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180Degrees
CONSULTING

IMPACT REPORT





INTRODUCTION

In a world facing complex social and environmental challenges, organisations need strategic insight, expertise, and support to maximise their impact. Yet many mission-driven organisations lack the resources, time, or capacity to reach their full potential.

At 180 Degrees Consulting (180DC), we bridge this gap by connecting top university talent with mission-driven organisations, delivering high-quality, pro-bono and low-bono consulting that drives meaningful and measurable change.

By working with 180DC, organisations receive tailored, cost-effective consulting solutions that strengthen their strategy, operations, and long-term sustainability. At the same time, our student consultants gain real-world experience, professional training, and exposure to global non-profits and social enterprises—developing as both professionals and changemakers.

A LETTER FROM THE CEO

As I reflect on 2025, I am filled with pride at what our global community has achieved together and how we have taken our impact to new heights. We have trained more social impact leaders and delivered more consulting projects than ever before. We expanded into 23 new branches, welcomed our milestone 180th branch, and created more connections across our network through regional programmes and global summits.

The context we operate in makes this even more significant. Young people today face a uniquely challenging landscape. They are entering a job market increasingly disrupted by AI, navigating an economy that often feels stacked against them, and confronting urgent global crises - from climate change to global health - that demand solutions. Many experience a profound crisis of meaning, questioning whether the world can get better rather than worse, and searching for ways to make a tangible difference. At the same time, socially conscious organisations face their own pressures. The need to secure funding, demonstrate impact, and scale effective models has never been greater. These organisations need support now more than ever.

This is precisely where 180DC makes its greatest contribution. We invite young people into a community of like-minded individuals, empowering them with agency to do something tangible that makes the world better. We provide the skills and experience increasingly required to succeed in modern careers, while demonstrating a fundamental truth: there is no trade-off between working on social impact and building a good life. Rather, doing something meaningful with your time is an essential ingredient of it. 81 percent reporting increased motivation to pursue careers in social impact following their experience with us.

We believe that raising the ambition and capability of 11,000+ of the most talented students around the world and pointing them towards social impact represents one of the most high-leverage and cost-effective interventions in addressing the biggest challenges facing society today. Our students continue to push the boundaries of what student-led consulting can achieve - from sophisticated data

analysis to AI strategy - delivering real value to governments, innovative social enterprises, ambitious environmental conservation projects, and social impact incubators.

What distinguishes 180DC from other university-based consultancies is our network. The national and regional programmes and summits we run bring our global community together in powerful ways. The collaborations, connections, and friendships that emerge are not peripheral. They are a critical ingredient to our success and long-term impact on alumni.

This network effect creates value that extends far beyond any single consulting project. It builds a generation of leaders who carry forward both the skills and the commitment to create change throughout their careers.

But there is still so much for this organisation to do. As we move towards our 2030 vision, our priorities are clear: we will continue to invest in our learning and development offer for consultants and future social impact leaders; grow our presence in underrepresented regions; strengthen connections between our branches; and fundraise to secure our long-term impact.

To everyone who makes this possible - our branch leaders, consultants, alumni, partners, and Global Leadership Team - thank you. These achievements represent thousands of hours of dedication from volunteers who believe in the power of their talent to create meaningful change. Every project completed, every student developed, and every organisation supported represents the ways in which this generation is working to build a better world.

I have never been more optimistic about what we can achieve together.



CHRIS GARNER

Global CEO, 180 Degrees Consulting



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WHY 180 DEGREES
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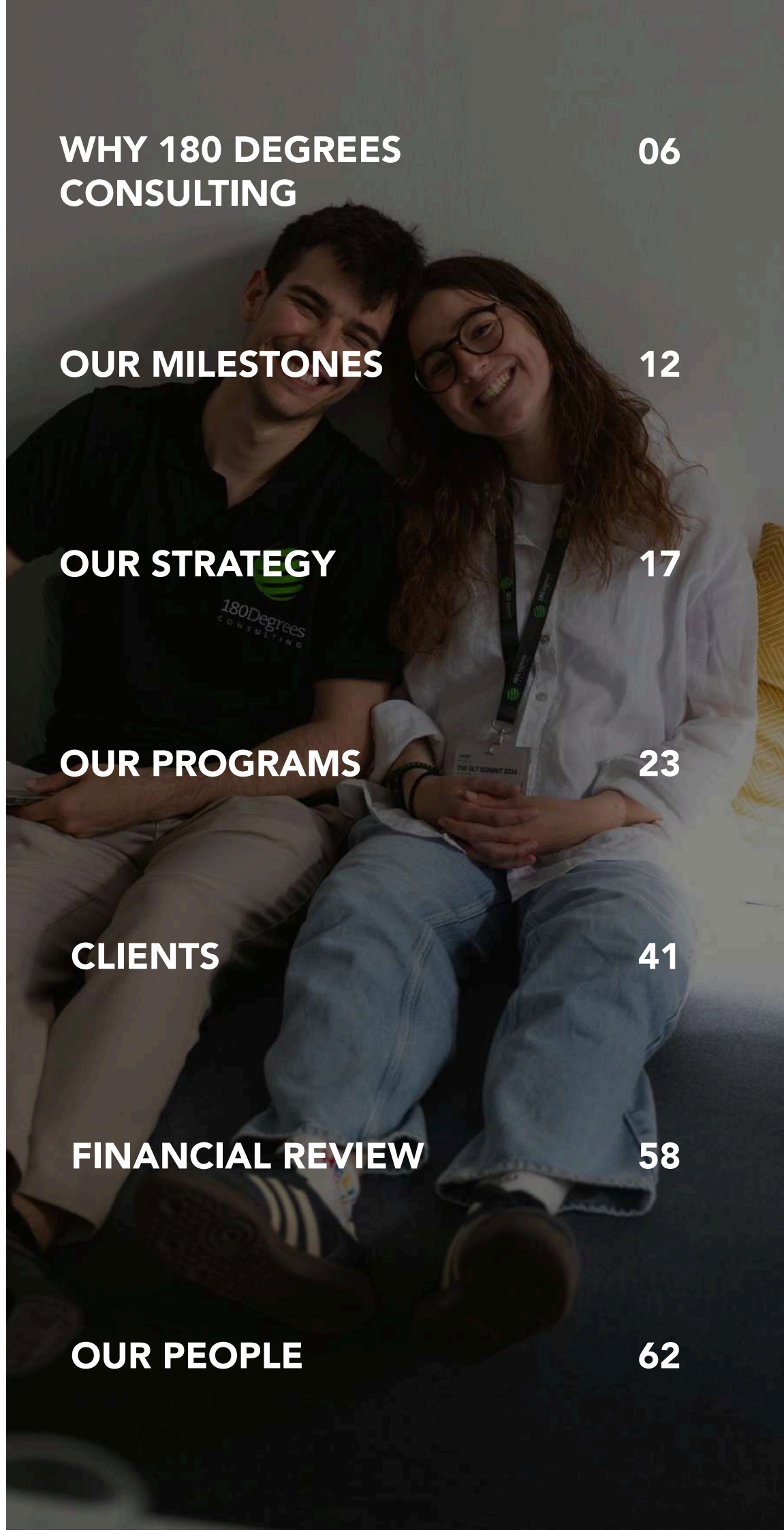
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OUR PEOPLE

62



A green-tinted photograph of an ancient stone temple complex. In the foreground, a person stands on a ledge of a large, multi-tiered stone structure, looking out over a lush, forested valley. The background shows more of the temple complex and distant hills. The overall scene is serene and historical.

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WHY 180DC

"Because we turn good organizations into great organizations, challenges into opportunities, and ideas into reality. We focus on positive transformation - changing organizations and, in turn, changing lives."

~ Dr. Nat Ware, *Founder & Board Chair*

38

COUNTRIES

196

BRANCHES

7,800

PROJECTS

60,000

SOCIAL IMPACT
LEADERS

Our global network **strengthens organisational models, optimises fundraising, and expands service delivery** for non-profits, governments and social enterprises - ensuring they maximise both their effectiveness and their reach. **180DC is the world's largest student-led consultancy.**

HISTORY



2007

Founded at the University of Sydney by Dr. Nat Ware, inspired by his work in Mozambique, to provide affordable, high-quality consulting to non-profits.

2011

180DC expands globally, with branches established in Mexico City and Stockholm.

2023

180DC operates in 170+ branches across 33+ countries, deepening local impact while expanding globally.

2018

The 100th branch is established, extending our reach across 20 countries and four continents.

2025



180DC reaches its milestone of 180 branches with its first sub-Saharan Africa branch at African Leadership University in Kigali, Rwanda.

IMPACT THROUGH LEADERSHIP

The Global Leadership Team (GLT) leads and manages 180DC's worldwide operations, supporting branches and ensuring consulting excellence across the network. The GLT is made up of 80 volunteers, many of whom have previously held leadership positions within our branches.

Its role spans community building, operational support, and strategic leadership - but fundamentally, it exists to scale and enable the impact our branches create for their students and clients.

THE GLT WORK ON:

Supporting existing branches and establishing new ones

Facilitating collaboration and knowledge sharing

Improving systems and processes for scalability

Driving strategic decisions to shape our future

Upholding consulting quality and impact measurement

By strengthening governance, enhancing training programmes, and forming key partnerships, the GLT ensures 180DC continues to empower social impact organisations and student leaders worldwide.

FOR SOCIALLY CONSCIOUS ORGANISATIONS:

We provide high-quality, tailored solutions that help non-profits, governments and socially conscious organisations strengthen operations, scale impact, and achieve long-term sustainability.

FOR ASPIRING SOCIAL IMPACT LEADERS:

We offer hands-on consulting experience, leadership development, and direct exposure to the social impact sector.

FOR THE BROADER SOCIAL SECTOR:

We foster collaboration between students, professionals, and mission-driven - organisations - creating a global ecosystem of innovation and impactful problem-solving.

JOIN US IN DRIVING CHANGE!

The challenges our world faces are significant - but so are the opportunities for impact. At 180DC, we believe in the power of strategic thinking, collaboration, and innovation to drive lasting social change.

Whether as a partner, mentor, or supporter, your involvement enables us to equip organisations with the tools they need to thrive. Together, we turn bold ideas into action - and build a future where social good is not just a vision, but a reality.

Want to get involved in building the next generation of impact leaders and support NGOs globally? Explore “How to get involved” on page 67.



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OUR MILESTONES

A LETTER FROM THE FOUNDER

In September of 2007, when 180 Degrees was first envisaged and first started, never in a million years did I expect that 18 years later we would have over 180 branches. That journey from organizational birth to adulthood has been truly remarkable.

Remarkable for the way the mission has resonated in every corner of the world - traversing countries, time zones, ages, languages, and cultures. Remarkable for the way 180 Degrees Consulting (now more commonly and colloquially known as “180” or “180DC”) has adapted and evolved. Remarkable because it would not have been possible without the tireless efforts of close to 100,000 volunteers worldwide.

The organizations we’ve worked with over this 18-year journey span the full spectrum – from well-known global organizations like Red Cross and Amnesty International, right through to small non-profits helping local communities. And the causes we’ve helped address cover everything from working to prevent avoidable blindness, to combatting child sex slavery, to expanding education to the most vulnerable, to ensuring clean drinking water in times of severe drought.

It’s no exaggeration that the tens of thousands of volunteer consultants have collectively reduced human suffering, expanded human liberty, and given human dignity.

However, what I love most about 180DC is that these volunteers are not just an input into impact creation – but also an output of impact creation. After all, for 18 years we’ve been in the business of developing future social impact leaders through hands-on real-world high-impact consulting projects. In the process, we’ve changed tens of thousands of careers trajectories to be more impact focused - including volunteer consultants going on to start their own social ventures, leading impact initiatives at global companies, and designing better public policy through an impact lens. That’s lifetimes upon lifetimes of impact. Indeed, almost every week I receive a message from someone involved in 180 who tells me how being a part of 180 Degrees Consulting has transformed their life.

At 180DC, we aim to develop leaders with a hard head and a soft heart. With the creativity to innovate, the strategy to be pragmatic, and the determination to see impact through.

Our journey proves many things. That donating with your mind is as powerful as donating with your wallet. That university students should not be underestimated. That “win-wins” are not an elusive pipedream, but an achievable reality. That high-quality consulting without the price tag is truly valued by social impact organizations. That university students are immensely grateful to have an activity that simultaneously combines deep social impact, real-world practical leadership and work experience, the development of transferable skills, and a strong supportive community. That it is possible to have an organization that is 100% volunteer-based and 100% professional. That together we can go far – very far.

As I reflect on the past 18 years and everything it has entailed, there’s one acronym that stands out more than any other. It’s not GLT (Global Leadership Team), or DC (Degrees Consulting), or PPT, or BE (Branch Executive). Rather, it’s IOU. I’m filled with immense gratitude for everyone’s who’s been on this impact journey.

I encourage us to look forward with dissatisfied optimism. Dissatisfaction with the present state of the world, but optimism for the future. For while the world is hard to change, it’s also never been easier. We have the network. We have the talent. We have the tools. And I know from 18 years of first-hand experience, we have the deep collective commitment.

Thank you to everyone for 18 years of collaborative impact creation. May this be just the beginning.

Nathaniel Ware

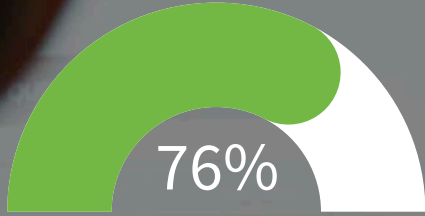
DR. NAT WARE

Founder and Board Chair,
180 Degrees Consulting

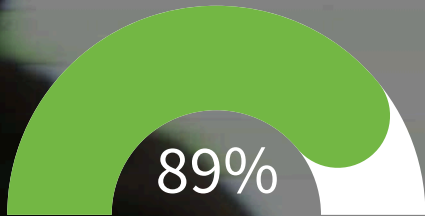


OUR IMPACT AS SEEN IN...

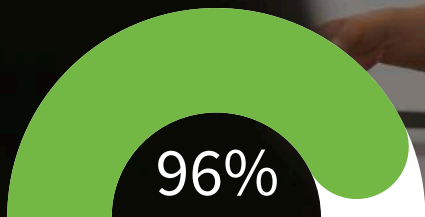
OUR ALUMNI



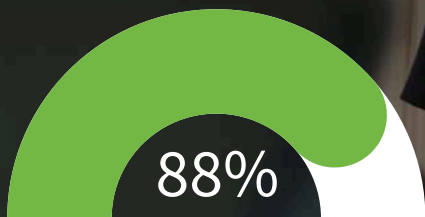
found a job before graduating or within 3 months from graduation.



report improvement in project management and presentation skills.

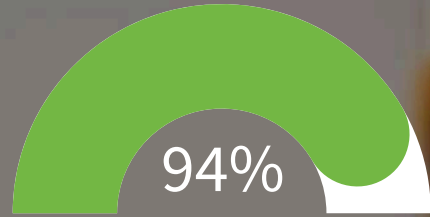


report improvement in teamwork as a result of their involvement in 180DC.

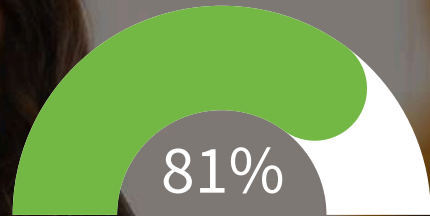


report that the experience gained during their time at 180DC is valuable in their current career.

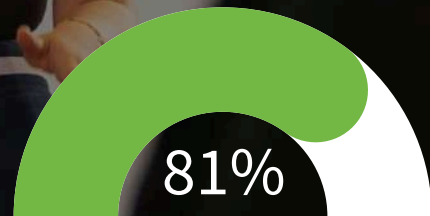
OUR MEMBERS



are likely or very likely to recommend 180DC to friends or other students.



agree or strongly agree that 180DC has made them feel more confident and equipped to pursue a career in consulting.



agree or strongly agree that 180DC has increased their motivation to create social impact during my career.

"180DC has given me such a supportive network of students, alumni and friends that have been invaluable in my career and personal journey. It has truly shaped my university experience!"

~ 180DC Branch Member

11K+ Social impact
leaders trained

1.4K+ Projects
completed

1.4M+ Hours of
volunteering

180TH BRANCH

Our 180th branch in January 2025: 180DC ALU, marking the organization's first presence in Sub-Saharan Africa. Based at the African Leadership University with campuses in Rwanda and Mauritius, the branch represents an important step in expanding 180DC's global footprint and empowering the next generation of African social impact leaders.

“It was an unforgettable experience to work with 180DC ALU, our first branch in Sub-Saharan Africa and the 180th in our network. The visit highlighted the incredible potential for expanding 180DC's presence in underrepresented regions and connecting branches with social impact initiatives across Africa.”

~ Vilok Avadhan, *Global Growth Specialist*

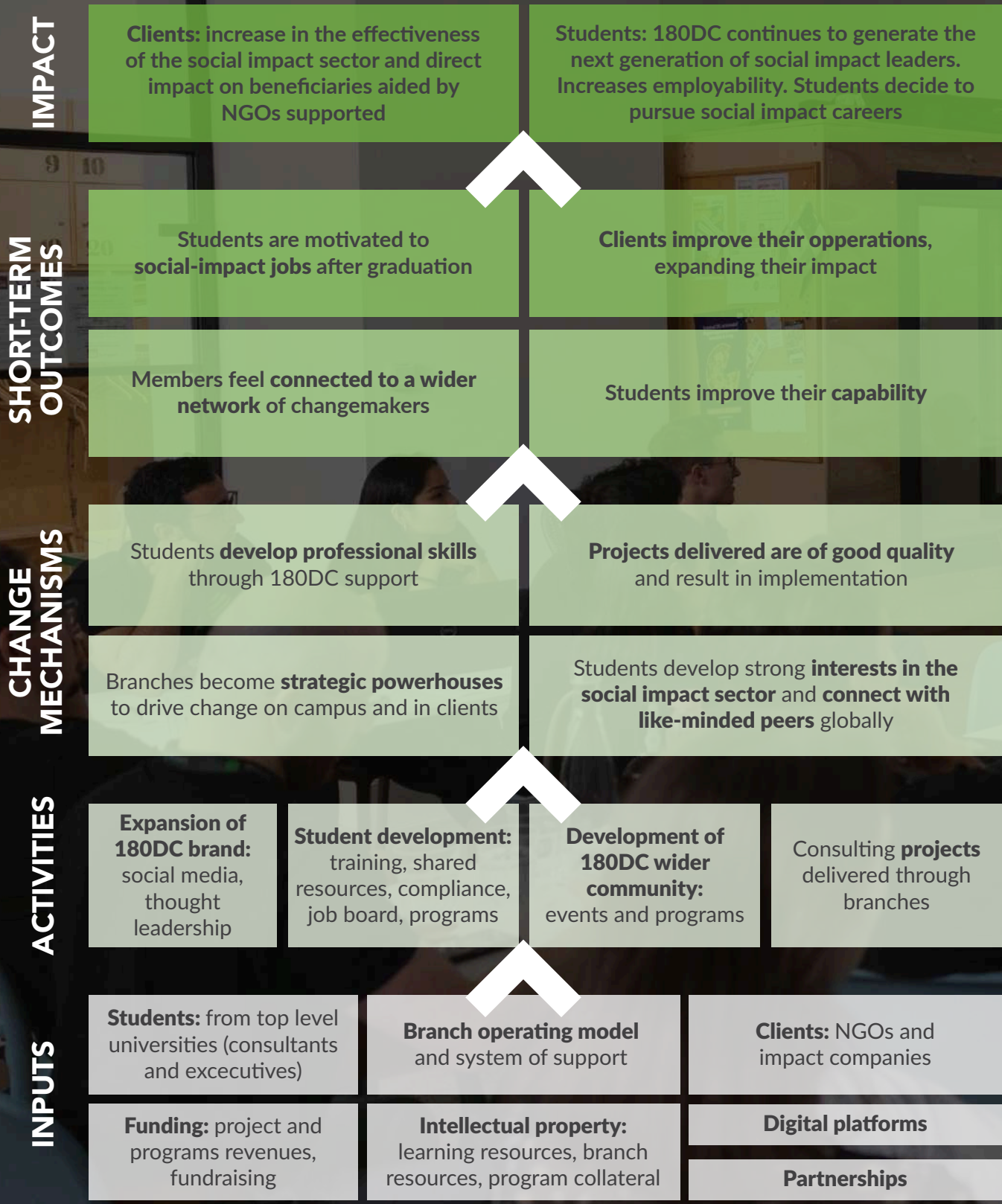


3

OUR STRATEGY

THEORY OF CHANGE

Our **Theory of Change** guides our future direction by supporting students, organisations, and communities, and ensures our impact is meaningful, measurable, and lasting.





GLOBAL LEADERSHIP TEAM



BRANCHES



STUDENTS



STRENGTHENING OUR GLOBAL NETWORK

We **invested in the foundations** that make our global community stronger. By strengthening connections, collaboration, and volunteer funding, we've built a foundation that ensures our **global network grows with consistent quality and impact.**

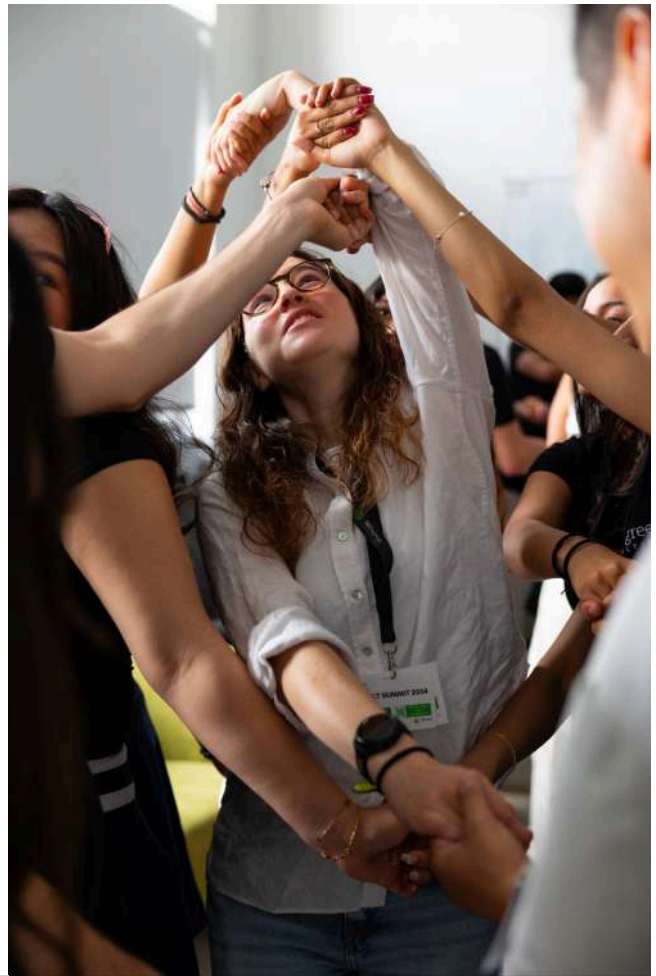
DEVELOPING THE NEXT GENERATION OF LEADERS

People drive change. In 2025, we expanded our leadership pathways and training systems to **equip students with the skills and purpose** needed to become future impact leaders.



COLLABORATION ACROSS OUR COMMUNITY

Connection is a powerful driver of impact. We strengthened our global community through shared learning spaces and gatherings, leveraging these connections to amplify our collective impact. By bringing people together, we **amplify what we can achieve - collectively.**



STRENGTHENING THE SOCIAL SECTOR

By delivering high-quality consulting and new service offerings, **180DC helps non-profits and social enterprises become more sustainable and effective in driving positive change.**

LOOKING TO 2026

Building on the momentum of 2025, our focus for 2026 is clear: to strengthen our foundations, deepen our impact, and grow sustainably. Our Theory of Change will guide our future direction - helping us better support students, organisations, and communities, and ensuring our impact is meaningful, measurable, and lasting.

OUR 2026 PRIORITIES:

Expanding access to high-quality learning and development for our global community

Growing our presence in underrepresented regions

Strengthening collaboration, shared learning, and knowledge exchange

Increasing fundraising capacity to support innovation and long-term impact



4

**OUR
PROGRAMS**

GLOBAL BRANCH AWARDS

Participation from 18 countries

Expanded by 24% year-on-year, making 2025 the largest Global Branch Awards to date

Global Branch Awards recognize 180DC's branches for their exceptional performance on people development, community building and leadership in social impact consulting. This initiative not only recognizes excellence in social impact consulting but also provides a platform to share their experiences and expertise with the global community. Through the awards, we aim to inspire purpose-driven consultants and celebrate the remarkable impact our network creates across the world.

We thank the judging panel for our 2025 edition.



NIKOLAS CHARINOS
Board Director and Ex-CEO of 180DC



CHRIS GARNER
Global CEO of 180DC



ABHISHEK JAIN
Global CERO & CGPO of 180DC



GLOBAL BEST BRANCH & BEST BRANCH IN EMEA REGION

180DC University of Warwick

"We were honoured to be recognised as the world's best 180DC branch in 2025. The award is a result of an incredible amount of effort that has been put into the branch over the past year and the foundations that were established to help us succeed. The Global Branch Awards allowed us to reflect on our journey, celebrate our achievements, and take pride in what we have accomplished. It also enabled us to clearly quantify our impact across projects, operations, and outreach, showcasing the meaningful value our branch delivers to clients and students on campus."



GLOBAL RUNNER-UP & BEST BRANCH IN APAC REGION

180DC University of Melbourne

"Being part of the 2025 Global Branch Awards has been an incredibly valuable experience for our branch and executive team. It gave us the opportunity to reflect on our progress, celebrate our achievements, and identify areas for growth. The process also allowed us to recognise the strong relationships we've built and the impact we've achieved this year. As part of a global 180DC network, it was inspiring to learn from other branches' best practices and see the collective impact of our community, leaving us motivated and excited for the year ahead."



GLOBAL SUSTAINABILITY AWARD & BEST BRANCH IN AMER REGION

180DC University of California, Los Angeles (UCLA)

"Winning the Global Sustainability Award has amplified our commitment to proving that student consulting can drive meaningful impact beyond client deliverables. The recognition validated our "180 Degrees Cleaner" initiative—where we've supported 12 UN SDGs across projects while building a culture of action through our three pillars: operations, partnerships, and education. It's given us momentum to scale and has empowered our team to demonstrate that embedding sustainability into everything we do is achievable. We're grateful for the platform provided by GLT and the Global Branch Awards to inspire other branches to expand their focus beyond projects and create lasting change."



180DC X ALPHASIGHTS GLOBAL COMMUNITY AWARD

180 DC Universitas Gadjah Mada (UGM)

"2025 was a pivotal year for our branch as we strengthened our commitment to the mission and values of 180 Degrees Consulting. Through our #MultiplyImpact campaign, we focused on delivering meaningful and scalable impact across our initiatives. We are proud of our community building efforts, including the Indonesian National Summit in Jakarta and CSR programs such as Global Health Day in collaboration with university medical students. Nationally, we continue to strengthen cross branch unity through the establishment of the 180DC Indonesia Foundation. We are grateful to the Global Leadership Team for their support and recognition."

GLOBAL CONSULTING AWARDS

**150+ projects evaluated across
9 distinct project types**
116% growth compared to 2024

The Global Consulting Awards celebrate 180DC projects that deliver standout client impact, bold problem-solving, and innovative strategic execution. Rooted in our mission, these awards spotlight remarkable consulting accomplishments, elevate best practices, and strengthen the capabilities of our global network. By recognizing excellence, they amplify transformative social impact and inspire branches everywhere to lead the way.

We thank the judging panel for our 2025 edition.



KIM BRANDER
Board Director of 180DC



NIKOLAS CHARINOS
Board Director and Ex-CEO of 180DC



CHRIS GARNER
Global CEO of 180DC



ABHISHEK JAIN
Global CERO & CGPO of 180DC



GLOBAL WINNER BEST PROJECT IN APAC REGION

Domestic Abuse Resource and Training (DART) Institute by 180DC University of Western Australia

"Through our project with DART Institute Inc., 180 Degrees Consulting WA supported Australia's only dedicated evidence-based Family and Domestic Violence training centre to strengthen how it measures and uses impact, program and broader organisation data. We delivered a practical evaluation framework that enabled DART to improve training quality, demonstrate outcomes, and scale its reach and programs to better support practitioners and communities. The support and funding provided through the Global Consulting Awards have enabled our branch to extend this impact, continue supporting DART's implementation of our project, and pursue new outcomes for clients addressing complex social challenges."



GLOBAL RUNNER-UP

Bambrew by 180DC Hansraj College

"Being part of the 2025 Global Consulting Awards was an incredibly meaningful experience for our branch. Preparing and presenting the Bambrew project brought our team closer, strengthened our consulting approach, and translated months of work into real, impact-driven outcomes. Winning this award felt less like a finish line and more like a stepping stone that motivates us to keep raising our standards. Seeing the creativity of other branches was equally inspiring and pushed us to grow further. Many members also gained real-world exposure that shaped their consulting journeys. So, just a huge thank you to GLT for the opportunity-looking forward to many more such experiences ahead!"

BEST IN AMER

Grassroots Grocery by 180DC
New York University

BEST IN EMEA

Right To Education by 180DC
University of Bath

GLOBAL TOP 6 FINALISTS**CLIMATE FOUNDATION**

180 Degrees Consulting Shaheed
Sukhdev College of Business
Studies (SSCBS)

ISLINGTON CLIMATE CENTRE

180DC University of Warwick

BEST PROJECTS BY TYPE**BEST PROJECT ON IMPACT MEASUREMENT AND EVALUATION:**

Domestic Abuse Resource and Training (DART) Institute – 180 Degrees Consulting, University of Western Australia

BEST PROJECT ON EXPANSION STRATEGY:

Bambrew – 180 Degrees Consulting, Hansraj College

BEST PROJECT ON DIGITAL STRATEGY AND TRANSFORMATION:

Grassroots Grocery – 180 Degrees Consulting,
New York University

BEST PROJECT ON FUNDRAISING / REVENUE GENERATION:

Right To Education – 180 Degrees Consulting, University of Bath

BEST PROJECT ON MARKET RESEARCH / MARKET ANALYSIS:

YGAP – 180 Degrees Consulting, Shaheed Sukhdev College of
Business Studies (SSCBS)

BEST PROJECT ON IMPROVING OPERATIONAL EFFICIENCY:

Grateful Gatherings – 180 Degrees Consulting, University of
California, Los Angeles (UCLA)

GLOBAL CASE COMPETITION

IN COLLABORATION WITH BAREFOOT COLLEGE INTERNATIONAL

**First-ever edition open to students
beyond the 180DC network**
Achieved 122% growth since 2024

500+
participants

130+
teams

25+
countries

180DC Global Case Competition gives an opportunity to students around the world to challenge themselves and make impact at a global scale. It aims to bring together the brightest minds from around the world, challenging them to solve a real-life social problem. We aim to cultivate the next generation of impact-driven leaders by empowering aspiring consultants across the 180DC network to use their expertise and create sustainable solutions for social change.

Our case partner in 2025 was Barefoot College International (BCI), a global NGO equipping rurally remote communities with the tools and knowledge to achieve self-sufficient clean energy, educational and economic resource access. Our participants developed methods to help BCI launch an affiliate program that enables grassroots organizations to operate under the BCI brand and scale their social impact.

We thank the judging panel for our 2025 edition.



HUGH STEVENSON

Global Board Member, Barefoot College International



SUE STEVENSON

Director of Strategic Partnerships and International Development, Barefoot College International



PRAYAG ICHANGIMATH

Project Manager, Barefoot College International



CHRIS GARNER

Global CEO of 180DC



ABHISHEK JAIN

Global CERO & CGPO of 180DC

"180DC's dedication to providing an exceptional and productive experience for BCI was apparent from first to last. They took the time to learn about us deeply and became a true thought partner throughout the engagement. Their recommendations from the Global Case Competition were of excellent quality. As a small organization, we especially appreciated how 180DC went the extra mile in helping us stay organized and on track. This partnership has delivered true long-term value to our organization and to our many beneficiaries we support in the field."

Sue Stevenson,

Director of Strategic Partnerships and International Development, Barefoot College International

"The standards demonstrated by all this work and the presentations were excellent. Much of the content from all of the presentations will be of great use to us. The professionalism, dedication, and demeanor of all involved was exemplary. Many congratulations to everyone who presented. It is somewhat odious to pick winners and losers because of the wide range of useful content, but there were clear overall differences."

Hugh Stevenson,

President, Barefoot College International Geneva



GLOBAL WINNER & BEST IN EMEA REGION

**McNificent Solutions representing 180DC University
of Warwick (Artur Shkonda, Kirill Samochnov)**

"This case competition was an excellent opportunity to boost our skills and prove ourselves on a truly impactful case. It was great working with and presenting to a real client, one with real, proven and large-scale impact. We saw firsthand the importance of deeply understanding the client and their unique context, balancing cost of implementation to its effectiveness, reflecting scarcity in resources social enterprises have. It gave us the confidence to take the next step to progress in the world of consulting and engage with new, exciting opportunities. Ultimately, we focused on crafting tailored impact and we delivered it."



GLOBAL WINNER & BEST IN APAC REGION

**Adlay Advisory representing 180DC University of
Sydney (Simran Fardin, Daniel Johnson, Divya
Sharma, Rebecca Ju)**



GLOBAL RUNNER-UP & BEST IN AMER REGION

CAC Cutters representing 180DC University of California, Santa Barbara (Achal Shah, Andrew Taylor, Shivank Dhamija, Anurag Poddar)

GLOBAL TOP 5 FINALIST

180DC UGM Team A representing 180DC Universitas Gadjah Mada

(Meira Davina Jasmine, Fathiyah Audyna Ramadhani, Clairina Elvina Indriani, Razriel Makoto Arvenatra Rachman)

El Chapo representing 180 Degrees Consulting Shaheed Bhagat Singh College
(Manan Oswal, Hriday Chandna, Siyona Sara, Vyom Jain)

BEST IN EMEA REGION

The Bridge and Beyond (Eunbi Han, Alfred Emmott, Jane Chung, Grace Yu)

THE GLT SUMMIT

Our annual Global Leadership Summit is truly an organisational highlight for 180DC. In 2025, the summit brought our Global Leadership Team to the vibrant city of Budapest, where culture, connection, and shared purpose created the backdrop for a defining moment in our organisation's journey.

Leaders from across the world came together to strengthen our strategic direction, scale our social impact, and shape the future of a network now spanning 180 global branches.

The Global Leadership Summit continued to enhance cohesion across the GLT and ensure heightened motivation and delivery following the event.

BUDAPEST, HUNGARY, MAY 2nd - 4th

"I spent the flight home furiously scribbling notes, actions, and ideas sparked from our conversations. But these summits are more than just strategy sessions. They are a reminder that even in a world that often feels impossibly broken, there exists a global community that believes a better future can be built."

Laura Westerwelle, Chief of Staff

"Coming together, surrounded by so much energy and ambition to change the world, gave me a sense of vitality and purpose that I've rarely experienced in my life. In many of the conversations, there was a clear momentum around reimagining how GLT works and deepening the value we bring — not just as volunteers, but as a movement."

Xavier Tomàs, Chief People & Culture Officer

"We delved into how to streamline processes, enhance efficiency, and ultimately, amplify the value we provide to our branches. The collaborative environment and in-person interactions were invaluable, offering tangible insights into fortifying the operational backbone of our movement for future growth and impact."

Veronika Xaveria, Chief Operations Officer

"What struck me most was the unique '180DC-ness' that permeates our culture – a blend of diverse perspectives, driven individuals, and a shared commitment to creating impact/ driving change. As we navigated discussions on strategy and operations, I was reminded that our common thirst for creating an impact/change is our greatest strength."

**Abhishek Jain, Chief External Relations Officer
& Chief Global Programs Officer**

REGIONAL SUMMITS

With **seven summits across three continents**, we united hundreds of leaders to embody our model of **local leadership, global connection, and collective impact at scale.**



Rotterdam Summit (EMEA)



Australia Summit (Sydney, APAC)

15 MARCH

(40 attendees, 6 branches)

Host: Delft–Rotterdam Branch

Focus:

- Branch operations
- Best practices
- Knowledge sharing

29 MARCH

(50+ attendees, 6 branches)

Host: UNSW Branch

Focus:

- National collaboration
- Leadership
- Network alignment



Indonesia Summit (APAC)



Delhi Summit (APAC)

12 JULY

(105 attendees, All 8 branches)

Host: Indonesia (multi-branch coordination)

Focus:

- National coordination
- Inter-branch collaboration
- Indonesia Foundation discussions

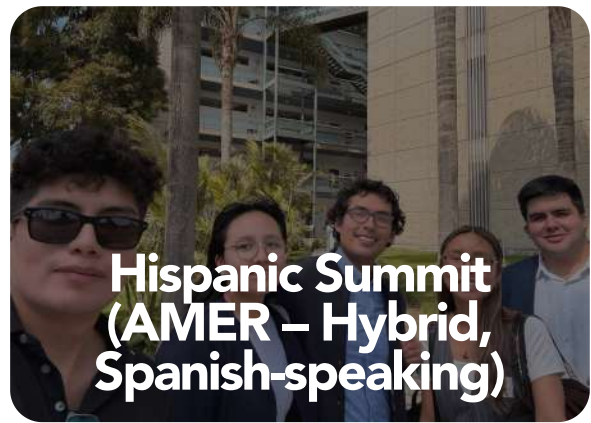
11 OCTOBER

(90+ attendees, 25 branches)

Host: Jesus & Mary College Branch

Focus:

- Case workshops
- Community building
- Branch presentations



8 NOVEMBER

(70 attendees)

Host: Imperial College London Branch

Focus:

- Impact Measurement
- Regional excellence

22 NOVEMBER

(25 in-person, 15 online, 5 GLT)

Host: Lima, Peru (multi-branch coordination)

Focus:

- Cross-regional collaboration
- Scaling impact
- Leadership handovers



Special: Keynote + fireside chat by Founder Dr. Nat Ware



New York Summit (AMER)

(40 attendees, 7 branches)

Host: AMER BSC Team

Focus:

- Global collaboration
- Alumni engagement
- Innovation
- Community building

REGIONAL INITIATIVES

Throughout 2025, 180 Degrees Consulting strengthened the foundations of its global network by investing in leadership development, operational capability, and cross-branch collaboration. These initiatives focused on equipping student leaders with the skills, systems, and community needed to sustain high-quality impact.

Branches participated in collaborative training and knowledge-sharing sessions covering key operational areas including client acquisition, recruitment and retention, consulting methodologies, project management, impact measurement, client feedback, and long-term branch sustainability.

These sessions prioritised **peer learning and practical experience-sharing**, enabling branch leaders to exchange best practices and strengthen operational quality across the network.

Building on this foundation, regional initiatives provided opportunities for students to **apply these capabilities in real-world consulting environments**, bringing together branches, partners, and industry mentors through large-scale case competitions.

MOBILISE

APAC Case Competition (Australia)

The **Mobilise-APAC Case Competition**, hosted collaboratively by 180DC Monash and the APAC BSC Team, marked the first national social impact case competition delivered across the Australian 180DC network. Conducted in partnership with We Are Mobilise and Kearney, the competition engaged **300+ students across 90+ teams from all 10 Australian branches.**

"Seeing the lights go on when students realise they can be part of something bigger is pretty special. If we can all play a small role in changing the world, it becomes a much better place — and that's exactly what 180DC enables."

~ We Are Mobilise

Participants worked on a real-world challenge focused on **scaling Mobilise's impact in addressing youth homelessness.** Students received consulting training and mentorship throughout the program before finalist teams presented their recommendations to a panel of judges from Mobilise, 180DC, and industry partners.

The initiative demonstrated the potential of **cross-branch collaboration and student-led problem solving**, while strengthening engagement and capability across the Australian network.

UK CLIMATE CASE COMPETITION

WITH KITH CLIMATE, INVERTO & LANCIA CONSULT

The Climate Case Competition, led by 180DC Warwick over Easter 2025, in collaboration with the wider 180DC UK Network and the EMEA Operations Team, brought together students from across the United Kingdom to tackle real-world sustainability challenges through a bespoke AI-supported online consulting simulation which featured tailored training resources provided by the competition partners. The competition provided participants with a hands-on experience applying consulting frameworks to growing climate challenges.

700+
STUDENTS

164
TEAMS

39 UK
UNIVERSITIES

The initiative, the largest ever sustainability-focused case competition in the UK, became one of the largest case competitions within the network. Ten finalist teams presented their solutions at the London offices of Boston Consulting Group, where they received mentorship and feedback from industry professionals.

By combining professional mentorship, real-world climate challenges, and cross-university collaboration, the competition helped equip students with the skills, confidence, and inspiration to pursue careers in climate consulting and social impact leadership.

76% rated it more valuable than traditional case competitions, and 75% describing it as “challenging but rewarding.”

82% of non-180DC participants said they were interested in starting or joining a 180DC branch at their university.



5

CLIENTS

PROJECT 1:

DOMESTIC ABUSE RESOURCE & TRAINING (DART) INSTITUTE

180DC Western Australia
Empowering Social Impact Through AI-Assisted Evaluation

PROBLEM STATEMENT

The DART Institute, Australia's only dedicated evidence-based Family and Domestic Violence (FDV) training center, needed to strengthen its impact reporting. While their training for frontline workers was highly regarded, they lacked the systems to efficiently collect and analyze qualitative feedback. To unlock new funding and expand their reach, DART needed a way to transform raw practitioner data into a clear evidence base of their effectiveness.

OUR DELIVERABLES

Measurement Framework:

Designing pre- and post-program surveys to track training effectiveness in real-time.

AI Integration:

Implementing AI-assisted thematic analysis tools to rapidly code and synthesize qualitative feedback from practitioners.

Capability Building:

Providing hands-on training to the DART team, ensuring they could maintain these systems independently after the project's conclusion.

IMPACT AND POTENTIAL UNLOCKED

Rapid Implementation:

AI tools were fully integrated within one month of project completion.

Continued Operationaliation:

DART is progressing through the implementation roadmap, including customising the provided survey template, developing in-training assessment marking keys for each program, and planning the first single-client focus group for 2026.

Evidence-Based Growth:

These tools are empowering DART to better understand sector-wide gaps and build the demonstrated impact needed to pursue high-level government and corporate funding.

TESTIMONIALS

"The work from 180DC has been outstanding. The team really took the time to understand the complexities of our work in the FDV space and came back with solutions that are practical, achievable, and tailored to our needs."

Sharon Tanner, Chief Operating Officer, DART Institute Inc.

"Through our project with DART Institute Inc., 180 Degrees Consulting WA supported Australia's only dedicated evidence-based Family and Domestic Violence training centre to strengthen how it measures and uses impact, program and broader organisation data. We delivered a practical evaluation framework that enabled DART to improve training quality, demonstrate outcomes, and scale its reach and programs to better support practitioners and communities. The support and funding provided through the Global Consulting Awards have enabled our branch to extend this impact, continue supporting DART's implementation of our project, and pursue new outcomes for clients addressing complex social challenges."

180DC Western Australia

PROJECT 2:

BAMBREW PLANT FIBER TECHNOLOGY

180DC Hansraj College

Strategic Expansion and B2B Market Mapping

PROBLEM STATEMENT

Bambrew, a leader in biodegradable packaging, sought to aggressively scale its market presence and transition industries away from single-use plastics. Despite significant early success in CO2 reduction, the company needed a data-backed strategy to identify high-value enterprise partners, enter new D2C (Direct-to-Consumer) segments, and refine its competitive positioning in a rapidly evolving green-tech landscape.

OUR DELIVERABLES

B2B Lead Generation:

Mapping 75+ high-potential enterprise companies across 8 key industries to build a robust sales pipeline and repository.

D2C Launch Strategy:

Developing a go-to-market plan for "Biophil" across five identified consumer segments to diversify revenue streams.

Competitive Intelligence:

Building a comprehensive competitor ranking database to help Bambrew refine its raw material sourcing and pricing strategy.

Digital Brand Strategy:

Designing an improved digital and influencer partnership roadmap to attract both corporate clients and eco-conscious individual consumers.

IMPACT AND POTENTIAL UNLOCKED

Revenue Pipeline:

The team identified a projected \$10 Million B2B revenue pipeline through targeted sector mapping and high-value lead generation.

Market Diversification:

The roadmap enabled Bambrew to begin evaluating white-label partnerships and D2C retail opportunities, reducing reliance on a single market segment.

Environmental Impact:

By accelerating B2B adoption across 8 industries, the strategy directly supports Bambrew's ongoing mission to prevent thousands of tonnes of plastic waste and carbon emissions.

TESTIMONIALS

"The 180 Degrees Consulting team provided invaluable insights into our expansion strategy. Their structured B2B targeting and deep dive into D2C segments have given us a clear roadmap for our next phase of growth. We have already begun acting on their lead suggestions and product category insights to strengthen our market positioning."

Founder, Bambrew Plant Fiber Technology

"Being part of the 2025 Global Consulting Awards was an incredibly meaningful experience for our branch. Preparing and presenting the Bambrew project brought our team closer, strengthened our consulting approach, and translated months of work into real, impact-driven outcomes. Winning this award felt less like a finish line and more like a stepping stone that motivates us to keep raising our standards. Seeing the creativity of other branches was equally inspiring and pushed us to grow further. Many members also gained real-world exposure that shaped their consulting journeys. So, just a huge thank you to GLT for the opportunity-looking forward to many more such experiences ahead!"

180DC Hansraj College

PROJECT 3:

GRATEFUL GATHERINGS

180DC University of California Los Angeles (UCLA)
Streamlining Systems to Turn Empty Houses into Homes

PROBLEM STATEMENT

Grateful Gatherings, a San Francisco nonprofit that furnishes homes for families transitioning out of homelessness, was experiencing a surge in demand. However, their internal growth was hindered by a "13-platform" fragmented technology network and an organizational structure where directors were overloaded with non-core tasks. To scale their impact, they needed to consolidate their technology and redesign their volunteer pipeline.

OUR DELIVERABLES

Tech Consolidation:

Creating a "technology tree" to streamline data retention and identifying software that could replace existing platforms

Organizational Redesign:

Developing a 2-year hiring strategy and roadmap to transition from fragmented roles to a layered, efficient leadership structure.

Pipeline Expansion:

Conducting outreach to 120+ organizations and securing 4 high-potential partnership leads with public schools to ensure a steady flow of young volunteers.

IMPACT AND POTENTIAL UNLOCKED

Growth:

Grateful Gatherings grew from serving 386 to 461 people in 2025 (further 19.4% growth) the year the project was delivered in

Data Integrity:

The consolidation of tech platforms ensures more accurate impact tracking and professional data organization.

Sustainable Scaling:

With a formalized internship pilot and clear hiring roadmap, the organization is poised to expand its reach across the Bay Area without sacrificing quality of service.

TESTIMONIALS

“Leading this project was a valuable learning experience as it exposed us to the intricacies of mapping before scaling: we coordinated multiple interviews, demos, and live multi-platform screenings. Each consultant owned their capability stream to become the “subject expert”, ensuring that focused perspectives shaped practical solutions. It was truly special to provide a zoomed-out perspective to an organization with such an impactful mission”

Daniel Lemme and Robert Cui, Project Managers

"The UCLA 180DC experience was enjoyable, enlightening and most importantly incredibly helpful to our organization. The crew was professional, positive, thorough and absolutely on point when it came to helping us identify our pain points and came up with realistic and inspiring solutions to our challenges. Would recommend this experience to anyone! While very collaborative, the team worked independently to come up with solutions, was reliable and respectful of our time, and we did not feel it was a drain on us. We walked away with great insight and felt the team diligently worked to bring us useful information for our organization. It was a pleasure to work with these students: they were professional, dedicated, communicative and relevant."

Donna Wright, Founder

PROJECT 4:

CLIMATE FOUNDATION

180DC Shaheed Sukhdev College of Business Studies (SSCBS)

A Strategic Roadmap for Marine Permaculture in India

PROBLEM STATEMENT

The Climate Foundation sought to expand its flagship initiative, Marine Permaculture, across India's vast coastline. While the initiative offered a proven nature-based solution for carbon capture and ecosystem restoration, the organization faced the complex challenge of identifying ecologically viable sites, navigating regulatory landscapes, and securing sustainable funding within the Indian market.

OUR DELIVERABLES

Geographical Analysis:

Evaluating 30+ coastal sites across the Bay of Bengal and Gujarat to identify high-potential deployment zones.

Funding & Partnerships:

Mapping 18 CSR opportunities across 30+ initiatives and evaluating 25+ firms to design a robust partnership framework.

Operational Readiness:

Analyzing telecom connectivity and regulatory environments to enable remote monitoring and improve deployment efficiency by an estimated 40%.

Community Integration:

Identifying pathways to involve Self-Help Groups (SHGs) and cooperatives in the seaweed value chain to ensure local buy-in.

IMPACT AND POTENTIAL UNLOCKED

Projected Reach:

The expansion is set to impact 30,000+ coastal farmers, enabling sustainable livelihoods through marine permaculture.

Funding Security:

The client has already begun engaging shortlisted corporate partners using tailored pitch decks developed by the team.

Scalable Impact:

The integration of community-led implementation models ensures that the project remains socially inclusive and environmentally resilient as it scales.

TESTIMONIALS

"Working with the 180 Degrees Consulting, SSCBS team on our Marine Permaculture expansion has been a highly valuable experience. Their data-driven site analysis, structured market entry strategy, and strong partnership frameworks significantly strengthened our ability to scale in India. The team demonstrated exceptional professionalism, responsiveness, and a clear focus on impact, while aligning closely with our mission of climate restoration and community empowerment."

Brian von Herzen, Founder & Executive Director, Climate Foundation

"As 180 Degrees Consulting, SSCBS, this project was an incredibly enriching experience that pushed us to think beyond traditional consulting. Working with the Climate Foundation allowed us to translate complex environmental challenges into actionable, scalable solutions. It strengthened our ability to integrate research, community insights, and strategic thinking into one cohesive roadmap. Most importantly, it reinforced our belief that student-led consulting can drive meaningful, real-world impact when aligned with mission-driven organisations."

180DC Shaheed Sukhdev College of Business Studies (SSCBS)

PROJECT 5:

ISLINGTON CLIMATE CENTRE

180DC Warwick

Modernizing Volunteer Management for Local Impact

PROBLEM STATEMENT

Islington Climate Centre (ICC), a UK-based community initiative, aimed to launch a 3-month volunteer internship program to scale its local climate awareness campaigns. However, the organization lacked a formal structure for onboarding, retention, and workload management. Without a sustainable strategy, the ICC faced the risk of high volunteer turnover and operational bottlenecks that could stall their community engagement goals.

OUR DELIVERABLES

End-to-End Strategy:

A three-stage recruitment and onboarding framework (Onboarding, Contribution, Reflection).

Retention Systems:

Designing a Buddy Scheme and monthly "volunteer coffee mornings" to foster community and long-term commitment.

Operational Efficiency:

Re-designing the client's Trello workspace to improve task designation and progress tracking across diverse teams.

Training Curriculum:

Developing a specific social impact skills curriculum for volunteers to increase the value-add for both the organization and the interns.

IMPACT AND POTENTIAL UNLOCKED

Growth in Capacity:

The center successfully onboarded 25 volunteers through the new internship program within the first year.

Engagement Boost:

Volunteer engagement rates improved by 50% following the implementation of the proposed retention strategies.

Long-Term Structure:

50% of the proposed strategies were immediately integrated into ICC's core operations, providing a repeatable model for future growth.

TESTIMONIALS

"The consulting team has been very useful in outlining precise strategies into paper towards volunteer and community engagement, and we are grateful for the support"

Anna Hyde, Co-Founder and Director of Islington Climate Centre

"Over Winter 2024, 180DC Warwick supported Islington Climate Centre across 10 weeks. During this, we analysed and designed comprehensive strategies on how they could scale up their organisation, facilitate funding and partnerships, and enhance their visibility. In particular, we created end-to-end volunteering system involving onboarding, work allocation, feedback and retention mechanisms for them moving forward. This project was valuable as we were able to pitch our strategies in-person for client approval and helped them with strategic and organised focus towards making future impact"

180DC Warwick

PROJECT 6:

YGAP & YATTA BEEKEEPERS

180DC Shaheed Sukhdev College of Business Studies (SSCBS)
Global Market Strategies for Sustainable Growth

PROBLEM STATEMENT

ygap, a global non-profit supporting early-stage social entrepreneurs, sought to enhance its Theory of Change and provide targeted growth strategies for its portfolio ventures, specifically Yatta Beekeepers in Kenya. Yatta Beekeepers needed a scalable go-to-market plan for their honey products to increase revenue and improve the livelihoods of the local beekeeping community, but they lacked a roadmap for domestic and international expansion.

OUR DELIVERABLES

Impact Measurement:

Enhancing ygap's Theory of Change and designing an impact dashboard to track outcomes across 800+ ventures.

Market Entry Strategy:

For Yatta Beekeepers, the team designed a go-to-market plan for honey sachets, identifying pilot partnerships in the hospitality and retail sectors.

Supply Chain Optimization:

Streamlining logistics and certification processes to prepare the venture for potential export opportunities in regional and international markets.

IMPACT AND POTENTIAL UNLOCKED

Standardized Impact:

Ygap can now integrate structured KPIs across its entire global portfolio, ensuring consistent reporting and evaluation.

Commercial Viability:

Yatta Beekeepers is initiating pilot partnerships based on the team's roadmap, with a focus on high-margin honey sachet products.

Scale:

The project received a 5/5 NPS and 100% client satisfaction, reflecting the high practical utility of the deliverables in driving sustainable growth for social entrepreneurs.

TESTIMONIALS

"We truly appreciate the time, effort, and expertise you dedicated to this collaboration. It has been a pleasure working with you as well, and your insights have provided valuable guidance for Yatta Beekeepers' growth journey. We're confident that your recommendations will play a key role in shaping our future."

Joanie Kinyanjui, Co-Founder, Yatta Beekeepers

"This project allowed us to work at both a systems and venture level-strengthening Ygap's impact framework while driving tangible growth strategies for Yatta Beekeepers. It highlighted how structured measurement combined with actionable business solutions can significantly amplify the impact of social enterprises on the ground."

180DC Shaheed Sukhdev College of Business Studies (SSCBS)

PROJECT 7:

INNOVATION MISSION PUNJAB

180DC Motilal Nehru College (MLNC)

Optimizing Portfolio Management for Early-Stage Ventures

PROBLEM STATEMENT

Innovation Mission Punjab (IM-Punjab), a government-backed incubator, faced the challenge of managing a diverse cohort of 15+ startups within its "Fail Fast" accelerator program. To ensure the success of these early-stage businesses, the organization needed a more structured approach to portfolio management, consistent progress tracking, and personalized strategic advisory to help founders transition from ideas to commercial traction.

OUR DELIVERABLES

Portfolio Management Model:

Developing a structured framework to manage 15+ startups simultaneously, ensuring smoother onboarding and consistent communication.

Market Positioning & Research:

Conducting weekly market research for individual startups to optimize their positioning and identify growth opportunities.

Founder Advisory:

Providing hands-on support in pitch preparation and networking facilitation to increase founder readiness for investor engagement.

Operational Documentation:

Creating robust documentation processes to track startup progress and streamline the management of future cohorts.

IMPACT AND POTENTIAL UNLOCKED

Commercial Traction:

75% of the supported startups successfully secured their first sales during or immediately after the program, demonstrating the effectiveness of the advisory model.

Operational Efficiency:

The new management model allowed for more effective oversight of multiple distinct business models, reducing administrative overhead for the incubator.

Sustained Collaboration:

Following the pilot's success, IM-Punjab established a long-term engagement with the branch to support future accelerator cohorts and regional entrepreneurs.

TESTIMONIALS

"IMPunjab has established a highly successful partnership with 180 Degrees Consulting Group MLNC. The consulting team has consistently demonstrated a meticulous approach to understanding each business's unique challenges. They have provided robust documentation and conducted weekly market research to optimize market positioning. The team's ability to quickly coalesce and adapt to the dynamic needs of 15 distinct businesses is a testament to their strength and professionalism."

**Mr. Dhaval Kaku, Program Curation Manager,
Innovation Mission Punjab**

"Working with Innovation Mission Punjab on their flagship program, Fail Fast, marked a shift from traditional consulting to deeply embedded, hands-on collaboration with startups. Managing multiple ventures while mentoring founders across strategy, product, finance, and growth challenged us to balance structure with agility. What stood out was our team's ability to adapt quickly - moving from research-driven thinking to real-time problem solving - while building genuine trust with founders, mentors and rest of the team. Seeing these startups come to life, and meeting the entrepreneurs and IMPunjab team at the Punjab Startup Fair, was a vital and rewarding culmination of this journey - both professionally meaningful and personally enriching."

180DC Motilal Nehru College (MLNC)

PROJECT 8:

ONE ACRE FUND (TUBURA)

180DC African Leadership University (ALU) Operational Refinement and Deal Re-Modeling for Smallholder Farmers

PROBLEM STATEMENT

One Acre Fund's Rwanda branch, Tubura, faced significant financial and operational hurdles in its horticulture outgrower scheme. While the program successfully connected smallholder farmers to high-value international markets, it struggled with supply chain discipline, farmer aid efficiency, and financial viability. The organization needed a scalable model that could reduce operational costs and improve produce quality while maintaining a balance between social impact and practical sustainability.

OUR DELIVERABLES

Sub-Saharan Regional Analysis:

Evaluating successful outgrower models across West, Central, East, and Southern Africa to identify region-specific success factors and failure points.

Tech-Enabled Solutions:

Researching the application of emerging technologies (AI, Blockchain, and IoT) to streamline scheme management and improve operational efficiency.

Escrow Payment System:

Designing a phased escrow model to enhance contract compliance and secure financial transactions between farmers and the organisation.

Bargaining Collectives:

Proposing a community-based collective model to strengthen farmer loyalty, consolidate produce output, and increase bargaining power in international markets.

IMPACT AND POTENTIAL UNLOCKED

Efficiency & Yield Gains:

The proposed escrow system is projected to cut input losses by 35% and increase crop yields by 20%.

Operational Cost Reduction:

Implementation of Bargaining Collectives and digitization is expected to reduce side-selling by 35% and slash operational costs by 25%.

Strategic Implementation:

The client has already begun preparing pilots for the escrow system in high-default districts and is forming the initial village clusters for the collective model.

TESTIMONIALS

“Your phased escrow payment scheme stood out as a strong, well-grounded recommendation. It demonstrated a clear understanding of the operational challenges we face and answered several of the strategic questions in the brief, particularly on farmer engagement, input and credit support, contract compliance, and financial sustainability. The incorporation of co-signed contracts, a public farmer performance dashboard, and structured grievance protocols showed thoughtful attention to farmer behaviour and scheme accountability. This recommendation felt both realistic and actionable for our context.”

Myles Ewen, Market Access Associate at One Acre Fund

“The topic was challenging, insightful, and had much wider implications than simply helping smallholder farmers. The deeper we went into the project, the more we realised the implications that: Contextual observation of the clients working schemes and their output. Previous unsuccessful attempts, and ways become the final permanent solution. Evidence in everything we say, we do, and we recommend. This is why we updated our client almost every single week throughout the project. Their approval on data, its source and implications were integral to the final solutions.”

180DC African Leadership University (ALU)



6

FINANCIAL REVIEW

180DC were able to **move from a substantial deficit in 2024 to near break-even in 2025** - a powerful shift that strengthens our ability to invest in people, projects, and communities. By building a more sustainable financial model, **180DC is better positioned to scale its social impact, support local branches more effectively, and deliver long-term value to the organisations and communities we serve.**

TOTAL REVENUE FROM 180DC GLOBAL:

~\$788,000 from all 180DC branches and GLT

REVENUE GROWTH:

+12.3% year-on-year (\$121,301 → \$136,289)*

COST EFFICIENCY:

Operating expenses reduced by 10.1%

NET PERFORMANCE:

Net loss reduced by 98.1% (\$66,029 → \$1,252)

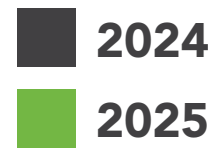
STRATEGIC IMPACT:

Strengthened financial sustainability and long-term operational resilience

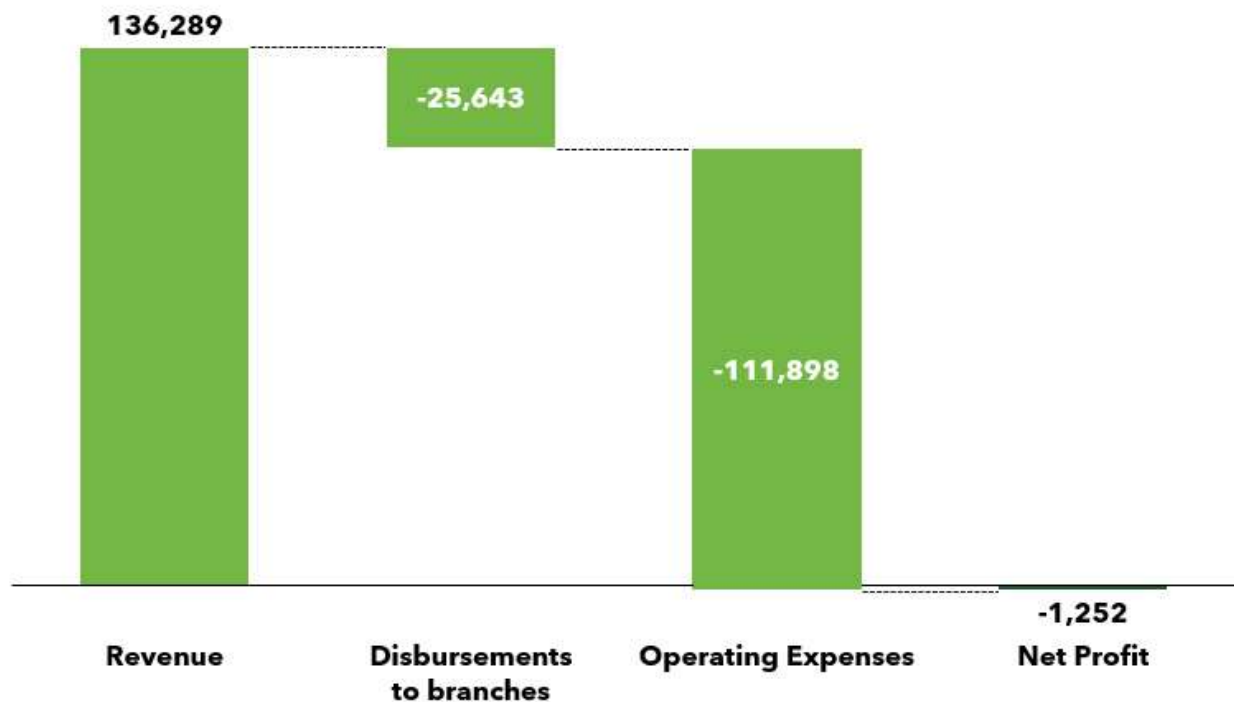
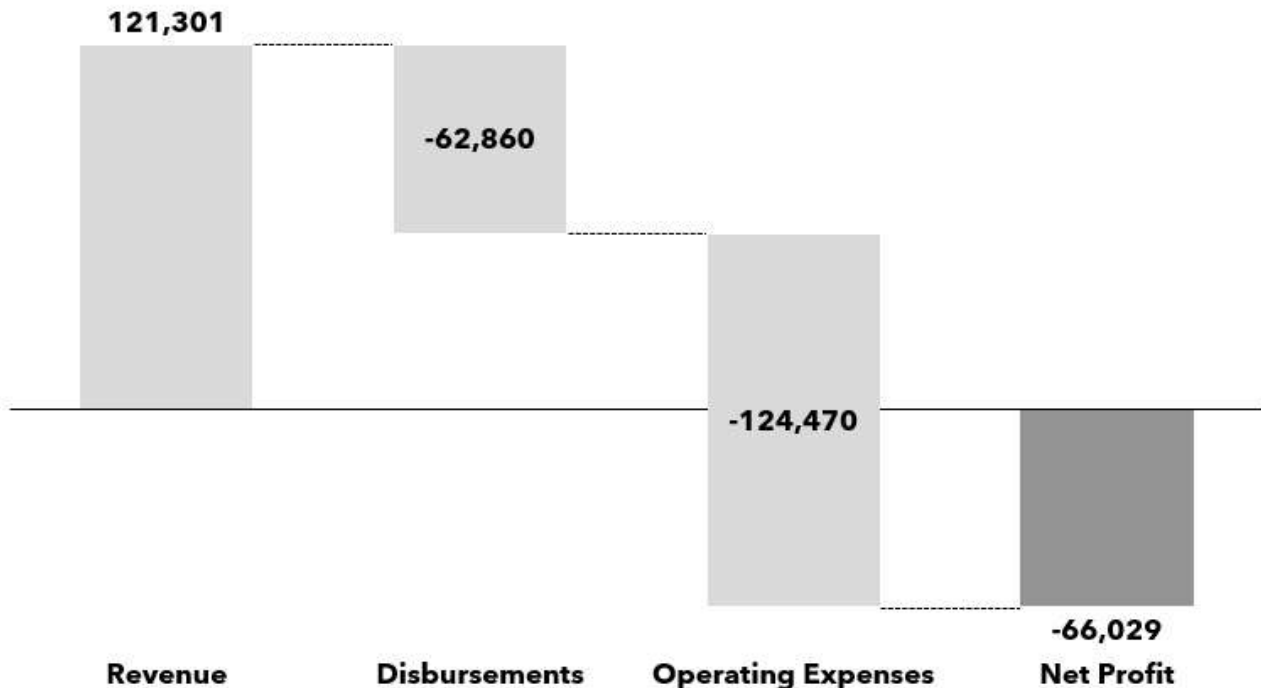
**on an accrual accounting basis*

Note: Unless otherwise mentioned, the aforementioned numbers pertain only to the GLT and not 180DC Global (i.e., branches and GLT)

PROFIT & LOSS STATEMENT



As of 31 December 2025
In AUD (\$)

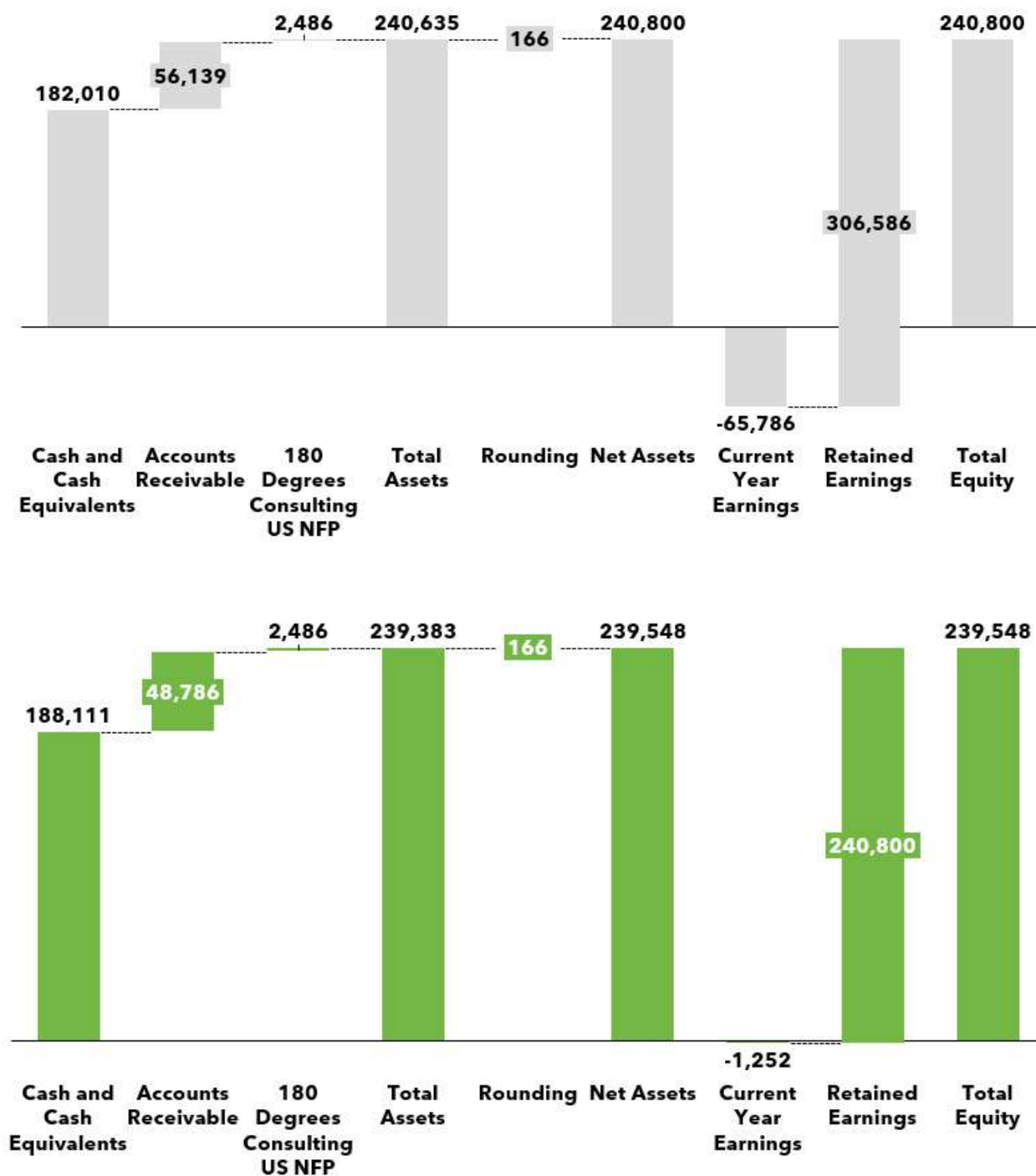


Note: Unless otherwise mentioned, the aforementioned numbers pertain only to the GLT and not 180DC Global (i.e., branches and GLT)

BALANCE SHEET

2024
2025

As of 31 December 2025
In AUD (\$)



Note: Unless otherwise mentioned, the aforementioned numbers pertain only to the GLT and not 180DC Global (i.e., branches and GLT)

A green-tinted photograph of a village nestled in a valley. In the foreground, a river flows through the scene. On the left, a large stone church with a tall, pointed spire stands prominently. To the right, a cluster of white buildings with dark roofs and balconies is built up a hillside. In the background, a massive, forested mountain rises steeply. The overall atmosphere is serene and scenic.

7

OUR PEOPLE

BOARD MEMBERS



DR. NAT WARE (*Founder, Board Chair*)



MISHKA NIKOLAS (*Board Director*)



KIM BRANDER (*Board Director*)



NICK CHARINOS (*Board Director*)



JESSICA DHARMASIRI (*Board Observer*)

EXECUTIVES



CHRIS GARNER (*Chief Executive Officer*)



ABHISHEK JAIN (*Chief Global Programs Officer & Chief External Relations Officer*)



ANGELINA LAU (*Chief Financial & Compliance Officer*)



VARAIDZO NDEBELE (*Chief Digital Officer*)



VERONIKA XAVERIA (*Chief Operations Officer*)



XAVIER TOMÀS (*Chief People & Culture Officer*)

TEAM LEADS



ADHAM ELATTAR (*Learning & Development*)



CHARLES IMPERORE (*Finance*)



LAURA WESTERWELLE (*Chief of Staff*)



GABRIELA CONEJO (*People & Culture*)



MANVI LADDHA (*Communications*)



NAIMEESH D MISTRY (*Growth*)



NIKOLAUS STERN (*AMER Branch Support & Collaboration*)



JOAO COELHO (*EMEA Branch Support & Collaboration*)



DIVYAM GOYAL (*APAC Branch Support & Collaboration*)

The Global Leadership Team (GLT) is the body that leads and manages the work of 180 Degrees Consulting around the world.

The GLT supports branch growth, ensuring consulting quality, and driving the strategic partnerships and systems needed to scale our impact.

SPECIALISTS AND GLT MEMBERS OVER 2025

Aditya Panuganti

Aditya Ramachandran

Alessandra Cappelletti

Alexandra Bock

Alina Hordiienko

Aman Singh

Anoop Vijayan

Athena Zhuang

Atta Chang

Belinda Guo

Daniel Oviedo

Daniel Sujay

David Benitez

Dennis Balgheim

Edgel Tilan

Eitan Taylor

Eleonora Ghio

Emanuele Savio

Emma Lang

Ethan Dayan

Eva Look

Farah Dinnisa Ilmarini

Faris Hasan

Fátima Calderón

Harshal Desai

Harsimran Passi

Isabell Simonides

Ishita Arora

Ishita Sud

Izzy Morrison-Clare

Jad Beayni

Jad Saab

James Brown

Jonah Sposito

José Livério

Juliane Walther

Karen Jara

Khaleeq Liaqat

Kian Khan

Kwun Wa Adam

Chen

Lakshya Tiwari

Lauren Lin

Leonard Borgmann

Leonardo Arakaki

Lepakshi Baid

Leung Chun Lam

Ambrose

Louis Goodwin

Madolyn Ellard

Mahima Garg

Matthew Geuss

Mikołaj Kuczmariski

Mrudula Bhawe

Nashrah Tabassum

Nathan Wu

Nathaniel Lawlor

Nikita Mohan

Nivriti Nitya

Ollie Meade

Orla Burke

Ragheed Hamza

Rita Coimbra

Rohil Aurora

Ryan Lee

Sara Zafar

Shalini Jha

Shreelata Kini

Sneha Aggarwal

Sophie Meyer

Aengenheyster

Srishti Rao

Supransh Goel

Tarun Jindal

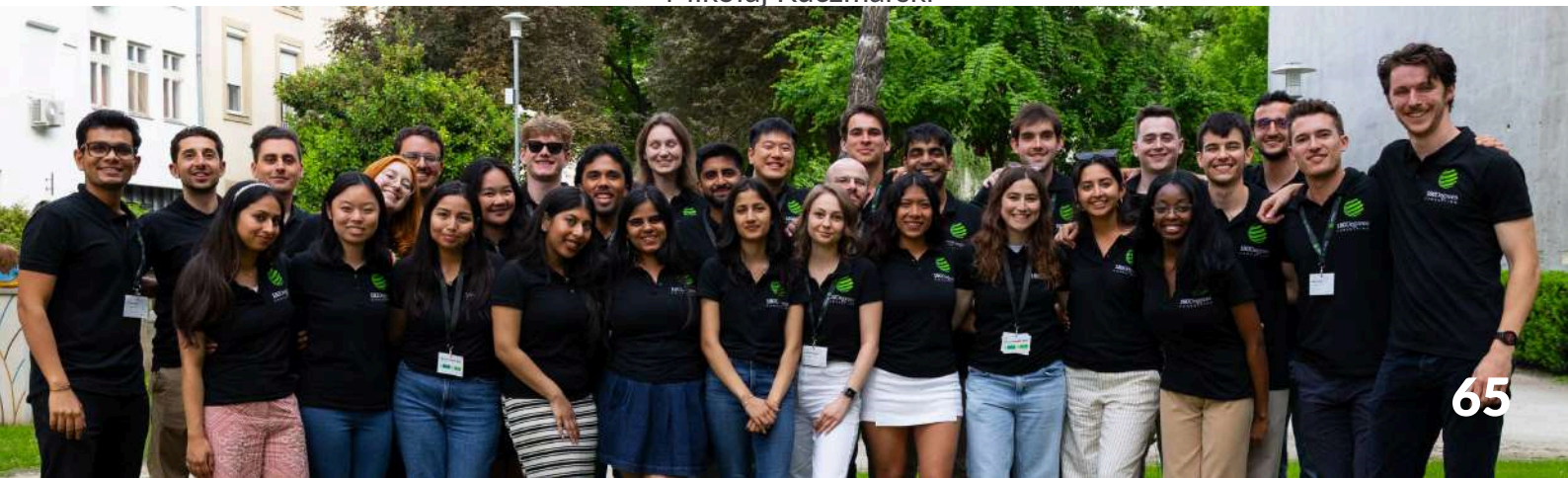
Thi Tuyet Nhu

Tony Cao

Vikhyat Tomar

Vilok Avadhan

Wei Ying Chong



2025 GLT TOP PERFORMER AWARDS

To reinforce our values and celebrate outstanding contributions across the Global Leadership Team, we launched the End-of-Year Top Performer Awards starting from this year. These annual awards recognise individuals who not only deliver exceptional results, but also embody the behaviours and principles that define 180 Degrees Consulting. These awards not only celebrate individual excellence, but also reinforce the behaviours and values that sustain a strong, supportive, and high-impact culture across the organisation.

WE TAKE CARE OF EACH OTHER

João Coelho

WE ARE TRANSPARENT

Veronika Xaveria

WE LEAD BY EXAMPLE

Abhishek Jain

WE ARE DRIVEN BY SOCIAL IMPACT

Harshal Desai

WE TAKE OWNERSHIP

Gabriela Conejo

GET INVOLVED WITH 180



FIND A BRANCH

Want real-world consulting experience while making a global impact? Explore our 180+ branches and see if your university is part of our network on our website.



START A BRANCH

Can't find your university in our network? Start your own branch and make a difference locally and globally - learn more and apply online today!



CLIENTS

Need affordable, high-quality consulting for your social enterprise or business? Apply here and let our team connect you with the right branch to tackle your challenges.



PARTNERS & DONORS

Looking to connect with global student talent, grow your CSR efforts, or support impact projects? Explore partnership opportunities and submit an interest form on our website.



GLOBAL LEADERSHIP TEAM

Passionate about impact, growth, and working in diverse global teams? Explore our open volunteer roles - our People & Culture team is excited to hear from you.



THANK YOU



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