

[BDO Top 100 Locally Controlled NI Businesses: Celebrating Success- Norbrook](#)

Congratulations to Norbrook, who have made the Number One spot on the BDO Top 100 Locally Controlled NI Business List, in conjunction with IoD NI for the first time.

Established in 1969, Norbrook are celebrating their 50th year in business. The Company is ranked in the Top 15 Global Animal Health businesses and has a strong record of delivering growth built on new product development and process improvement. While they are headquartered in Northern Ireland they have globally diversified across mature and emerging markets. In addition to a number of manufacturing sites and new laboratory facilities in Northern Ireland, the group also has production capabilities in ROI and Nairobi, Kenya. Norbrook products are marketed in over 100 countries worldwide and in recent years focus on the US market has delivered above market rate growth in this region.

Family Owned Businesses form a large part of those on the Top 100 locally controlled business list, including our Number 1 spot taker. Our information shows that 79% of the Top 100 and 9 out of the Top 10 are family businesses. This tells us that Family Businesses in NI are performing at levels higher than expected despite the additional specific issues they face around the interaction of the family and business (Family Businesses make up approx. 75% of NI Businesses).

After 50 years, Norbrook Holdings remains a family owned business, with the family of the late Lord Ballyedmond retaining ownership. The shareholders continue to have an active involvement with the business and are represented on the Board of Directors supporting of the business and the executive leadership team. Evidence of this is demonstrated for through the ongoing level of capital investment in the business which is running at a cumulative £50m over the last 5 years.



The relationship between Norbrook's board of directors and the senior leadership team is very important to the continued success of the business. Norbrook understands that clear communication between the leadership team and the board is critical to this relationship together with an effective Board Cycle and the leadership team's ability to deliver the results. And what results they are, with the company going from strength to strength from the first product patent in 1974, with turnover of £500K in 1980 to turnover of £275million in FY2018.

Mr. Liam Nagle, Chief Executive Officer (pictured left receiving his Number 1 award) joined the company just over four years ago, having previously worked in SISK Group and other multinational businesses. The senior management team endeavors to cultivate a culture among staff of trying to improve the business processes in addition to optimising ongoing operational performance.

The Board of Directors and the leadership team have been able to focus on a Company Vision and Mission - to be a world class global provider of veterinary pharmaceuticals enhancing the health of farm and companion animals.

During our discussions with Mr. Nagle, he shared some of his insight and thoughts on what businesses should be doing to ensure their continued success. Two valuable points raised were:

- *Encouraging all staff to work in and on the business, management have the responsibility to continually improve the business and leave it in a better place on a Friday that it was on the Monday;*
- *Businesses should use benchmarking, to understand what good is, where the business is and therefore what they should be aiming for.*

At BDO we believe that locally controlled NI businesses can help each other, share in each other's success and learn from the challenges other businesses have faced. We aim to talk to the businesses in the Top 100 locally controlled NI Business list and share the information with you in our 'Celebrating Success' series in coming months.

The BDO Family Owned Business team, led by BDO Partner Maybeth Shaw and Director Angela Keery, specialises in assisting Family Owned and Locally Controlled Businesses, and in doing so we have developed an in-depth knowledge and the required skills needed to navigate through the complexities that many of those businesses face.

For more information on how we can help, or on how to attend the various business and networking events we host throughout the year, please contact us on 02890 439009 or visit our website www.bdoni.com.

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