



# Commitment to Consulting Excellence

Annual Declaration 2025



*From strategy to execution*

LONDON | NEW YORK | SINGAPORE | SYDNEY



# Delivering consulting excellence

As a proud member of the Management Consultancies Association (MCA), we are fully committed to Consulting Excellence – the hallmark of quality for the UK’s leading management consulting firms. This initiative represents a step change for our industry, setting a clear standard for professionalism, client service, and ethical behaviour.

At the heart of Consulting Excellence are fourteen core Principles, which all MCA member firms adopt and apply in ways that reflect their unique expertise and client focus. These Principles define what it means to deliver high-quality consulting in today’s dynamic business environment.

Through our annual Consulting Excellence Declaration, we demonstrate how we live these Principles in practice – ensuring transparency and accountability to our clients, our people, and the wider public.

We believe Consulting Excellence matters. It provides clients with confidence in the value, integrity, and impact of our services, while reinforcing our commitment to continuous improvement, innovation, and the highest professional standards. As the consulting landscape evolves, so too does Consulting Excellence – remaining a vital framework for trusted, forward-thinking consulting in the UK.

By taking part in this scheme, we are reaffirming our dedication to excellence in everything we do.



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# About The Barton Partnership

We are a specialist, strategic talent solutions provider, seamlessly bridging the gap between strategy and execution. We offer executive search, interim and independent consulting, and consulting solutions to our global client base.

Since 2007, we have partnered with FTSE listed and Fortune 500 companies across all sectors and industries: SMEs, Strategic, Innovation & Management Consulting firms (large and boutique), Global Financial Services, Private Equity and their Portfolios businesses. We combine deep sector expertise with our specialist functional focus, at scale.

Our Consulting Network is ranked in the Financial Times UK's Leading Management Consultant Report, and we are recognised by Forbes as one of the World's Best Management Consulting Firms.

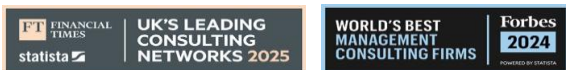
We combine the precision of a niche specialist with the reach and service level of a global search firm. Our integrated approach uniquely aligns talent strategies with business goals, ensuring every placement — interim, permanent, or consulting — delivers measurable impact for our clients.

We support our clients globally from offices in London, New York, Singapore, and Sydney.



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.

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# About The Barton Partnership

## Services



### Executive Search

Identifying and engaging high-performing talent that drives long term business growth

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.



### Interim & Independent Consulting

Key individuals delivering high-priority projects that solve business problems

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



### Consulting Solutions

Strategic advisory and project based strategic and transformational initiatives.

98.6% of clients say we have met or exceeded their expectations.

## Global Reach

4

OFFICES

100

PEOPLE

450+

CLIENTS



London | New York | Singapore | Sydney

## Global Talent Network

83,000

World's largest proprietary strategy talent database evidences unmatched connectivity.

## Industry Expertise



### Private Equity

We are a global leader in delivering value creation talent for private equity across fund and portfolio, from strategy to execution.



### Professional Services

We partner with a wide range of professional services businesses, from small boutiques to global strategy and multi-disciplinary consultancies.



### Commerce & Industry

We deliver talent solutions to publicly listed companies, family-owned businesses and SMEs across all industries.



### Financial Services

We serve a diverse range of clients across Banking, Payments, Wealth Management and Insurance, as well as Challenger Banks and FinTech's.

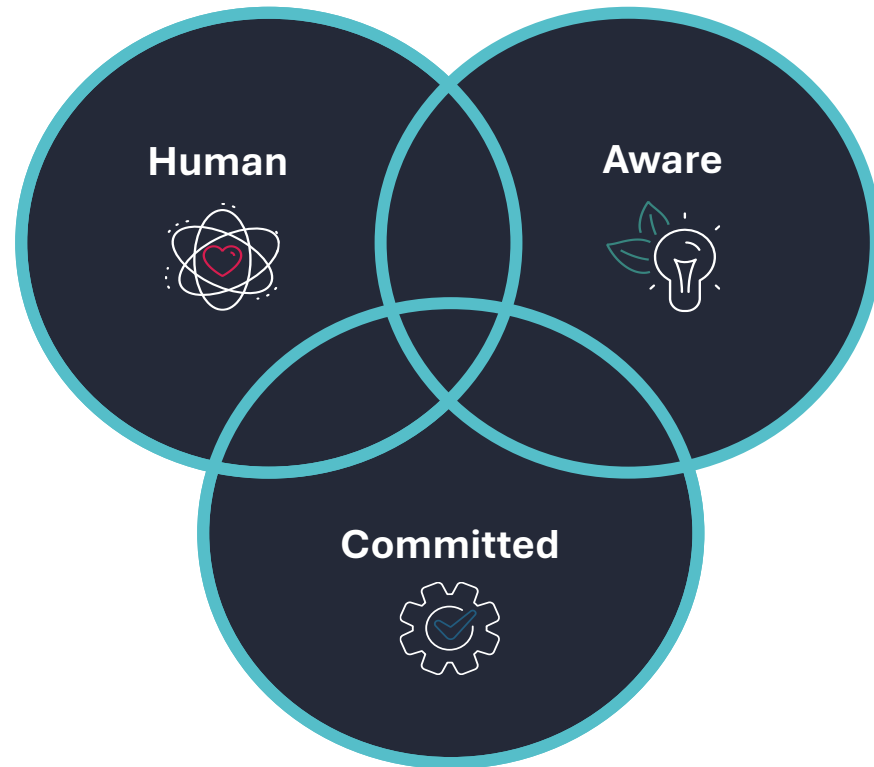
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# Purpose-driven

## Our 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 to grow 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.

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# 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 £14,000 raised last year, and we're committed to raising even more in 2025.
- 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 SMART Plans linked to Competency Frameworks.
- Values-based assessment guides promotions, measuring behaviour and performance relative to core values.

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# 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 2,900+ consulting projects, with 97% meeting/exceeding client expectations.
- Additionally, 78% 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.

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# 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 SMART and 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.
- We hired a Learning and Development Manager into the business in March 2025.

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 recently launch our new Career & Competency Framework to help our consultants excel in their role. This includes clearly defined career ladders, with transparent promotion criteria against core competencies and training to support each move.
- 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.

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## We support the adoption of the Chartered Management Consultant (ChMC) Accreditation across the industry and champion its values

- We support the adoption and recognition of professional standards across the management consulting sector, including the ChMC Accreditation, to promote professionalism, recognise expertise and experience, and ensure our consultants and services are valued and respected by clients and organisations seeking the highest quality consulting support.

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# Commitment to diversity and inclusion

Consulting Excellence firms are committed to diversity and inclusion within their workplace and workforce.

**This means:**

11

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 became certified Diversity Ambassadors in 2024, and our leadership program develops inclusive leadership skills, knowledge and awareness.
- We are a Disability Confident Employer.

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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

- We are a founding 40 Member of Encompass Equality, research-led leadership development and consultancy practice, committed to building inclusive workplaces where people and business thrive. Membership gives us practical tools, resources, and research to support our employee engagement and talent management activities.
- 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.

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# 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 planted 1,753 trees in 2024.
- 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.



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# Contact The Barton Partnership



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The first call for people driving value creation,  
strategy and transformation, worldwide.