



ITP

Gearing up for sustainable growth

Sector	<i>Sustainable transport consultancy</i>
District	<i>Nottingham City</i>
Number of Employees	<i>40</i>
Support received	<i>Workshops, mentoring, graduate talent grant</i>

The Client

Integrated Transport Planning (ITP) is a sustainable transport planning and research consultancy. It employs a team of skilled professionals who share a passion for well-designed mobility schemes that meet people's needs and match local contexts.

ITP's multi-disciplinary team researches, designs, implements, monitors and evaluates transport initiatives for public and private sector clients. In October 2020, it joined forces with Royal HaskoningDHV, an independently owned Dutch engineering company, to further its transport planning offer in the UK and around the world.



The barriers to high growth

ITP had achieved steady growth since it was founded in 1998 and at the start of the first coronavirus lockdown, in March, had the opportunity to learn more about how to continue to develop and grow.

It wanted to reassess its position in the market and its offering to customers and was also looking for some structured guidance and support to help it take the next step and gear up for further growth.

The UpScaler solution

Key ITP staff, including managing director Jon Parker, attended several UpScaler events including strategic HR, scale-up performance, supplier development, customer needs, employer brand and strategic marketing, to help it become a more vision-led business.

The one-to-one support and mentoring from UpScaler business coaches helped signpost ITP to further local support initiatives. It also received a graduate talent grant from Nottingham Trent University which enabled it to recruit and support a new member of staff.

The impact

On the back of its merger with Royal HaskoningDHV, ITP continues to grow as part of a bigger group.

The support it received from UpScaler contributed to its growing confidence in the way it was structured for growth, and helped it identify where it needed to invest.

The events also gave Jon and his team the opportunity to share best practice with other delegates and test their ideas with peers.

"All the events were really well organised and the business advisers we dealt with were invaluable. They enabled us to think about things in a different way, that we hadn't really thought about before, to get a new perspective on where we stand as a business. They were also convenient and didn't demand a lot of time out of the office, which is good, because it didn't focus too much of our attention away from running the business."

- Jon Parker