the tasks for which there is a clear business case for establishing in-house roles – stopping you wasting time trying to fill positions that are not really needed.

What experience is required? Candidates will want to know how suitable they are for **the role**. **It is therefore important to consider what skills, experience and qualifications are required. What sort of personality traits should they possess?**







## GREEN CREDENTIALS

# REMOTE WORKING, OUTSOURCING AND THE CLOUD: HOW TO BOOST YOUR GREEN CREDENTIALS

As the UK counts the cost of the latest round of flooding, it's yet another reminder that climate change is now everyone's business. Those companies that ignore the problem, or that pay mere lip service to incorporating sustainable practices into their operations, are in danger of looking seriously out of touch.

So what are the implications of this for your IT department? Data storage, systems access, hardware renewal and more: here's how your technology choices can directly impact your organisation's eco-friendly credentials...

### Going green with your tech: the business case

It's one of the most important principles of marketing: discover what your customers care about, and deliver the type of service that's in line with their thinking.

And of course, in terms of customer mind space, the environment is an issue that's impossible to ignore. Research suggests that 81% of customers expect the companies they do business with to play their part in safeguarding the environment.

The typical buyer is increasingly likely to put their money where their mouth is. More than half of consumers are now willing to pay a premium for economically sustainable goods and services. Six in ten global consumers say they would be less willing to purchase from a company that performed poorly on environmental practices.

Of course, it's easy to talk the talk about eco-friendliness, but putting mission statements into practice can be a different story. Just be aware that savvy customers can see through attempts at 'greenwashing', where companies make inflated or misleading claims to suggest they are doing more for the environment than they really are.

When a business adopts new technology, the aim is invariably to drive efficiency and make better use of existing resources. But who outside your organisation really notices (or cares) if your office has gone paperless, or if you've just switched over to energy saving printers? These days, backroom decisions matter: buyers will increasingly look at how you operate to see how your social responsibility claims measure up.

Here are some examples...



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### Remote working

Globally, it's estimated that 70% of people work remotely at least once per week. Employees themselves prefer this way of working: it removes the need for a time-consuming and costly commute, it helps them achieve a better work-life balance, and, (so long as accessible lines of communication remain in place), it can also help to maximise engagement levels.

For employers who enable working from home in full or in part, it can substantially increase your talent pool by making it logistically possible to bring on board recruits who are based beyond your immediate geographic area. The promise of remote working can also be a major pull factor, helping you attract in-demand talent.

Alongside all this, don't overlook the potential of remote working for helping you to reduce your energy and carbon footprints. More than 90% of the work-related carbon footprint of the average employee is taken up by their commute. Staff working from home are more likely to demonstrate "green" behaviour, switching off lights when they are not needed, making their own lunch and foregoing all those plastic coffee cups.

Equipping your people with effective, secure access to business software and systems remotely could go a long way in supporting your drive towards increased sustainability.

### Cloud computing

When businesses replace their on-premise infrastructure in favour of cloud technologies, key organisational benefits include more flexible pricing models, increased scalability and ease of maintenance.

But is cloud computing inherently greener than the traditional in-house tech setup?

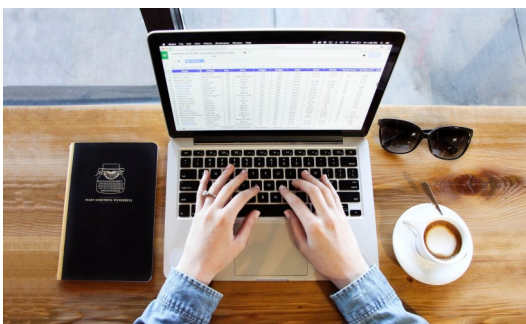
According to the major cloud provider Amazon Web Services, when organisations move to the AWS Cloud from on-premise infrastructure, it results in an average carbon emissions reduction of 88%. The major green benefit arises through economies of scale: by consolidating data storage for lots of organisations in a single, often vast location, the net effect is that less equipment is required to run the same workloads, minimising each company's e-waste footprint. At least, that's the theory.

But just how environmentally friendly are these remote data centres? This year, ICT will account for 14% of global energy consumption, while 45% of ICT's footprint is accounted for by data centres. Instead of reducing your carbon footprint, putting your data in the hands of an inefficient, fuel-guzzling data centre might just mean that you are shifting the problem elsewhere. In terms of efficiency, not all data centres are created equal. In fact, research shows that moving your data from a provider with 'average' efficiency to one with market leading efficiency could reduce energy consumption by as much as 30%.

What percentage of your provider's power consumption comes from renewables? What concrete measures do they have in place for waste reduction? If you are serious about sustainable tech, these are the types of questions you need to ask.

### Outsourcing

For businesses large and small, outsourcing IT functions can be a useful way of bringing on board a level of expertise of capacity that is not readily available in-house. Less obviously, outsourcing can also result in positive environmental benefits.



In broad terms, choosing an outsourced solution can help organisations avoid the need to expend extra costs and resources on developing their own systems. This is especially the case where the outsourced project enables the company to move away from inefficient legacy systems. Data hygiene is a prime example: if your data estate contains large volumes of outdated files, or if your people struggle to get hold of exactly the information they need, productivity is reduced and energy use is needlessly high.

Need help in becoming more efficient and sustainable in your use of data? Speak to Millennium Consulting today.





**Millennium's Unit4 Financials Global Conference  
Thursday 14th May 2020**

Our annual conference will take place on Thursday 14th May 2020 at one of the most connected locations in London, King Place, just minutes from Kings Cross station.

**Register now at [www.u4fc2020.com](http://www.u4fc2020.com)**



**Raising Futures Kenya Golf Day  
Friday 26th June 2020**

This annual event will take place on Friday 26th June 2020 at Surrey National Golf Club - a Championship course!

For further information visit: [millenniumconsulting.zohobackstage.eu/  
RaisingFuturesKenyaGolfDay2020](http://millenniumconsulting.zohobackstage.eu/RaisingFuturesKenyaGolfDay2020)