



▶ **BARINGA PARTNERS RETAINS POSITION AS SECOND BEST PLACE TO WORK IN THE UK**

Specialist consultancy believes success is a key factor in continued business growth

London, 26 May, 2009 – Baringa Partners (formerly known as “The Structure Group” in Europe) has been ranked the second best place to work in the UK for the second year in a row. This is the third year in which the company has been placed in the top twenty in the Best Workplaces rankings, developed by The Great Place to Work® Institute, making it one of the most consistent performers in this field. The award is a strong affirmation of Baringa’s ongoing commitment to creating a positive, stimulating and rewarding place to work for all its people.

Baringa Partners, a leading consultancy operating in the energy, utilities and financial services sectors, also won the ‘Most Trusted Leadership’ Excellence Award, and was short-listed for three other special award categories: corporate responsibility, health and wellbeing, and learning and leadership for sustainability.

Jim Hayward, Senior Partner within Baringa said: “We have always regarded the development of a people-focused culture to be a critical success factor. Everyone at Baringa, from our new starters to our senior management, is involved in developing a strong, inclusive organisation that attracts the best people in our industry, and encourages them to produce exemplary results for our clients. Having our efforts acknowledged in this way is a great result for Baringa, and everyone here can rightfully be very proud of the work they have put in.”



The global Best Workplaces Programme is the largest of its kind with over 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 ranking, and a management questionnaire that provides an analysis of the values, policies and practices that support an organisation's culture.

Hayward says, "Creating a great place to work is an ongoing activity, and we make sure that we respond to issues raised in the Great Places to Work employee survey as well as our own internal audits. That's why we are particularly pleased that our efforts in corporate social responsibility placed us on the shortlist this year since our employees' feedback indicated that this was an area they would like to see expanded. We believe that it's important to review activity continuously to make sure that the policies we have are relevant for everyone, and are challenged and refreshed if necessary. Indeed we're already looking forward to the feedback from this year's survey as a source of inspiration for next year's activities."

Mohamed Mansour, Managing Partner at Baringa says: "Maintaining the Great Place to Work culture has been a cornerstone of our company's success, and also our identity. Despite a difficult macro-economic climate, Baringa Partners is continuing to grow its business and deliver exceptional results. We grew revenues by 30 per cent in the last year – we are continuously looking to hire the best people in the energy and finance sectors to support that growth, and since we first entered this award in 2007 our headcount has increased by almost 100 per cent.





“We have also conducted a major re-branding exercise this year, and for that to be successful it was imperative that everyone in the company was on board, involved in the decision-making process and engaged with the final result. The re-brand’s success was both a reflection and result of the company culture we have created.”

Baringa Partners has published a white paper, entitled *Creating a Great Place to Work*, based on its own award-winning model of employee engagement and is available from: <http://www.baringa.com>.

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About Baringa Partners LLP

Baringa Partners LLP (formerly known as “The Structure Group” in Europe) 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 EDF Energy, Centrica, NUON, E.ON, RWE, Lloyds Banking Group, Barclays, Barclays Capital and Thames Water.

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