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Ireland's Best Managed Companies 2025

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Welcome



BRIAN MURPHY
PARTNER LEAD
IRELAND'S BEST
MANAGED COMPANIES

I am delighted to welcome you to the 17th year of Ireland's Best Managed Companies awards programme.

In 2024, 129 companies across multiple industries and counties were recognised as a Best Managed Company. Employing over 45,000 people and contributing €15 billion to our economy, this is a community of industry leaders who are committed to delivering business excellence in a time when it matters most. Amongst their many traits, these companies have vision and ambition, they invest in their competitiveness and never lose sight of their purpose.

We run this programme to provide a platform to celebrate the hard work, passion and impact of the indigenous private sector but it does far more than recognise success – it sets a foundation for even more of it. Through the application, coaching and judging process, entrants receive a

360 view of their business, allowing management teams to challenge and benchmark themselves against the best companies in the world. Winners consistently cite the positive impact that this accolade has on their business whether in attracting and retaining talent or strengthening their market presence. They also become part of the strong peer BMC network with access to year-round events and to the global network consisting of 1300+ companies across 40+ countries.

I look forward to seeing a new cohort of ambitiously minded companies join the Best Managed Companies network in 2025 and I welcome you to apply at deloitte.ie/bestmanaged.

If you have any questions, please do not hesitate to get in touch with myself or a member of the Deloitte team.





“Use the process to hold yourself accountable.
Are you doing everything you can in your
business to deliver for your people and clients?
After that, if it leads to an award it is a bonus –
but doing the work on self-reflection is
worthwhile for the lessons it brings.

Paul Brown, CEO, John Sisk & Son

Ireland's Best Managed Companies

17 years running on the island of Ireland.



129 winning companies in 2024.

45,000+ people employed by Ireland's Best Managed Companies.

€15bn combined turnover.

40+ countries with Best Managed programmes.

1300+ Best Managed Companies in the global network.





Ireland's Best Managed Companies is Deloitte's flagship programme recognising excellence in privately owned companies across the island of Ireland.

Entrant companies compete for this accolade in a rigorous process that evaluates the calibre of their management abilities and practices against the best private companies in the world.

Companies are coached through the application process by expert consultants from Deloitte who will help formulate their approach to completing their submission. This is a valuable process as it ultimately gives management the opportunity to take a step back from the day-to-day and hold a mirror up to their business, their performance and their business plan. Those who are successfully awarded as a Best Managed Company are celebrated at the annual Gala Awards and join the elite Best Managed network.



Who can apply?

ELIGIBILITY CRITERIA:

- Companies must be Irish/Northern Irish, substantially privately owned, managed and controlled companies (incorporated in either the Republic of Ireland or Northern Ireland)
- Have a turnover in excess of €30 million/£25 million
- Be established for at least five years
- Co-operatives engaged in value-adding and trading activities are eligible to participate in the programme
- Private equity backed businesses are also eligible where the business is incorporated in and the management team is based in Ireland/Northern Ireland

THE FOLLOWING COMPANIES ARE INELIGIBLE:

- Public companies
- Foreign multinationals and their subsidiaries
- Credit unions/insurance companies / banks
- Charities, not-for-profit organisations and their subsidiaries
- Government-owned/public sector agencies
- Partnerships





“Participating in the Ireland’s Best Managed Companies process has helped us with our customers, recruitment, and our strategy . We know that our customers are looking to partner with companies who are committed to excellence.”

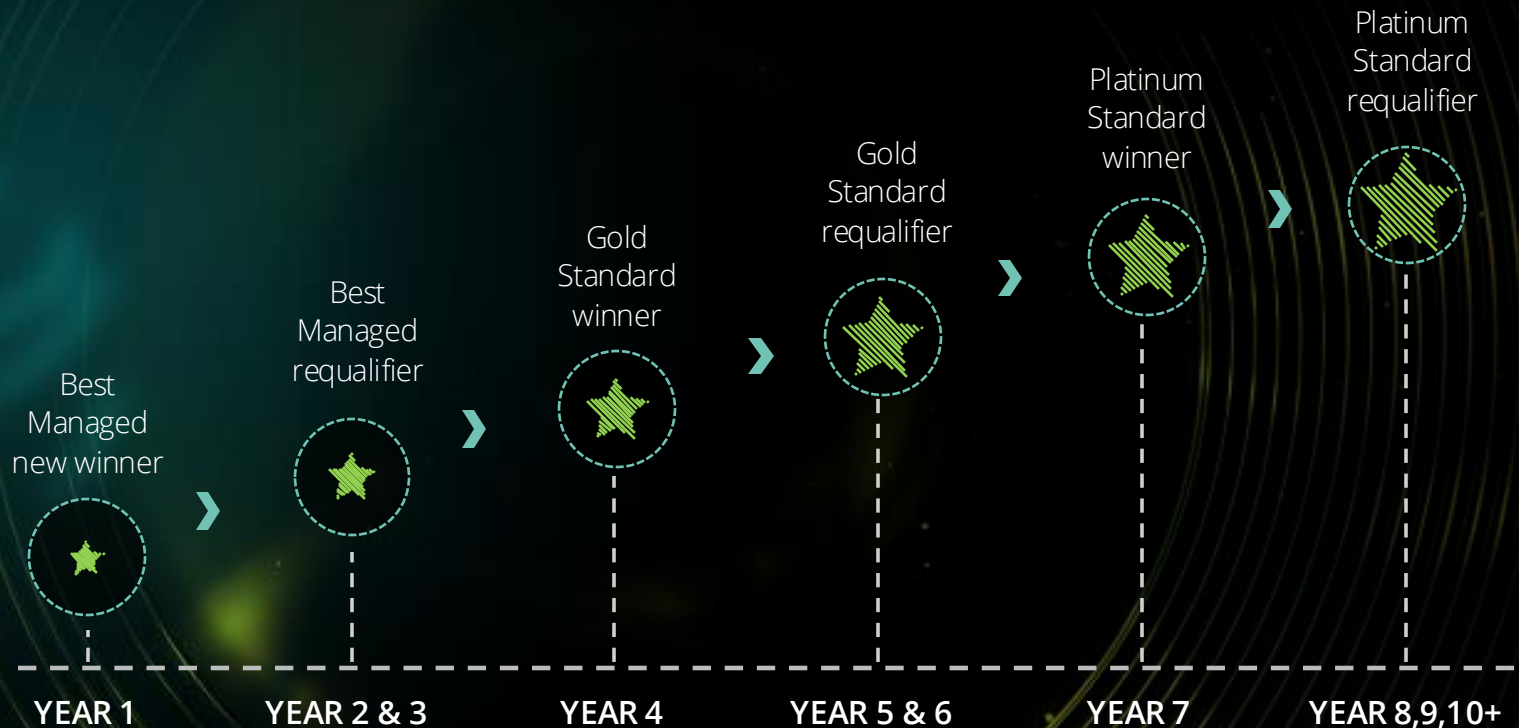
Declan Morgan, CEO, Frylite

The Best Managed Network

Successful new entrants to the programme are awarded as New Winners at the annual Awards Ceremony.

Winners have the opportunity to requalify as a Best Managed Company after their initial win, subject to an annual operational and financial review.

Requalifying companies retain all of the benefits of being an award winner and have the opportunity to work towards the milestone years of Gold Standard & Platinum Standard, leading to increased profile and encouraging continued commitment from staff and stakeholders.



The Four Pillars of a Best Managed Company

Companies are evaluated against four equally weighted pillars to determine whether they qualify as a Best Managed Company.



Strategy

Best Managed Companies have a formal strategy in place and the strategy represents all stakeholders. They have the right capabilities and metrics in place to execute their strategy, and clearly and consistently communicate the strategy to all levels of the organisation.



Culture and Commitment

Best Managed companies build a strong corporate culture and legacy, actively develop their people and leadership team, provide a holistic compensation system, create an inclusive culture and address continuity issues within the company.



Capability and Innovation

Best Managed Companies develop valuable capabilities and resources, are highly execution-oriented, are focused on productivity and innovation, and are thoughtful about hiring the right people to execute their business model and strategy.



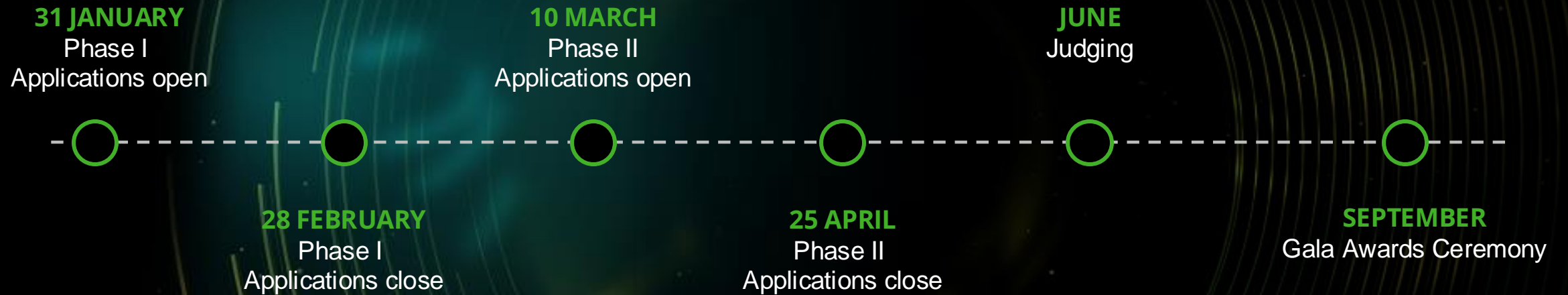
Governance and Financials

Best Managed Companies instil strong governance structures, use KPIs to manage their progress, maintain a strong balance sheet, and apply the financial discipline required to drive revenue growth, improve operating margin, and increase asset efficiency.



Key Dates 2025

Please note dates are subject to change.



How to apply

NEW ENTRANTS MUST COMPLETE A TWO- PHASE APPLICATION PROCESS.

PHASE I

Companies complete a short online form to determine eligibility. The form is available on deloitte.ie/bestmanaged from 31 January and will close on Friday 28 February. Companies will be notified shortly thereafter if they have been shortlisted for Phase II.

PHASE II

Companies shortlisted for Phase II are asked to complete a second, more detailed online submission. At this point companies will be assigned coaches from Deloitte who will help them formulate their approach to completing their submission. Companies who are already part of the programme will complete an alternative re-application corresponding to their level during Phase II.

JUDGING PANEL

The multidisciplinary judging panel conduct the application review and winners selection. The judging panel will include chair Frank Ryan (IDA), Ellvena Graham OBE, Lionel Alexandar (Chairperson Intact Software) with other business representatives to be announced.

WINNERS' ANNOUNCEMENT

Winning companies will be invited to celebrate their success at the annual Gala Awards Ceremony to be hosted in Dublin in September 2025.





Key Benefits

THE BENEFITS OF APPLYING - THAT'S RIGHT, YOU BENEFIT EVEN IF YOU DON'T WIN!

- Coaching your way to success:
One to one coaching from expert Deloitte advisors to fine tune your application before it goes to the judging panel.
- Excellent opportunity to take time out of the business to review your organisation, your business plan and bring the management team together for some business planning sessions; supported by experienced business consultants.
- Shine a light on current best practices and areas for improvement.

THE BENEFITS OF WINNING

- Increase your market visibility and credibility through the exclusive use of the globally recognised Best Managed Companies designation.
- Recognise the achievements of the entire team and business.
- Strengthened ability to attract and retain talent.
- Receive national media exposure through the programme's media partner, The Business Post, and the exclusive Best Managed Companies magazine.
- Be part of a strong peer network with access to year-round networking and learning events, including Leaders Dinners, industry panels, management masterclasses and the annual Gala Awards Ceremony – one of the most important events in the Irish business calendar.



Best Managed Companies: A global mark of excellence

The programme is active in 40+ countries with more launches planned.



Ireland's programme launched in 2008 and is the second longest running programme after Canada where the programme has been running since 1993.

Frequently Asked Questions

IS MY REVENUE GROWTH SUFFICIENT FOR QUALIFICATION?

Financial growth is a key attribute, but it is not the sole criteria under which you are judged. We also include measures for strategy, culture and commitment and capability and innovation in awarding successful applicants.

IS THERE A PROGRAMME APPLICATION FEE?

There is no cost to participate in the programme.

WILL THIS TAKE UP A LOT OF MY TIME?

We have taken care to streamline the application process. If you progress to Phase II, specified information is required for evaluation purposes. However, your team will be guided through this by experienced coaches and the return on investment is evident.

WILL MY COMPANY'S FINANCIAL INFORMATION BECOME PUBLIC?

No. The confidentiality of your financial information is vital to the integrity and continued success of the programme. Only programme representatives including your coaches and judging panel will view sensitive information.

WHAT IS THE PRIVACY POLICY REGARDING HANDLING OF MY INFORMATION?

More information about how Deloitte will handle your information is set out in our Privacy Policy, viewable on www.deloitte.ie

For any other enquiries you can contact the programme team at iebmc@deloitte.ie





“We viewed the programme as an opportunity to reflect on what we do, how we do it, and benchmark ourselves against the best in class from a range of sectors and industries. Our coaches knew our industry very well , were extremely helpful in advising us on our approach and were always available to us.

Michele McCormack, CEO, Mowlam Healthcare

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