Baringa Partners is the UK's best place to work
Leading independent management consultancy recognised for putting people at the heart of its culture

London, 20th May 2010

Baringa Partners has been named as the best place to work in the UK by The Great Place to Work® Institute.

2010 sees the culmination of a four-year period in which Baringa Partners has been consistently recognised among the top twenty Best Workplaces in the UK, achieving a second-place ranking for the past two years, behind Danone and Google respectively.

Baringa Partners, which was also named as the 11th best workplace in Europe in the small and medium companies' category, is a leading consultancy operating in the energy, utilities and financial services sectors. In addition to its number one ranking, Baringa Partners won the Most Trusted Leadership Excellence Award and were finalists in four special award categories, including the Health and Wellbeing Excellence Award, the Learning & Leadership Sustainability Excellence Award and the Corporate Responsibility Excellence Award.

The Best Workplaces Programme is the largest of its kind, with more than 1.5 million employees involved across 40 countries. Companies are ranked according to the results of an employee survey, which ensures that employees make a substantial contribution to the final position, and a management questionnaire that provides an analysis of the values, policies and practices that underpin an organisation's culture.

Jim Hayward, Senior Partner at Baringa, says: "We are truly honoured by this accolade which comes at a particularly pleasing time for us as we celebrate our tenth anniversary this year. From the start, we have put our employees at the heart of the business and our first-place ranking underscores our unswerving commitment to create a positive and stimulating working environment for everyone at Baringa. Our core values are defined by everyone in the company and are hardwired into our corporate DNA. They guide and inspire our people to continuously grow themselves, our business and our clients'. They form the bedrock of our great place to work culture, are emphasised in all publications we produce and feature in our appraisal process. We even have a quarterly awards scheme in place that, among other categories, has a prize for the individual who has made an exceptional contribution to one or more of our core values."

Hayward continues: "Our people are characterised by their deep market-focused expertise and absolute commitment to delivering outstanding value and service to clients. In return, we are committed to supporting them throughout their career. All new starters are provided with a 'buddy' for the first year who can provide advice and unofficial help. In addition, all

staff members are assigned a career advisor as part of the induction process who acts as a mentor throughout the individual's time at Baringa. And thanks to our flat non-hierarchical structure they also have constant access to the management team, who work closely alongside them with no distinction by rank or seniority. We strongly believe that our supportive culture motivates our people to perform to the best of their ability. That's reflected in the feedback we hear from clients, and the extremely low attrition rates for Baringa compared to the rest of our industry."

The firm also runs a Women's Forum, which encourages female staff members to take charge of their career progression and realise their full potential in the consulting world. Twice a year the company hosts a weekend away for employees and their partners. These weekends typically include a company update and teambuilding activity as well as an informal dinner and dance. Baringa Partners also holds an annual Christmas party for employees' children. Furthermore, its core values extend beyond the workplace and into the community with an active corporate social responsibility programme.

Mohamed Mansour, Managing Partner at Baringa, adds: "As an organisation, we have successfully navigated the downturn and defied market conditions to grow our client base, headcount and revenue significantly in the last two years. Over the past year, we have delivered strategically important, high-impact change programmes across a comprehensive range of businesses. Baringa's success is a testament to the strong foundations upon which we have built the company and is a credit to the calibre of our people"

Mansour concludes: "We maintain a consistent and uncompromising focus on getting the right people into Baringa. Once the right people are on board we empower them to make a difference both at client sites and internally. Indeed, it's hugely satisfying to note that many of our Great Place to Work initiatives, policies and practices have been initiated bottom up rather than top down. We plan to continue our robust growth trajectory during 2010 and beyond, while ensuring we maintain the culture that all our people have helped create."

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About Baringa Partners LLP
Baringa Partners LLP is a management consulting company with a focus on the energy, financial services and utilities industries in the UK and continental Europe. The company partners with blue chip companies when they are developing and delivering key elements of their business strategy. It works with organisations either to implement new or optimise existing business capabilities relating to their people, processes and technology. Baringa Partners' client base includes major blue chip companies such as Barclays, Barclays Capital, Centrica, E.ON, EDF Energy, Lloyds Banking Group, RWE, Thames Water and Vattenfall. In 2010 Baringa Partners was named as the UK's best work place by the Great Places to Work® Institute.

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