

Commitment to Consulting Excellence

The Barton Partnership

MCA annual declaration May 2024

MCA
A POSITIVE FORCE FOR THE
ECONOMY AND SOCIETY



Our purpose, vision, mission & values

PURPOSE

To accelerate growth and transformation, inspiring positive change globally.

VISION

To be the leading, globally aligned talent solutions firm, fostering long-term partnerships through world-class client service.

MISSION

We empower people and organisations through innovative talent solutions, from strategy to execution.

Through a consultative approach to talent placement and a talent-led approach to consulting, we solve complex business challenges whilst championing diversity and sustainable business practices.

VALUES



Ethical behaviour

Consulting Excellence firms work with clients, partners, employees and other stakeholders in an ethical way. **This means:**

01

We are responsible and good citizens

- We are environmentally and socially conscious and committed to positively contributing to our environment and community.
- Our strong involvement with charities led to over £35,000 raised last year, and we're committed to raising even more in 2024.
- We run several charity initiatives throughout the year to support our annual charity partner, voted for by the business.
- All employees receive 2 paid days yearly for personal charitable initiatives.
- We double all charity contributions made by the business, as well as supporting our teams with their own charity initiatives.

02

We conduct our business ethically

- An FSQS-registered business, we're committed to responsible business practices and compliance standards.
- We invest in external trainers to ensure our ethics and moral conduct remain at the highest level.
- All employees receive training on diversity hiring, identifying alternative talent sources, recognising unconscious bias, and ensuring inclusive language.
- As a B-Corp-certified business, we hold ourselves accountable to a higher benchmark of sustainable business practices and have undergone a rigorous evaluation process, assessing our ongoing dedication to being a force for good while prioritising the well-being of our people.

03

We foster an ethical culture

- Our ethical culture is built on a foundation of core values - Human, Aware, and Committed - and integrated into all aspects of our business operations.
- Quarterly leadership forums and bi-annual full-company connection sessions enable us to gather action-orientated feedback and fresh ideas to identify new initiatives and activities to help us reach our goals.
- We measure and inspire individual development on quarterly reviewed annual Performance Development Plans (PDPs)
- Values-based assessment guides promotions, measuring behaviour and performance relative to core values.

Client service and value

Consulting Excellence firms promote the highest standards of client service and value.

This means:

04

We provide excellent consulting services which deliver the outcomes clients seek and need

- Since 2014, we have completed 2,000+ consulting projects, with 98% meeting/exceeding client expectations.
- Additionally, 76% of our clients have returned for further project work in the last 3 years.
- Our expansive network enables us to deploy bespoke teams tailored to specific client requirements, minimising costs by leveraging client resources where suitable. We don't rely on fixed-team structures and can flex resource profiles to suit client engagements.
- Our commitment to excellence is reflected in our curated network of seasoned experts who bring a wealth of knowledge and experience to every project and the assurance for our clients that they're not getting untrained or inexperienced consultants.

05

We are transparent with clients and respond to their concerns

- We take a proactive approach to stakeholder and sponsor engagement, ensuring we maintain regular communication with all parties across a project, providing clients with the highest level of assurance and oversight.
- We schedule weekly or fortnightly calls to keep clients up to date on project processes, enabling us to provide real-time updates and identify potential risks.
- We understand that every client engagement is unique, and we adapt our approach as necessary to meet evolving needs.

06

We always strive to improve the value we deliver to our clients

- Our flexible commercial model enables us to tailor to the most appropriate pricing for each client engagement, whether outcome-based, delivering to a specific timescale, or fixed price.
- We are dedicated to tracking and measuring the progress of each project against agreed KPIs, monitoring and evaluating our performance throughout the projects and providing regular client updates, highlighting where we are adding value, routinely beyond the original scope of work.

Professional development

Consulting Excellence firms develop the capabilities of their consultants, provide career development opportunities and support the welfare of all their employees. **This means:**

07

We undertake training and professional development planning each year

- All employees have a tailored Personal Development Plan that maps out training for a 12-month period.
- We have centralised development programmes for each level of role in the business, from our entry-level Associate Consultant 6-month training plan through to our High Performing Leaders programme.
- The PDPs are in place for our Customer-facing employees as well as our support functions.
- We also offer external training for specific technical skills development, including DE&I training, Guest speakers for our Women in Business network, and Sector-specific experts.

08

We promote strong core consulting capabilities and specialisms in our consultants and teams

- Through our organic growth, our entry-level Associate Consultants undergo a thorough onboarding programme that focuses on building consulting capabilities, developing their confidence and competence in partnering with our customers, and providing outstanding service.
- Each new employee is paired with a mentor to foster sector-specific technical expertise and professional development.
- Training is offered to all employees through our Masterclass programme, a comprehensive series of technical and soft skills training delivered by SMEs across our global locations. We offer personalised and impactful professional development through team, group, and 121 coaching.

09

We support our employees' career progression, professional development & welfare

- We have a clearly defined career ladder, with transparent promotion criteria and training to support each move.
- We have a wide and varied set of development initiatives, both internal and external development, aligned to each level of role in the business.
- We have a set of key pillars: Health, Wealth, Conscience, Team, Growth and Inclusivity, which underpin the support we offer all employees through our wellbeing and development programs.
- We have a combination of benefits that support our people, including unlimited leave, enhanced parental leave, free counselling services, interest-free loans, flexible working patterns and performance incentives eligible for all.

Commitment to diversity and inclusion

Consulting Excellence firms are committed to diversity and inclusion within their workplace and workforce. **This means:**

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We respect and embrace diversity & inclusion and understand the importance and positive benefit of people from different backgrounds working for our companies & our clients

- Our internal EDI committee serves to educate, support and improve diversity within our global teams and is committed to three core goals: 1 Achieving greater gender and ethnic diversity at senior levels 2. Becoming more accessible for disabled and neurodiverse stakeholders 3. Promoting and supporting mental health and wellbeing throughout the business.
- We continue to strive to recognise and break down the often-hidden barriers that females and other under-represented groups experience within the consulting industry.
- As a result, we have adapted our policies to drive the retention of women in the business, particularly those at, or on track for, leadership positions. This includes enhanced maternity and shared parental leave, enhanced wellbeing leave, flexible working, and time off for carers, as well as tailored development programs.

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We recruit & retain people from a diverse talent pool and strive to build cultures where difference is valued, respected and celebrated at all levels. Furthermore, we are committed to developing diverse future leaders and ensuring their progression in the industry

- Our internal talent team receives training to support diverse hiring, addressing how to engage and recruit under-represented talent, identify alternative sourcing channels, recognise unconscious bias, and ensure consistently inclusive language for job descriptions and adverts.
- Additional investment in data-driven insight tools ensures we are engaging with, and hiring from, diverse talent sources, widening the scope of industries, companies and schools to diversify our talent pipeline.
- Our global mentorship program ensures we take active responsibility for the commercial success and development of diverse talent.
- Our EDI committee will become certified diversity ambassadors in 2024, and our leadership program develops inclusive leadership skills, knowledge and awareness.

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We support industry efforts to improve progress on diversity & inclusion, implementing best practice and monitoring the diversity of the consulting sector workforce over time

- As part of our ongoing commitment to promote gender diversity within our networks, we launched our Women in Leadership podcast – a series of interviews with female leaders who are at the top of their field, exploring the challenges they have faced, key success factors, and effective diversity and inclusion initiatives that have helped along the way.
- We produce reports to support diversity initiatives, including our annual compensation insight report. This report draws on a survey completed by almost 1,500 current and former Consultants across our global network. It provides insights relating to salaries, bonuses, incentives, factors driving resignations, and the different themes that emerge across genders.
- We partner and support with external DEI consultancies, taking part in and promoting research to advance diversity in business.

Commitment to sustainability

Consulting Excellence firms are committed to sustainable development within their organisations and their work with clients. **This means:**

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We commit to ensuring that our firms operate in an increasingly sustainable way and strive to ensure that sustainability is considered by our clients in our work with them

- Our global ESG committee guides our carbon footprint reduction efforts.
- We proactively take steps to reduce our impact by implementing energy-efficient measures, reducing waste generation, and adopting sustainable resource management practices.
- We partner with Greenr - the sustainability as a service platform- to monitor our carbon footprint.
- We are dedicated to equipping our employees with the necessary skills and knowledge in ethical practices, sustainability, and social responsibility through ongoing training and education initiatives
- We seek partnerships with like-minded entities that share our commitment to ESG principles.

As a B-Corp™ certified business, we hold ourselves accountable to a higher benchmark of sustainable business practices, committed to driving positive change for our clients, community and the environment.



As a B-Corp business, we demonstrate high social and environmental performance by achieving a B Impact Assessment score of 80 and passing its risk review.



We make a legal commitment by ensuring our corporate governance structure is accountable to all stakeholders, not just shareholders.



We exhibit transparency by publishing our performance measured against B Lab's standards on the B Lab's website.



About The Barton Partnership

From strategy through to execution – Delivering end-to-end consulting & recruitment services using bespoke, flexible and cost-effective solutions to create ROI on every engagement.

Services



Consulting Services

Fractional advisory and project delivery

Over 2,000 Consulting projects, with 98.6% of clients saying we have met or exceeded their expectations.



Independent Consulting

Interim talent for high-priority projects

Network of 8,500+ Consultants means we can provide teams within 48-72 hours of engagement.



Permanent Search

Sourcing and delivering high-performing talent

84% of candidates we have placed in the last 3 years are still with the same company, with 50% now in a more senior position.

Functional Specialisms



Strategy & M&A



Data & Analytics



ESG & Sustainability

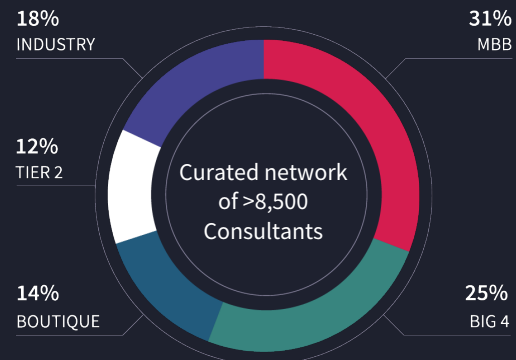


Transformation & Change

Global Reach



Experience of Consulting Network



Industry Expertise



Financial Services



Private Equity



Professional Services



Consumer Markets



Healthcare & Life Sciences



Industrials, Energy & Services



Public Sector



Technology, Media & Telecoms

Award Winning Services & Solutions



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