

Consulting Excellence Declaration

2023



Arca – Blanca

Our Declaration

Arca Blanca has a mission to disrupt the management consulting industry by delivering better outcomes, faster and with greater precision.

We combine a deep knowledge of how business operates with the transformative power of data-science to provide leaders with clear and actionable insight into what drives performance and growth within their business. We use these insights to evolve existing business practices and to design and implement new business models.

As experts in business transformation, we know how to embed sustainable benefit to your people, processes and platforms.

In today's pressured climate we have made an active choice to focus on the most complex business problems at the top of CEO agendas, because complexity creates opportunity and uncertainty breeds ideas. And this excites us.

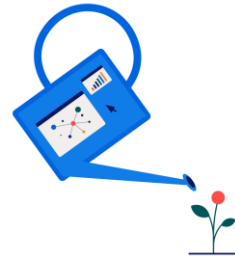


The Principles



Ethical Behaviour

- We are responsible and good citizens
- We conduct our business ethically
- We foster an ethical culture



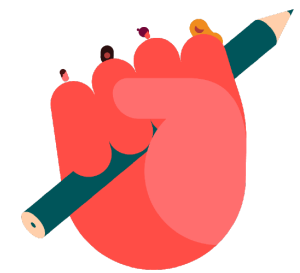
Client Service & Value

- We provide excellent consulting services which deliver the outcomes clients seek and need
- We are transparent with clients and respond to their concerns
- We always strive to improve the value we can deliver to our clients



Professional Development

- We undertake training and professional development planning each year
- We promote strong core consulting capabilities and specialisms in our teams
- We support our employees' career progression, professional development and welfare



Diversity & Inclusion

- We respect and embrace diversity and inclusion
- We recruit and retain people from a diverse talent pool and strive to build cultures where difference is valued
- We support industry efforts to improve progress on diversity and inclusion

Ethical Behaviour

At Arca Blanca we have clear guidelines about the types of clients that we do and do not work with; the nature of the work that we will and will not accept; and how our people work to ensure the clients is always put first. To achieve this, we follow several different processes and practices:

- Before accepting new client work, all Arca Blanca's directors and our non-executive director review the project scope and client situation. These meetings are mandatory and take place every Friday. It is not uncommon that we turn down work that falls short of our ethical guidelines.
- Every project has an independent director assigned to it who reviews quality and compliance regularly throughout the engagement. They also conduct independent interviews with the client and third parties to ensure that we are being 'good citizens'.
- All employees attend a mandatory quarterly all-hands meeting, in which each project is reviewed and discussed. This is in addition to regular review session within project teams.

Client Service & Value

Arca Blanca was founded with the express intention of delivering superior value to clients, using a method that delivered results faster and could be continuously improved. In all our work we follow the below principles:

- Expertise: we draw our resource from a hand-picked group of associates and third-party partners. This allows us to bring industry leading expertise to our clients in a way that is unconstrained by our own internal capabilities.
- Partnership: we form joint teams with all our clients and insist on a project governance structure that allows senior members of our client companies to interrogate and critique our work constructively.
- Innovation: we strongly believe that exceptional results in our line of work cannot be delivered by deploying the same solutions without tailoring it to our client's needs. Our work is always bespoke to each client and we bring leading edge thinking (especially in the world of data science) to every engagement.
- Honesty: we promote transparency in all our client interactions. This ranges from receiving and acting on feedback, through to open discussions about how our client's requirements align with our capabilities.
- Challenge: we put our clients' needs before everything else. This means challenging them about the scope and nature of the projects that they commission, even when this is detrimental to our immediate revenue.

“The dynamic and adaptable structure at Arca Blanca encourages employee initiative and creativity. I feel a powerful sense of community and trust that gives me confidence and support to achieve objectives both for clients and me personally.”
— Senior Consultant, Arca Blanca

Professional Development

Despite being a small firm, we have invested time and money into creating a comprehensive professional development approach. Highlights include:

- Onboarding: all new recruits attend a new joiner training course. This is often conducted one to one with experts in each area, and the course is often tailored based on the recruit’s professional background.
- Nurturing: all employees have a career coach assigned to them who typically spends dedicated time with them every quarter to discuss development needs and career goals. The coach also spends times with their coachee before, during and after every project to set and assess objectives.
- Reviewing: we have structured bi-annual career review forums in which all the leadership team discuss every employee’s progress and development against a holistic 360 framework. The output of these meetings is used to guide consultants’ careers.

Diversity & Inclusion

With 48% of our team being foreign nationals, a culture of diversity is key to life at AB. Diversity and inclusion are more than just words to us, and our leading values guide how we build our team and create a positive and inclusive culture:

- We believe a diversity of backgrounds is critical to fostering creativity and innovation, and it improves performance – internally and with our client teams.
- We focus on our hiring practices, policies and culture to create a welcoming workplace
- Being able to serve a wide range of clients is made possible by focussing on our own internal practices of having a diverse and inclusive team.
- Our team has domestic and international experience and educational background.

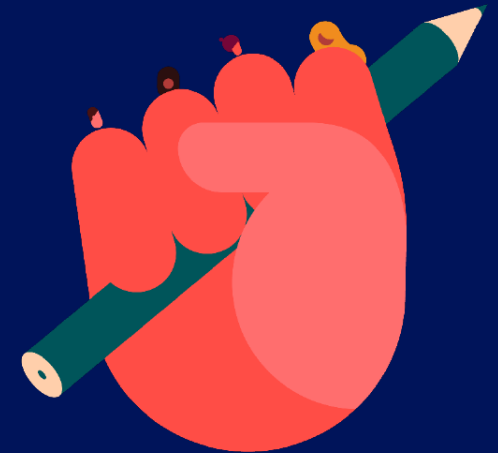
“Arca Blanca’s expertise, coupled with their passion, enthusiasm and commitment assisted the organisation in achieving new highs. They worked seamlessly with our transformation team to reach out across our diverse and dispersed organisation, bringing a rigorous well-thought-out approach to provide structure to the change needed to enable us to operate at a world class level.”

— COO, Multi-national tech company



“Gitte from Arca Blanca helped me select, develop and train my senior design team. She used her huge experience to coach and mentor me and gently coax me out of my comfort zone to ensure we had the best in-house transformation capability team possible.”

— Transformation Director, FTSE 100



We are Arca Blanca, an integrated consultancy and data company

Using the power of data-science and technology, we enable companies to pivot on their most valuable revenue streams.

Our highly collaborative and accelerated consulting approach delivers rapid results, enabling today's business leaders to tackle complex growth and profitability challenges.

Talk to us today

Email

info@arcablanca.com

Phone

+44 (0) 20 3959 2032

Address

1 Southampton
Street
London
WC2R 0LR