



 **LONDON AND SOUTH EAST**



MANAGEMENT TEAM AWARDS 2020

PRIVATE EQUITY AND VENTURE CAPITAL AT WORK



IN ASSOCIATION WITH



 **#BVCAMTA**



LONDON AND SOUTH EAST

The BVCA Management Team Awards, produced in association with Grant Thornton UK LLP, are the annual celebration of excellence for UK businesses backed by private equity and venture capital.

Now in their twelfth year, these awards provide a platform for management teams across the country to demonstrate their vital contribution to the UK economy.

All of the winners will automatically be nominated for the national awards, which will be presented at the Annual Gala Dinner December in London.

THE AWARD CATEGORIES

LARGE COMPANY MANAGEMENT TEAM

Defined as a company with an approximate enterprise value in excess of £100m, since the time of investment.

MID-MARKET MANAGEMENT TEAM

Defined as a company with an approximate enterprise value of £30-100m at the time of investment, unless they have moved into the large category 4 years or more since the investment.

GROWTH MANAGEMENT TEAM

Defined as a company with an enterprise value of less than £30m, at the time of investment, unless they have moved into the mid-market category 4 years or more since the investment. This category has a strong emphasis on minority investments.

VENTURE-BACKED MANAGEMENT TEAM

Defined as a company backed by a venture capital firm, not an MBO or MBI, where the investment was substantially to develop an innovative technology product or service.

BUSINESS TRANSFORMATION MANAGEMENT TEAM

Defined as a company which has either achieved significant transformation itself, or the effect on its industry or the community has been transformational.

JUDGING CRITERIA

FOR THE LARGE, MID-MARKET AND GROWTH COMPANY CATEGORIES:

- Building an attractive, distinctive business which stands out from others in its sector;
- Skilled execution of particular projects, including product innovation, acquisition, capital investment, international expansion, marketing innovation;
- Evidence of bold and authentic leadership, including development of a strong, progressive culture and wider contribution to society;
- Overall evidence of growth, including profit growth and returns on exit.

FOR VENTURE-BACKED MANAGEMENT TEAM OF THE YEAR:

- Particular focus on bringing to market new and high impact innovations;
- Evidence of skill in the way innovations have been translated into products, for example partnerships, regulatory hurdles overcome, technical challenges navigated;
- Financial success to be judged not by reference to profitability: external validation still essential but more likely to be by revenue growth, significant contracts and external investment from respected investors at increasing valuations.

FOR BUSINESS TRANSFORMATION MANAGEMENT TEAM OF THE YEAR AS ABOVE AND ALSO:

- Evidence of a bold, decisive plan, well executed;
- Positive impact on employment and the local economy.

LONDON AND SOUTH EAST JUDGES

CHAIR Jonathan Lerner, Smedvig Capital

Alistair Brew, BGF

Jonathan Caswell, LDC

Andrew Ferguson, Baird Capital

Ed Lascelles, Albion Capital

Mo Merali, Grant Thornton

Simon Peet, Livingbridge

William Skinner, Phoenix Equity

Andrew Strickland, Palatine Private Equity

LONDON AND SOUTH EAST WINNERS



BUSINESS TRANSFORMATION MANAGEMENT TEAM AWARD

BABBLE

Cloud communication, contact & cyber solutions, delivering growth & profitability

Backed by LDC

Our judges said: "Matthew Parker and his team have successfully transformed Babble from a loss-making business to a company with multi-million pound revenues and earnings, recording double-digit organic growth. Matt and his team turned the business around by encouraging values based cultural change, with a focus on a clearly articulated strategy and vision. It's impressive to see the employees have an unusually high influence on tone, culture, values, and strategy at Babble. It's also commendable that Babble has a number of initiatives in place to reduce their carbon footprint."



GROWTH MANAGEMENT TEAM AWARD

BLOOM & WILD

Europe's leading and fastest growing direct to consumer flower scale-up

Backed by BurdaPrincipal Investments, MMC Ventures and Piper

Our judges said: "Bloom & Wild is a fantastic, thoughtful and strategic business that has disrupted and revolutionised Europe's fresh-cut flower market by turning the traditional model on its head. The business has invested heavily in technology to transform both the customer experience and the traditional supply chain. It's impressive to see that in the last two calendar years they have grown revenues by 66% and 67% respectively, and have expanded internationally, becoming the second largest cut flower delivery business in the UK in just six years."



LARGE COMPANY MANAGEMENT TEAM AWARD

CFC UNDERWRITING

CFC is a specialist insurance provider and pioneer in emerging risk
Backed by Vitruvian Partners

Our judges said: "CFC started in 1999 and rode the 'dotcom boom' wave and evolved into a successful, profitable largecap business that is a major pioneer in the emerging risk space, boasting a global customer base. David Walsh has led the business since its creation and has built a management team whose primary focus has been on the culture of the business, building long-term relationships with clients and a strong, integrated team."



VENTURE-BACKED MANAGEMENT TEAM AWARD

REVOLUT

Revolut is a global financial platform that is transforming the way money works

Backed by Balderton, Crowdcube, Draper Esprit, Greyhound Capital, Index Ventures and Lakestar

Our judges said: "Revolut's growth since it was founded in 2015 is truly impressive and they are clearly the standout winner in what was a very strong category this year with more than three times as many entrants as 2019. Vlad and Nikolay and their team have reinvented the way in which consumers spend and transfer money abroad and the business is on a pathway to profitability and strong EBITDA as it continues to expand at an incredibly rapid rate."



MID-MARKET MANAGEMENT TEAM AWARD

XCEPTOR

A no-code, AI-enabled platform to automate complex processes end-to-end

Backed by CBPE Capital

Our judges said: "Since being founded in 2003, Xceptor has grown from a small start-up business into a successful, profitable SaaS-based tool provider. Andrew Kouloumbrides has created a very strong company culture that combines entrepreneurial spirit, alongside collaboration and trust, that has contributed to the company delivering high levels of growth. Since CBPE's investment in 2017, revenue and EBITDA have almost doubled and the business has successfully expanded into new markets and verticals."



LONDON AND SOUTH EAST SPECIAL MENTIONS

VENTURE-BACKED MANAGEMENT TEAM AWARD

A MILLION ADS

Creating personalized advertising with more context, relevance and connects better with people
Backed by Edge Investments

Our judges said: "A Million Ads has performed very well and there is huge potential for strong future growth. It's also impressive to see that the business has expanded internationally. It's apparent that Founder and CEO Steve Dunlop and the management team have worked hard to refine, implement and maintain the culture and value of A Million Ads. The company is unique and a true leader in its market."

MID-MARKET MANAGEMENT TEAM AWARD

FIRST MILE

Easy, smart, green: shaping the future of waste and recycling for UK businesses
Backed by Growth Capital Partners

Our judges said: "First Mile is a purpose-led, innovative business that is a disrupter to the waste industry. Led by Bruce Bratley, its focus on technology and customer interaction, as well as its people and talent, has contributed to its success. The judges were truly impressed with its focus on high quality services, with an environment-friendly and sustainable ethos."



LONDON AND SOUTH EAST RUNNERS-UP

BUSINESS TRANSFORMATION MANAGEMENT TEAM AWARD

THE PRIVATE CLINIC OF HARLEY STREET

The Private Clinic are an award-winning cosmetic surgery, hair transplant & varicose vein provider
Backed by BlueGem Capital Partners

GROWTH MANAGEMENT TEAM AWARD

CIPHR

Highly connected SaaS HR, payroll, recruitment and learning solutions
Backed by LDC

FEEFO

Feefo is a verified customer reviews and insights platform
Backed by Vespa Capital

MINTEC

The leading global provider of price data for food ingredients
Backed by Synova

PRESCIENT

Prescient is a biopharma product strategy and decision support firm
Backed by Baird Capital



LARGE MANAGEMENT TEAM AWARD

CIVICA

A global leader in software for public services
Backed by Partners Group AG

MID-MARKET MANAGEMENT TEAM AWARD

ALLOCATE

Healthcare People Management software, optimising workforce planning and deployment
Backed by Vista Equity Partners, Hg

AVANTIA

The leading provider of digital non standard home insurance
Backed by ECI

BROADSTONE

Leading, independent provider of specialist pensions, trustee and employee benefits solutions to SME's and large corporates
Backed by Livingbridge

CHARTERHOUSE VOICE & DATA

Charterhouse provide Managed IT, Security and Business Communication Solutions
Backed by August Equity

GYMBOX

Gymbox. The antidote to boring gyms
Backed by BGF

THE INSTANT GROUP

The leading global provider of flexible workspace insight, consultancy and solutions
Backed by MML (2012) and Bowmark (2018)

VENTURE-BACKED MANAGEMENT TEAM AWARD

BEAMERY

Beamery is a Talent Operating System that enables enterprises to attract, engage, and retain top talent

Backed by EQT Ventures (Lead investor)

GARRISON TECHNOLOGY

Garrison is a cybersecurity provider of hardware-based web isolation technology

Backed by IP Group, Dawn Capital, BGF and NM Capital

KIMBLE APPLICATIONS

Kimble Applications helps professional service organizations run their project-based businesses better

Backed by Accel-KKR

LEXOO

A NewLaw provider using tech and process to deliver better legal services

Backed by Earlybird Venture Capital and Angels

POQ STUDIO

SaaS app commerce platform for large brands and retailers to build apps

Backed by Smedvig and Beringea

ROTAGEEK

Rotageek delivers data-optimised staff schedules that better meet your customers needs, drive revenue and improve team retention

Backed by Mobeus Equity Partners

THOUGHTRIVER

ThoughtRiver turbocharges deals by intelligently pre-screening contracts for risk and automating next steps

Backed by LocalGlobe, Crane, Entrée Capital



Grant Thornton

An instinct for growth™

UK



Corporate finance
house of the Year

Private Equity Awards 2018

Over **20,000** clients
in the UK

4,500+ people

225 number of deals
in 2018

Combined
global revenues

\$5.45bn

Global

53,000+

people in over

135+
countries

Grant Thornton's private equity team provides a full range of services to assist private equity and portfolio firms maximise their growth potential.

Our integrated approach brings together a team of professionals from advisory, taxation and assurance services who provide bespoke solutions from investment through the growth phase to exit. As well as acting for private equity houses, we advise private equity-backed companies, and management teams seeking private equity investment.

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