

Ashdale Insights

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Are you a good boss or just bossy

This month we ask do operators spend enough time developing and actively managing their teams?

When autumn arrives in the UK and any summer football tournament starts to become a distant memory our thoughts once again turn to the trials and tribulations of domestic football. Whilst changing your manager has become all too regular an occurrence for many football supporters, it continues to amaze me how many sackings and subsequent appointments there are, particularly when it comes to those clubs trying to avoid relegation or who are chasing European places. Speaking with an ex-colleague not so long ago we inevitably got to talking about what it is that makes a good manager and indeed 'a not so good one'. The more we talked the more it occurred to me that the characteristics and skills we were identifying were not specific to



football or indeed sports management but were equally valid when it came to business and indeed the hospitality sector.

Notwithstanding some basics, which I naively hope are a given, such as integrity, honesty, enthusiasm etc., we felt that any individual who was able to demonstrate and deliver the following three things was well on their way to being a good if not great manager.

Helping individuals reach their potential

One of the challenges which the hospitality sector has which sets it apart from many businesses in Britain is

the high proportion of part-time or temporary staff. Spending huge amounts of time and energy developing individuals who may not stay around for the long term can seem a thankless and indeed costly task. That said my advice would be to try and treat everyone equally. Helping individuals reach their potential no matter how limited the time constraints may appear is always likely to provide more benefits than drawbacks.

To read this in full and previous articles go to Ashdale Articles

www.ashdale-consulting.com

RPI annual inflation stands at +2.9% in June 2019, down vs. +3.0% in May

Asda's performance faced a particularly hard comparison against last summer, when sales were growing at their fastest rate in more than six months

Pre-Brexit consumers are marginally more bullish this month with improvements in levels of confidence across most measures

Economic Headlines

These headlines are from our Economic Bulletin.

CPI for June 2019 was +2.0% flat on +2.0% in May, this was in line with market expectations and it has been in and around this level for all of 2019 so far.

Latest figures from the ONS show that unemployment remained

at 3.8%, a record low, as wage growth continues to increase ahead of inflation.

The latest estimate for GDP for the 3-months to May 2019 was +0.3%, with a longer-term slowdown in the dominant services sector since summer 2018.

CPI	+2.0%
RPI	+2.9%
CPIH	+1.9%

UNEMPLOYMENT	+3.8%
PAY	+3.4%

3-Mths May-19	+0.3%
TRADE BALANCE	(£12.75BN)
SERVICES	+£27.14BN

Retail Headlines

These headlines are from our Retail Bulletin.

Retail sales rose +3.8% in June 2019 vs. June 2018, although the British Retail Consortium (BRC) continue to voice concerns over the underlying trends.

Sales were better than expected with all major sectors having a positive

impact, although the British Retail Consortium (BRC) continue to voice concerns over the underlying trends.

Latest 12 week figures saw the Grocery Market declined by (0.5%), as shoppers spent much less on categories such as alcohol (£75m), Ice cream (£55m) and so on.

RETAIL VOLUMES	+3.8%
RETAIL VALUES	+4.3%
INTERNET SALES	+7.8%

GROCERY MARKET	(0.5%)
GROCERY INFLATION	+0.9%
Lidl	+7.0%

Consumer Spending Headlines

These headlines are from our Consumer Spending Bulletin.

Average family spending power was up £12 a week in June at £214, this has been helped by inflation of around +2.0% and the highest wage growth in over a decade.

The estimated average mortgage debt in May

was £130,068, meaning the average annual interest paid would be £3,161 per household (based on a rate of 2.43%).

GfK's UK Consumer Confidence Index was (11) in July up +2 compared to June, however the run up to the October 31st departure date will test this confidence.

HOUSEHOLD INCOME	£812
TAXES & COST OF LIVING	£598
DISCRETIONARY	£214

HOUSEHOLD DEBT	£59,708
EXC MORTGAGES	£7,910

Overall Confidence	(11)
LY Personal Finances	+1
NY Personal Finances	+7

Beer Update

Latest data from the British Beer & Pub Association shows that beer sales in Q2 2019 were down (2.5%) on the same quarter a year ago.

The growth was driven by sales through Pubs, Bars & Restaurants although sales through Supermarkets & Convenience Stores also declined.

Sales through Pubs, Bars & Restaurants in the UK in Q2 were down (3.9%). This compares to a decline of (0.8%) in Q1 this year and a decline of (3.1%) in Q2 in 2018.

Sales through Supermarkets & Convenience Stores in the UK in Q2 were down (1.4%) compared to the same quarter last year.

This compares to an increase of +3.8% in Q1 and growth of +7.9% in Q2 in 2018.

Total sales on a MAT basis are up +1.6%.

Source: BBPA July 2019



Following a strong 2018 beer sales are down in the first half of 2019

Supermarkets Update

Latest 12 week figures show the grocery market declining by (0.5%) vs. growth of +1.4% last month.

Grocery inflation is +0.9% for the 12 week period ending 14th July 2019.

Amid the market slowdown Co-op kept its growth on track, although Waitrose was unable to

do the same.

Lidl was the fastest growing bricks and mortar retailer this period helped by their alcohol sales.

Aldi and Lidl's pursuit of smaller-format stores is set to ramp up the pressure on local independent retailers, according to a new report by HIM.

A survey which followed the opening of the first Aldi Local found 42% of shoppers would travel further than their local store to reach one of the discounters.



Aldi Local is a sub-brand to differentiate the discounter's smaller city stores from its full-sized ones. The first opened in Balham in March this year

Weather Summaries

For more months and years then simply go to:

www.ashdale-consulting.com

JUNE	
	Temp = +0.2 Rain = 152 Sun = 95
WARM	
<ul style="list-style-type: none"> Started warm and dry but then more unsettled and heavy rain The Midlands & Wales saw twice normal rainfall levels 	

JULY	
	DRY Temp = +1.2 Rain = 114 Sun = 100
COOL	
<ul style="list-style-type: none"> Cool, sunny & dry 1st half of the month becoming more unsettled 8th warmest July since 1910 but not as warm as July 2018 	

22nd to 26th saw record breaking temperatures in many parts of the country – 38.7°C in Cambridge!

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About Ashdale Business Consulting

I help my clients **sell more, charge more** and **lower costs**.

Having been a client myself I understand you always have **more things which need doing** than you ever have time for. Sometimes you also need **additional skills** or **experience** to complement those already in your organisation.

Sound familiar?

That's where help. I provide an independent flexible resource to draw from on just those occasions. I work across a range of different industry sectors providing **analysis, insight** and **strategic thinking**, however I specialise in helping the UK alcohol and hospitality sector.

Clients range from **individual outlets** and **microbrewers** through to **regional/national brewers**, as well as **global drinks companies** and **trade organisations**.

For more information go to my website:

www.ashdale-consulting.com

Dates and Events for Your Diary

General

August

5th Bank Holiday (Scot)
11th-15th Eid al-Adha
(Muslim)
26th Bank Holiday (E&W)

September

23rd Autumnal Equinox

Licensed Trade

August

9th 11th London Craft Beer
Festival
6th – 10th GBBF Olympia
13th National Prosecco Day
16th National Rum Day

September

19th – 29th Cask Ale Week

Sports

August

1st Eng vs Aus Ashes Starts
4th Hungarian Grand Prix
10th Premier League Starts
24th Rugby League Cup Final

September

1st Belgian Grand Prix
7th England vs Bulgaria
8th – 15th Cycling Tour (UK)
10th England vs Kosovo
20th Rugby WC Starts (Jpn)
21st T20 Final Day (B'ham)

Helping clients...

Sell More
Charge More
Lower Costs

Ashdale Training Dates

Helping Pubs & Bars Make More Money

Next Open Workshops – 2019

For more information [click here](#).

10th September

15th October

26th September

31st October

