

Consultancy of the Year

More than 250 Employees

Eligibility

This category is open to large UK based consultancies (or UK divisions of global firms) with more than 250 employees that can demonstrate the strongest overall improvement during 2025.

Entrants must have been actively operating throughout 2025 and able to evidence year on year advancement across strategic, financial, operational and cultural dimensions.

Submissions should reflect the consultancy's performance relative to its size, structure and market context, recognising that improvement at scale requires robust leadership, consistent delivery and long-term organisational discipline.

1. Business Size & Eligibility

- Open to UK based consultancies, or UK divisions of international organisations, employing 250 or more staff (FTE or equivalent) during the 2025 qualifying period.
- The consultancy must be legally constituted and delivering services in the UK.
- Entrants must clearly demonstrate material year on year improvement between 2024 and 2025.

2. Active Operation & Evidence of Improvement

- The consultancy must have been actively trading and delivering services throughout 2025.
- Submissions must present robust, comparative evidence of performance improvement, aligned to the scale and complexity of a large organisation.

3. Scope & Focus of Submission

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

Year on Year Performance Improvement

- Clear uplift across financial, operational or market indicators.

- Examples may include revenue or margin growth, increased productivity, improved utilisation, strengthened pipeline, client retention or expansion of market share.

Strategy, Investment & Execution

- A credible and well implemented business strategy, supported by organisational investment..
- Evidence may include expansion into new markets, investment in digital systems, development of internal capabilities, or major structural or systems transformation.
- Judges will look for delivery, not just ambition.

Innovation & Value Creation

- Innovation that created measurable value for clients, teams or the business.
- Could include new digital tools, AI enabled delivery approaches, technical breakthroughs, or commercial model innovation.
- Must show outcomes, not novelty alone.

Leadership, Organisational Culture & People

- Strong corporate leadership that enabled sustainable growth, inclusion and engagement.
- Examples of evidence: engagement scores, leadership development, culture change programmes, organisational redesigns or modernised governance structures.

Environmental & Social Outcomes

- Demonstrable environmental and social impact at organisational or project level.
- Could include carbon reduction achievements, community benefit programmes, responsible procurement, ESG aligned strategies, or social value outcomes delivered at scale.

4. Evidence Requirements

Entrants should provide proportionate and verifiable evidence, such as:

- Comparative financial data (year on year revenue, margin, operational performance).
- Market insights (client satisfaction, retention, sector expansion, share of market).
- Evidence of strategy execution (investment decisions, increases in internal capability, digital transformation).
- Innovation case studies demonstrating measurable improvement or client value.
- Culture, leadership and organisational metrics (engagement, inclusion markers, wellbeing outcomes).
- ESG performance indicators or project level environmental/social results. Level environmental/social results.

5. Judging Considerations

Judges will evaluate improvement in context, considering:

- Organisational scale, structure and market environment.
- The credibility, scale and sustainability of improvements claimed.
- The evidence provided to substantiate performance changes.
- How leadership, strategy, innovation and culture contributed to impactful, sustainable transformation.