

## CONSULTANCY OF THE YEAR

Fewer than 10 employees

### Eligibility

This category is open to UK based consultancies with fewer than 10 employees that can demonstrate outstanding performance, agility and innovation during 2025.

Entrants must have been actively trading throughout 2025 and be able to evidence achievements within the qualifying period.

Submissions should reflect the performance of the consultancy as a whole, proportionate to its scale, resources and operating environment.

#### **1. Business Size & Status**

- Entrants must employ fewer than 10 staff (FTE or equivalent) during the qualifying period.
- The consultancy must be a legally constituted business operating within the UK.

#### **2. Active Operation During 2025**

- The consultancy must have been actively delivering services in 2025, with clear evidence of performance, resilience or growth achieved during that year.

#### **3. Scope & Focus of Submission**

Entries should demonstrate excellence in one or more of the following areas:

- Strong or improved business performance (revenue, profit, team stability or proportional growth).
- Innovation and differentiation, including new services, niches, delivery models or digital approaches.

- Leadership and strategic decision making, showing how choices made by the leadership team led to measurable outcomes.
- Environmental and social value, evidenced through clients, projects or internal practice.
- Resilience under challenging circumstances, such as market pressures, regulatory shifts or resource constraints.
- Investment in people, including capability development, wellbeing, inclusion or leadership development.

#### **4. Evidence Requirements**

Entrants must provide clear, proportionate evidence such as:

- Business metrics (e.g., performance trends, client growth, workload secured).
- Examples of strategic pivots, new markets, or decision making that drove improved outcomes.
- Descriptions of new services, tools, delivery approaches or niche expertise.
- Demonstrable environmental or social impact.
- Evidence of people focused initiatives and their outcomes.

#### **5. Judging Considerations**

Judges will assess performance relative to the consultancy's size and context, recognising micro consultancies often operate with limited resources but high agility.