

You and Newton

This document has been created to provide insight into life at Newton, including our journey so far and ambitions for the future.

It has been designed to help you understand the role you could play in it, and your personal development as you take your career to the next level.



NEWTON

We are Newton

We're a team of some of the brightest and most curious minds with a fundamental belief that every organisation can be better. We crack some of the toughest business and public sector challenges of the day. Not with reports or copy & paste thinking. But by pinpointing and implementing the changes that will make the biggest difference.

We never start out assuming we know the answer. But we're always certain we'll find it and see it through to the finish. By uncovering the data that means the most important decisions are made with facts, not opinions.

By bringing together a group of people who live and breathe delivering results.

And by embedding in our client organisation this same passion, self-belief and know-how to thrive on any challenge in the future.

We believe so strongly in what we can achieve together that we stand by the founding idea of Newton – guaranteeing our fees against delivering results that are recognised by everyone, from the frontline to the boardroom.

We demand better in everything we do. We think you should, too.

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Newton isn't like other consultancies or employers.

Our business model is purposefully disruptive.
Our culture is vibrant, energetic and individual.
We hire extraordinary people and give them levels of responsibility to match.



Common goal

We are the only consultancy to believe so strongly in our own ability that we guarantee our fees against delivering agreed, measurable results. This approach means we work together with our clients to achieve a common goal.



Implementation focused

We work from the front line to the board room to develop insight and engagement that drive fundamental change. We want change to stick beyond our involvement so we upskill clients to be equipped to solve future challenges themselves.



Fact not opinion

We are a data-led organisation. We analyse rather than hypothesise. We never make assumptions or copy an approach from elsewhere. It's about understanding each unique challenge and context, so our clients can be confident that they're taking the right action.



Belonging

Our business model is built around the curious minds of our people. We're tenacious, innovative and disruptive. We inspire one another to improve as individuals and as a collective.



Trust

Our people are talented, and we entrust them with responsibility and ownership early on. Promotion can be rapid as it is based on merit, not on time-in-role, quotas or annual cycles.



Rewards

We want our people to enjoy their work and feel rewarded for it. We offer a competitive salary package and bonus scheme, but we also recognise the value of time. We don't work at weekends and we are home by 6pm on Fridays. We also provide many subsidised trips and events with colleagues.



CASE STUDY:

**‘BIG 4’ GROCERY
RETAILER**

**SAVING THOUSANDS
OF HOURS OF WORK**

**MAKING FRESHER FOOD AVAILABLE FOR
millions of people**

**£250m
TOP LINE SALES GROWTH**

The situation

In a highly competitive market the client was losing customers and sales, largely due to a perception of low quality. The engagement was the largest of its kind across the industry, and the client wanted to ensure that all changes were best for the customer, simple for colleagues, and right for their business.

Quality perception

UK wide freshness and availability increase

Problem solving in a complex environment

Combination of sales and operations planning, distribution and in-store changes to deliver a step change in fresh products available to the customer across more than 500 UK locations

Labour performance

Replenishment forecast accuracy, driving store productivity

Bridging system and user disconnects

Fixed a four year multi-million pound problem in six months, through system and shop floor understanding

Ways of working

Freeing up value-adding time by stripping out unnecessary tasks

Process and behaviour

Implemented multiple new processes, and changed the behaviours of 80,000 colleagues across the chain

Operations

Previous attempts to deliver change across the UK hadn't landed successfully. By designing changes hand-in-hand with stores and seconding a team of 100 managers to train, support, and measure the new ways of working, we were able to engage with 80,000 colleagues nationwide to create lasting change.

£250m

**TOP LINE SALES
GROWTH**

38%

**INCREASE IN PRODUCT
REPLENISHMENT RATE**

80,000

COLLEAGUES ENGAGED

1.5

**DAYS EXTRA SHELF LIFE
ON FRESH GOODS**



CASE STUDY:

MARITIME BUILD

IMPROVING BUILD EFFICIENCY BY

30%

SOLVING THE DELIVERY CHALLENGES OF OUR

**nation's flagship
carriers**

SAVING OVER

£130m

The situation

Our client was facing a challenging schedule to build the largest warships ever required by the Royal Navy. They needed to change the way they worked to minimise the risk of over-runs and cost increases, while engaging a heavily-unionised and subcontracted workforce.

Engaged workforce

Dedicated communications team to engage 3,000+ industrial workers

Problem solving in a complex environment

Communications and engagement processes embedded across contractor population to promote consistent, one-goal ethos

Labour performance

Reduced labour costs by improving productivity by 96%

Bridging system and user disconnects

One unified plan introduced to align subcontracted workforce who were previously using different systems

Visibility of correct data

Optimised critical path build schedule and gave visibility of the plan to the workforce

Process & behaviour

Non-value adding time was significantly reduced by making it easier to access the right tools and parts at the right time

Operations

Undertook 1,500 hours of frontline studies, benchmarked performance and tracked productivity issues back to root cause, to provide quantifiable evidence of where performance improvements should be prioritised. We subsequently delivered impactful productivity improvements, minimised cost and mitigated schedule over-run risks.

123%
ENGAGEMENT
INCREASE

£120m
IN LABOUR SAVINGS

6 months
SCHEDULE RISK MITIGATED



CASE STUDY:

UK'S LARGEST LOCAL AUTHORITY

**WORKING WITH FRONTLINE STAFF TO
redesign social care**

**IMPROVED LIVES OF THE ELDERLY &
vulnerable children**

**SAVING OVER
£250m**

The situation

This county is home to over 1.5m people, and its council provides widespread and diverse adult social care services. The county was struggling to meet budget cuts with overly complex processes, which acted as barriers rather than enablers.

Streamlined user journey

A more consistent and human experience

Problem solving in a complex environment

Cleared long-standing backlog of service users waiting over a month for a care assessment, while reducing staffing costs

Simplified processes

Designed, tested and rolled out collaboratively with staff

Bridging system and user disconnects

Built a simple automated booking system enabling service user appointments to be booked at first contact

Improved labour performance

Freed up value-adding time by stripping out unnecessary tasks

Process and behaviour

Identified and prioritised case-progressing tasks, and standardised, automated and outsourced the rest

Operations

We worked collaboratively with the client in a pressurised environment, to focus on the service users' needs. We designed and implemented a new service pathway which increased the number of service users receiving independence-promoting care. Our work improved both service user outcomes and financial performance.

69%

**REDUCTION IN SERVICE
USER WAITING TIME**

£36m

SAVED IN COSTS

4.75x

INCREASE IN PRODUCTIVITY

NEWTON'S JOURNEY



Headcount

3

2001



Specialists in improvement

Founded in 2001. Focus is on complex problem solving, practical implementation and guaranteed results.

SECTORS:

Private and Air,
Land & Sea

CLIENTS:

Nissan, Dyson,
Kimberly Clark,
BAE Systems,
Babcock

2008



Headcount

40

Broadening our horizons

As more and more organisations found out we could fix their problems, we expanded into more sectors. Bristol NHS Trust asked us to reduce patient waiting times.

SECTORS:

Private,
Public

CLIENTS:

Carlyle, Permira, Lion,
Hillingdon Hospital NHS,
Norfolk NHS,
Oxford University
Hospitals NHS

2014



Headcount

150

2018



Headcount

260



55 HEAD OFFICE

205 CONSULTANTS

£55m

TURNOVER

Creating lasting change

We're chosen to lead large-scale transformational change. Our approach is applied successfully to transform social care pathways - 2011 saw our first council partnership. In 2015, we used our manufacturing and supply chain expertise on large retail and defence programmes. 2018 sees the launch of a 3 year change programme with a major UK retailer.

SECTORS:

Defence & Infrastructure, Private, Public

CLIENTS:

Kent County Council, Lancashire County Council, Local Government Association, Asda, Aircraft Carrier Alliance, M&S, Greencore

2022

**It's an exciting time to join Newton.
We're growing at a rate of knots and
a key part of our growth plan is to
pepper our homegrown talent with
new perspectives and skills from
experienced consultants.**

**We will work in
additional sectors...**

£100m

TURNOVER

500+

PEOPLE

OUR PEOPLE

Everything that's different about us is deliberate. We work, interact and even relax in a very distinctive way, so we look for people whose values and qualities match ours.



Bravery

Back yourself, and we'll back you.

Our people thrive on tackling huge challenges. Having the courage to push well beyond our comfort zone is fundamental to the success of Newton and our clients. When faced with difficult decisions, we do what is right, not what is expected.



Grit

We always see our projects through.

Not everything we do works right away. This is why we need grit: the strength of character to keep going when others' belief is wavering; the mental agility to evolve our solution as circumstances shift around it; and an unfaltering focus on the long-term benefits of the change we're introducing.



Influence

From board level to the coalface.

Every individual at Newton has a desire to make positive change. We respect and thrive on the knowledge that the actions we take have the potential to save millions of pounds, improve people's lives, create jobs and change industries. We have the intelligence, empathy and self-awareness to influence figures in local government, defence, manufacturing and many other sectors, from board level to the coalface.



Fun

Never underestimate the value of good fun.

Our people have a zest for life. They bring an energy and enthusiasm to everything they do, in and out of work. We have fortnightly company-wide catch-ups, quarterly weekends away and Christmas and summer parties. We don't work at weekends and we are home by 6pm on Fridays, leaving time for our passions beyond Newton.



Belief

Our belief is as strong as our passion for improvement

It is self-confidence and belief in Newton's core principles that enable us to stand alongside industry leaders in retail, healthcare and defence and challenge the status quo. Belief lets our people take ownership of and responsibility for their projects, and compels them to show leadership early in their careers. We recognise the value of self-belief and invest time coaching and developing it across every level of the business.



Spirit

There's a difference here you can feel.

Time and again our clients have told us that we are different to other consultancies; that we bring an energy that lifts and engages their staff. We know that this comes from the spirit of our people. As individuals we possess an enthusiasm and drive, which is reinforced by the challenging and supportive community that is Newton.



Diversity is important to us

“It’s in our DNA to demand better in everything that we do and diversity is no exception. Our business is built on the unbelievable skill and drive of some amazing people. We want to make sure we attract and retain the best talent right now and in the future.”

Steve Phillips,
Senior Partner at Newton

Our commitment:

40% of our entire staff

(currently 31%) and at least

15% of our leadership

(currently 0%)

will be female by 2023,

rising to 25% by 2028.

Structed development, tailored to you



Development Managers

Every Newton employee has a Development Manager with whom they build a close relationship. A Development Manager is there to help ensure wellbeing, and to guide personal and professional development.

Bespoke support

Everyone builds a development plan with their Development Manager, based on the support or opportunities they need to progress their career and personal ambitions. This may include finding a client project role which challenges and develops existing strengths, or finding opportunities for business development to help grow Newton's presence.

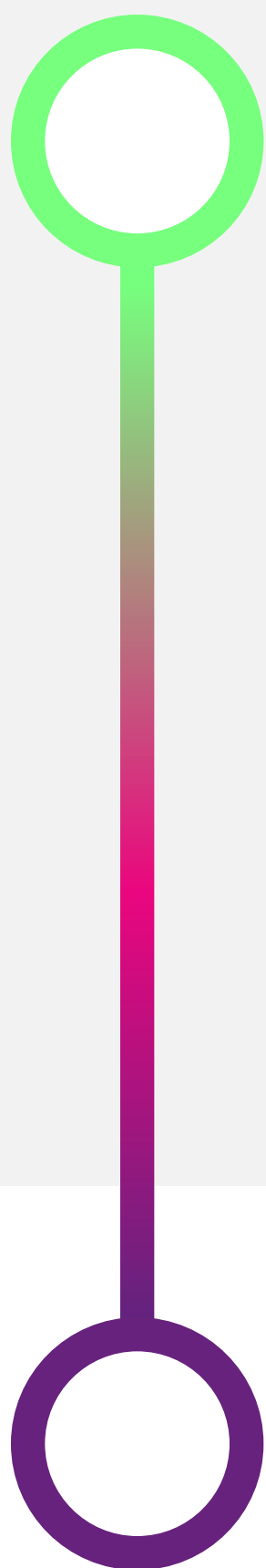
Line management

Every Newton employee has a Line Manager to advise and guide their work on site, as well as their short term development. Most Newton employees will have a number of line managers, depending on their seniority.

Development goals

Support in areas such as relationship building, presenting, business development, or personal impact training is provided. This is assessed formally through six-monthly appraisals with Development and Line Managers.

Learning opportunities



Training courses

There are many training courses available throughout your Newton career; one of the flagship opportunities at senior levels is the Leadership Development Programme. This is a year-long programme, undertaken with peers, consisting of three core modules and one week overseas. It develops the ability to lead yourself, to lead others, and to lead Newton.

Focus: Leadership Development Programme

Last year's week overseas stage was a photojournalism project in Ghana, telling the story of malnutrition in the country through images and interviews with local people. It developed the story-telling ability of those involved, as well as empathy, team work and trust amongst a team of Newton's future leaders.

We're growing fast, so the opportunities for career progression at Newton are exceptional. We pride ourselves on providing fantastic coaching and support to bring the best out of the talented individuals that work here.

During the recruitment process, Newton identifies the right level for each new consultant to join, based upon their equivalent experience and capability.

Each recruit receives a 90-day Onboarding Plan, tailored to their individual requirements. This plan is developed alongside their Development Manager and Line Manager, and lays out in detail the steps and support necessary to bring them up to speed with the way Newton operates.

Promotion is entirely meritocratic, is not time-bound and reflects the individual's personal development.

Due to our rate of growth and business structure, no-one is ever waiting for an opportunity to be promoted.



DELIVER

— **Consultant**

— **Senior Consultant**

— **Lead Consultant**

MANAGE

— **Principal Consultant**

— **Business Manager**

— **Senior Business
Manager**

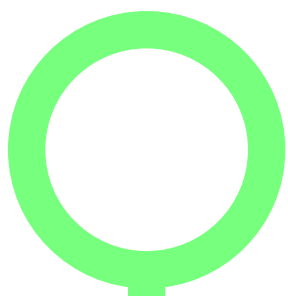
— **Director**

— **Partner**

LEAD

— **Senior Partner**

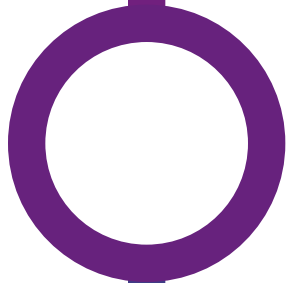
Client facing



1 MONTH

ASSESSMENT I

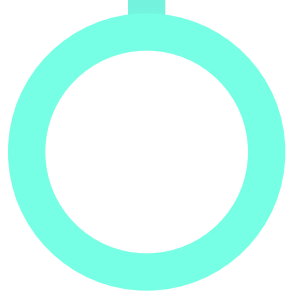
Working as part of a 15-person team delivering a nationwide assessment on delayed transfers of care from acute hospitals into the community. Culminating in presenting the results to 12 Chief Executives of Trusts and County Councils



9 MONTHS

PROJECT

Manage the assessment, design and implementation of a new Target Operating Model for a plant hire company. Own relationships with senior stakeholders across the programme, support technical problem solving and establish rigorous measurement of KPIs and financial benefit. Personal responsibility for the delivery of £7M of savings visible in the client's P&L



12 MONTHS

ASSESSMENT II

Managing a team of four that finds £12M of opportunity in Adult Social Care for a County Council as part of a larger programme of 13 Newton and client team members. Using the output to craft the future steps of the programme as part of the Newton sales process

Everybody knows that working in consultancy can be a challenging lifestyle.

We also know it can be hard work to balance family or your personal life with work. We believe in supporting you to make the best of both worlds.

FLEXIBLE WORKING

Individual options to help you balance work with your personal life

Reduced hours or reduced working week

Job-sharing in some roles

Opportunities to work from home

Sabbaticals/unpaid leave available at all levels - assessed against business need-

Trial period to check it works for you and us

FAMILY LEAVE

Extended and enhanced leave and pay

Enhanced maternity and adoption pay,
up to six months' full pay equivalent

Up to five years' unpaid leave for maternity,
adoption, shared parental leave

Keep in touch while you're away and return
to your original role

ALTERNATIVE ROLES

Opportunities to change role within a
fast-growing organisation

Opportunities to change role with your
development and business growth

Temporary or permanent move to a
different role

There's a definite thrill to be had in the kind of work we do. But it also uses up a lot of energy.

For us, it's absolutely critical that you know how to let your hair down. We can help with that – in many, many ways.

N-Weekends

Weekends away with your colleagues - bring a guest! Weekends involve anything from sports to entertainment, culture and parties

Review nights

Social events based around different activities every fortnight

Summer and Christmas parties

Celebrations on a private beach in Cornwall or other surprise world-class venues around the UK

Fun nights on site

An opportunity to have fun with the team each week

Activity days

Spend a day learning something completely different off-site

Ski chalet

A Newton chalet for employee use over the ski season



Profit share

Everyone in Newton shares in the success of Newton through our profit share scheme. The more we exceed our target revenues then the higher the profit share bonus, which is paid out every six months

Share options

Share options become an increasing part of the overall package as you progress in Newton, such that an individual could gain significant personal wealth through our continued success

Medical cover

You will receive extensive private medical cover, which is inclusive of pre-existing conditions and you can opt to include dependents at cost



Pension

After three months you will automatically be enrolled into our Group pension. Your contribution starts at 3% and Newton will match that contribution up to 4%

Much, much more...

In addition we provide childcare vouchers, income protection, mobile phone (including personal calls paid for and new phone allowance) and life cover. We are part of the Cycle to Work scheme

More information

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