

Sia Partners UK

MCA Excellence Declaration

Introduction

Sia Partners is a unique management consulting firm and a pioneer in consulting 4.0. Sia Partners UK is focused on business transformation, innovation and digital consultancy services in Energy, Banking, Insurance, Telecoms and Transportation sectors. Sia Partners UK has developed high quality services in core areas which are delivered using proprietary IP, proven and best-in-class methodologies with a focus on delivering value for the client and for the UK economy as a whole.

As a dedicated member of the Management Consulting Association (MCA), Sia Partners is committed to the hallmark of quality which the nine principles of consulting excellence represent. The document below outlines this commitment against the three pillars on which these nine principles are based; Ethical Behaviour, Client Service & Value and Professional Development.

Ethical Behaviour

Sia Partners are committed to building an ethical business culture across all our offices. We share a strong set of values and behaviours and conduct all our business (with employees, clients and suppliers) in accordance with those ethics. Employees act in a socially responsible manner, aware of the impact that our work has. The importance of culture within a company is a key focus in the change programmes which we deliver with clients.

Company policy recognizes the importance that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender, partnership, race, religion or sexuality. All employees will be treated fairly and with respect and as such will treat people in the same way. We promote and value a healthy balance between job responsibilities and family life and have been recognised by Vault as the ninth best consulting firm in Europe for working hours.

Sia Partners is committed to supporting small businesses, having launched an investment fund called Studio in January 2017 specifically for start-ups. This investment fund will accompany select start-ups through their incubation and acceleration periods, offering benefits of Sia Partners' expertise and global network. Sia Partner's APIficator Programme additionally provides support for promising technology suppliers through the provision of pro-bono consultancy.

Client Service & Value

Sia Partners UK are management consultants, data scientists, futurologists and IT professionals. Our employees have proven industry experience and are highly sought after. Coupled with an extensive pool of valued Associates, Sia Partners UK can react rapidly to respond to client needs.

Sia Partners is more than a traditional consulting firm. We work alongside our clients to build internal capability by providing both consulting services and access to our IP. This ensures that the change is long-lasting and that our clients achieve the best possible outcome from working alongside us. The Sia Partners IP consists of our methods, processes, tools, and templates.

Sia Partners believe that the world is entering a new phase of digital transformation. As such, we have invented the concept of Consulting 4.0. This focuses on the opportunities available to clients as well as consultants themselves through digital advancements such as Artificial Intelligence (AI), big data analytics and digital platforms. We empower our consultants through the use of these technologies to better serve our clients.

Consultants play a key role in the digital transformation of their clients. They must therefore be at the forefront of new technologies and ways of working to better identify opportunities for their clients. Sia Partners are developing a suite of consulting bots and productivity tools to do just that – empowering our consultants to leverage these advances in partnership with our clients to drive greater benefits.

Professional Development

Sia Partners UK adopts a blended model of robust professional development across formal annual training programmes, employee coaching and on the job learning. We believe that this is essential to the high quality, versatile skill set which our consultants can bring to client projects. Formal training includes core consulting, sector specific development, and training on emerging technologies central to Sia Partner's augmented consultancy offerings.

Sia Partners was founded on the belief that consultants should have the breadth of core consulting skills alongside their own specialisation and expertise. This is reflected in our training and development approach. Each consultant joins a practice dedicated to a sector or service and receives training which aligns to that specific practice.

Care and work-life balance are among the key values of our firm. We have therefore developed processes within the firm to ensure that this is the case and support each employee to be the best they can according to their personal goals. Since the company's creation, we have developed a flexible approach to career growth and opportunities that is not based on the historical model of "up or out". We believe that work-life balance (including opportunities for flexible working) stimulates individual performance, helps attract the best talent and motivates employees to deliver superior value.

For more information about Sia Partners, please visit our website at www.sia-partners.com.