



TURNING VISION INTO VALUE WITH VICKY THORP

With a career rooted in similar entrepreneurial owner led businesses, our Finance Director Vicky Thorp has developed extensive knowledge and expertise in supporting businesses through growth. We catch up with Vicky to see how she plans on orchestrating her financial vision into value and why she joined the Shawston team.

Vicky Thorp
Finance Director



Joining the Team

Taking a job with a sustainable, employee-owned business with a people-first culture was something that I found very attractive, and I really wanted to be part of a business that shared my own personal values. A people first strategy creates a sense of ownership and empowerment amongst its co-owners and is very powerful. Working in an environment where your voice and contributions matter and play a significant role within a business is very inspiring.

I also found the concept of Shawston being a sustainable business really refreshing. Being part of a

meaningful and fulfilling work environment, joining a team with experienced and loyal members and a business that places a large emphasis on employee well-being ultimately gives us all a sense of purpose and belonging.

The Sway of Employee Ownership

My decision to join the team was influenced by the EO status of the company. I was aware of other employee-owned businesses and the benefits the structure brings; engaged, empowered teams with a “can do” attitude.

I knew that becoming an employee-owner would allow me to become part of the company's success and have a direct stake in the business's outcomes. I think there is an element of pride associated, certainly for me, in being a co-owner and the commitment that brings to

your role within the organisation.

I am looking forward to being part of a collaborative environment where innovation and empowerment are encouraged, and where everyone shares a vested interest in the company's growth.

The Shawston Journey So Far

Shawston as a business has exceeded my expectations. I have been made to feel like part of the team since day one, it is clear that they employ great people, and the business lives and breathes its people-first approach.

The year 2023 was pivotal for the group and the business is now ready to move forward. Being a sustainable business underpins all decisions, the focus is not on around short term returns or value, it invests for the future.

Most importantly, it lives by its values – it really does. The company does what it says it will, this is evident across the group as a whole, be it through job enhancement opportunities, the longevity of its team members, the discretionary effort of co-owners who really will go the extra mile to ensure the business is a success.

Plans for the Future

I am excited about driving growth, both organically and through mergers and acquisitions (M&A). Working with the shareholders and the SLT to have a direct impact on an area of the business growth strategy thrills me. It's up to me and my team to ensure the business has the correct finance structure in place for the next phase of growth.

I want to add value by enhancing and automating processes as we scale. Improving and automating processes will allow us to streamline operations, increase efficiencies, and reduce costs, all of which are pivotal if we are to continue to grow.

Supporting and developing my team throughout my role is something I am looking forward to, encouraging continuous learning and skill development through our People First strategy. I want to enhance the established culture of collaboration, trust, and open communication - I plan to do that through leading by example and sharing the integrity, empathy, and resilience that I have learned throughout my career so far.

Sustainable Success

Since I arrived at Shawston, I have increased the collaboration between finance and operations. We are now fully aligned on our performance, our KPI's and our drivers. I am a great believer in having a joined-up approach to delivering operational projects where the finance team are involved from the start, making valid contributions to drive value to any given project.

I know there are more exciting factors in the pipeline to plan, look forward to, and engage with; it feels good to align our efforts with the company's strategic goals. Knowing that we all as co-owners can contribute significantly to the sustainable growth and prosperity of the business is a real driver for us all ♦

Shawston is an employee owned business. This means Shawston is wholly owned by its employees who have purchased shares in the company through investing their own hard earned money. Our co-owners are empowered, valued, committed and full of motivation to take ownership of their various roles and responsibilities within our business. And that's the essence of Employee Ownership. We encourage a freedom of expression rarely seen in business, we push people to be better versions of themselves, and we give them the space to make choices.

So, if you're interested in a career with Shawston, make the choice to email us your CV and a covering letter to hr@shawston.co.uk or [visit our website](#) to read more about choosing to hop on board to a new career.

