

# Company Overview



# Our Purpose:

*To help our clients grow and increase bottom line profitability.*



About us



# About us



We are an entrepreneurially led HR consultancy, HR interim and recruitment business covering all sectors UK-wide. We have brought together some of the most commercial HR people in the market to deliver for our clients and reduce HR cost bases. By offering commercial, no-nonsense HR support, we help clients to grow their businesses by ensuring that their people are engaged and motivated to deliver. We are an employee-owned business with a team of around 70 consultants, each handpicked for their skills and behaviours.

<b>70</b> <i>consultants</i>	<b>650+</b> <i>clients</i>	<b>30+</b> <i>sectors</i>
<b>30+</b> <i>countries</i> <i>worked in</i>	All HR services under one roof	<b>#1</b> on Google for “HR Consulting”
<b>80% of work</b> <i>from client</i> <i>referrals</i>	<b>Multiple M&amp;A</b> transactions supported	Employee- owned since 2016

# About us



## Our Value-Add

- We help clients grow and increase bottom line profitability.
- We have many ways of savings clients cost.
- We recognise that, on average in the UK only **36%** of employees are engaged at work.
- Each disengaged employee (the remaining **64%**) is only productive around **70%** of the time.
- This means that at average engagement levels, a company with 100 employees drains **£650K** from its bottom line each year in a lack of productivity.
- We've also saved scale-ups hundreds of thousands of pounds in recruitment costs.
- We deal with the people issues so management can focus on what's important: **growing the business**

## Our Offering

- We provide all HR and recruitment services across the UK from four strategically positioned offices.
- We cover all areas of HR, including specialist areas such as M&A, organisational change, etc.
- We can support you remotely or on your site; we will be an extension of your team.
- We have a vast back office which our consultants have access to, saving you considerable time and money.
- None of our contracts have lengthy tie-in clauses.
- We have flexible commercial models, so we can work with you in the way you would like us to.





Experience



# Experience

These are just some of the clients we're proud to have worked with.





# Services





# HR Consulting - Start-up, Scale-up and Growth



You know what your people challenges are, but sometimes you need help. We can help to define and deliver the solution. We cover all areas of HR and recruitment, so we can truly partner with our clients.

## Start-up, Scale-up and Growth

We have managed **multiple company start-ups**. Our key aim is to enable you to hire employees and ultimately retain them. We start with creating your **HR back office** which can be done in a few days. This provides you with contracts, handbook, policies etc which are useful for employees and help to protect the business. We can help you to source employee benefits, benchmark salaries and also outsource your payroll.

Successful growth is also about having engaged staff and engaged leaders – this is a key area of our expertise.

As momentum builds, **scale-up and growth strategy** is a core area of our expertise. We have developed our own **growth models** to ensure that the key fundamentals are in place to make growth as painless as possible. We work with you to ensure you have the right organisational model, the right leadership team, clear roles and responsibilities and we can support you with your business strategy.

## Engagement and Culture (HR Strategy and Plan)

If you plan to **grow the business** and **increase profitability** you need your team to be productive. We can demonstrate the value to the bottom line of having an engaged workforce in pounds and pence!

We take a section of the workforce and discuss with them all aspects of employment. We highlight the factors that are leading to disengagement and low productivity. Unlike a survey, we work with the team to understand the main few frustrations so you can deliver on promises. Once you have gauged the culture you have the basis for your **HR strategy and plan**.

Everything we do has a commercial edge. This effort is not to become a “touchy-feely” employer, it is to get the best from your people, so that in turn your customers get the best from them too. This aids in the **maximisation of bottom line profitability**.

# HR Consulting - Start-up, Scale-up and Growth



## Mergers & Acquisitions and Transfer of Undertakings (TUPE)

We have been involved with a significant number of sales processes. From **HR due diligence** to the interview and retention of the business owners, we have created and **populated data rooms** and worked to ensure **seamless transitions and integrations** across several sectors.

In recent years, we have managed acquisitions and divestments that have applied **TUPE** (or equivalent in other jurisdictions) and managed **share sale deals** that have not applied the TUPE legislation. We have transferred around 10,000 employees in recent years under TUPE. We have been responsible for writing industry regulations on the subject and would be considered market-leading experts in this area both in **unionised** and non-unionised environments.

**Communication** is key in M&A and TUPE processes, you only get one chance to make the right impression with your new team members.

## Post-Acquisition / Merger Integration

From the vast M&A activity that we have been involved in, we have **led many integrations projects**. First, we understand how aligned the client intends to have the two or more teams in terms of benefits, pay, policies and so on and we define the plan to deliver the required outcome and work through a process of harmonisation. Communication is key in integration so we can advise and guide leaders on what to communicate and when.

## International HR

We have started-up and scaled-up businesses and supported clients in more than 50 countries. In many cases, we have been the first people on the ground prior to the award of contracts or business commencing. We have start-up packs and knowledge of most jurisdictions, as well as a global network of payroll, benefits and legal firms.

# HR Consulting - Change Management & Cost Reduction



## Organisational Design, Transformation and Change Management

We ensure that you have an effective **‘target operating model’**, one that is reflected in the **organisational structure**. This structure should be built in line with how work flows through the organisation. Failure to achieve this leads to a situation where management spend considerable time firefighting operational issues.

Once you have defined the structure, **transformation and change skills** are required to help coach leaders and their teams to move to **new ways of working** or roles (or system). This provides the client with **strong project management capability** and a guarantee that they will achieve the end goal.

Whether it is new ways of working, new systems, digitalisation our team have extensive change management experience to make the process as seamless as possible. It is key that communication is clear and transparent so as to keep employees engaged.

We are experts in managing and communicating change.

## Cost Reduction and Restructuring / Redundancy

We have led many industry downsizing efforts.

There are many ways to reduce costs and these should all be explored prior to headcount reduction. We have helped merge business units, change terms and conditions, outsource non key services and so on.

Our ultimate aim is to ensure that when times are tough, staff are communicated with openly and honestly, and treated with **dignity and respect**. We help clients explore all options before considering headcount reduction. If redundancy is required, we can help to strike a balance between getting the process right and remembering that people are involved.

**We can lead the headcount reduction programme or support your one-to-one meetings on an ad-hoc basis if you require additional HR resource.**

## Outplacement / Career Transition

Forget fancy online tools, we're at the heart of outplacement and have a personal approach to helping people transition into new roles. Whether it's one to one, in a group or a blended approach; we have a cost-competitive, friendly and practical solution so you can do the right thing for your people to give them the best chance of having a better future.

# HR Consulting - Other HR Services



## Management & Leadership Development and Executive Coaching

We know the right managers with the right skills will help grow the business and increase bottom line profitability (**because they engage their teams and make them productive**). Our training courses for leaders have real outcomes with real takeaways, so you can see a measurable change and improvement. We have effective programmes available or can tailor a programme to suit your specific needs and challenges at the time.

We have a **great executive coaching pool**. All coaches have had impressive careers in the corporate world, are qualified and also have external supervision to keep them at the top of their game.

We also offer **first class leadership team or meeting facilitation**. Whether it's an onsite meeting or a strategy day, our facilitators will add real value to ensure you achieve your outcomes.

## Mediation

It is inevitable that conflict will occur in the workplace. Conflict can be present between colleagues and/or with line managers and direct reports.

We invest a lot in our people, so it is worth taking the time to try to resolve issues before they reach the point of no return.

Our qualified and trained mediators will work through an effective process with the individuals involved to ensure both parties are heard and that the root causes of the issues are identified, and where viable, addressed. They can also offer practical guidance and advice to help the situation improve to the parties involved.

## HR Systems (Definition and Implementation and Review)

We have extensive experience in **developing specifications** for HR systems. We have managed several **implementation projects for the HR workstream**. In some cases, our clients have come to us when their implementation has not been effective and when they are not getting the value that they expected from their investment.

## HR Audit

We are experienced in **HR audit** and can tell you fairly quickly what needs to be done to make you legally compliant. It goes beyond compliance. We can audit what you have in place in terms of processes, so we can advise what you need to develop to retain your staff in the long term.

# HR Consulting - Other HR Services



## **Reward**

We offer first class reward consultancy and our team have experience cross sector and also domestically and internationally. Whether it's executive compensation, remuneration committee attendance, or support with incentives; we can support you. Our clients also utilise our reward team for benchmarking, job evaluation and salary banding.

## **Employee Relations Support / Independence**

We offer independence when things get tricky. We work with the public, third and private sectors in handling disciplinary and grievance matters including appeals, protected conversations and dismissals. Whether you need us to fulfil the role of chair or HR in the process we can provide commercial, practical support to help you get the right outcome.

## **Diversity and Inclusion**

Never have diversity and inclusion experts been in so much demand in the UK. From the enquiries we've received, some organisations genuinely want to be educated and supported to ensure that their workforces are as diverse as their client bases. But let's be honest, some have obviously just been tasked by the board to 'look at it'. If D&I is simply a box ticking exercise on your part then we're probably not the right company for you. To see real results you need not only to want to change, but to be willing to change. There's no judgement from us - we all could do with some more education and learning. We have some fantastic diversity and inclusion consultants who can work to transform your organisation. If you'd like to chat to one of them get in touch.

## **Mental Health and Wellbeing**

People talking openly about mental health and wellbeing seems to have taken a significant step forward this year. This is reflected in requests from clients to genuinely improve the way in which they look at mental health. They realise talking is a great start but they have a duty to do more. Companies are becoming more interested in the 'whole' person and recognise that this leads to increased engagement which leads to increase productivity – if doing it because it's the right thing to do isn't enough of a good reason. We are deploying wellbeing advocates who can ultimately help you bring together all aspects of your existing support for employees (as well as suggesting new approaches) and to make this support more visible to them. We also look to engage everyone in your business including line managers and employees in mental health and wellbeing awareness as part of their roles.



# Recruitment



## Single Hires or Multi-Role Campaigns

Our recruitment business, Hunter Adams Recruitment serves clients throughout the UK across various sectors and disciplines.

Our talented team of recruiters work with our signature speed and efficiency to meet and exceed clients' needs. Our experienced team are experts at working with our clients to design and deliver recruitment processes, and we're confident that this, combined with the fact we're led by our clients and not by commission, gives us the edge over our competitors.

We'll deliver your recruitment through the solution that works best for you.

- **We can deliver as an external partner** - running a search or advertised campaign and utilising our extensive networks to reach the best candidates in the market. We offer competitive rates on retained and contingent hiring.
- **We can dedicate one of our experienced recruiters to work with you as an inhouse resource**, providing short-term support on a competitive day-rate to cover hiring peaks – building your direct hiring capabilities, avoiding agency fees and enhancing your internal processes.

In all our work, we act as an advocate for your employer brand.

We are known for ensuring a first-class candidate experience.



# Ways of Working With Us



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## **HR and Recruitment Interim**

Quite simply, we're HR people hiring HR people. If our clients need a great HR resource to hit the ground running, they come to us to ensure they get the right person first time.

### **Managed HR Interim Service (competitive day rate)**

We are a market leading Interim HR firm. We work for our money, so not only do we competence-assess and find the right fit for you, we manage the consultant and give them access to our wider team and vast back office which saves you time and money. For a competitive day rate, we can typically have someone on site with you in a matter of days (or hours!).

We have a live pipeline of several hundred HR professionals across the UK, ensuring we are always in the best position to support you. We provide HR interims on a day rate, fixed term or permanent basis. Our interim offering is both flexible and cost competitive.

### **Managed Recruitment Interim Service (competitive day rate)**

Our recruiters raise your social media profile, ensure your process is as slick as possible and help you to identify why people would want to come and work for your business (your value proposition). They map the market, creating a pipeline of people who want to work for you. They assess the candidates and present them to you and interview with you. They essentially directly hire them without the use of third party agencies (so no placement fees!). Using our recruitment interim service has saved our clients hundreds of thousands of pounds.

## **HR Outsource / Hunter 100 (Hourly Rate Call-Off – No Retainers)**

Not only do we have the human resources experience, we also have business acumen and commercial awareness. As the outsourced human resources department for more than 350 SME clients across the UK, we offer our 'Hunter 100' service for all of your HR needs.

# Ways of Working With Us



## Why Outsource your HR to Hunter Adams?

Simple – no retainers or binding contracts, no insurance and no threats of tribunals; just sound commercial and practical HR advice, and you only pay for what you use.

We are commercial in our thinking and will always treat your money as if it were our own. We work within the law and look at all options providing you the best option for your business. *“You can’t do that”* is not part of our language - we get you to where you want to be – the right way.

## How HR Outsourcing Works

Our clients purchase a “bank of hours” which allows them to budget for their HR support. There are no monthly invoices. You simply call-off against your bank of hours when you need support. If you don’t need us for a few months there is no charge.

## SMEs and Third Sector Organisations

All of our HR, HR interim and recruitment services are available to SMEs as well as major corporations. We discount our call off support hourly rates for SMEs and third sector clients.



# Our Values



# Our Values



Formed in partnership with the full Hunter Adams team, these are the values of our people; the values we aspire to live and breathe.

## Team

People are our business. The invaluable knowledge and experience of our people who work together in a supportive, inclusive and respectful way, is the core of our business.

## Quality

Quality is integral to everything we do. We deliver what a client needs to the highest standard consistently, first time, every time.

## Solutions-Driven

We are business catalysts. We encourage open and challenging discussions where all options will be explored. We recognise that not one solution fits all and will welcome and implement new ideas. We will support you to remove the barriers that prevent you from growing your business. We are here to help you make tough decisions using a creative and collaborative spirit.

## Relationships

We will work in partnership with you. The strength of our relationships with everyone we work alongside is fundamental to achieving positive results. We challenge and empower people to make sound business decisions with a collaborative mindset.

## Commercially-Focussed

We take time to understand your business to ensure we offer 'no nonsense, practical advice'. We are cost conscious and treat your money like our own. We ensure our solutions are fit for purpose. We will only focus our expertise where it adds value.

## Integrity

We work with the highest of integrity. We have strong business ethics and values which underpin everything we do. We ensure openness and act in the best interest of our clients and our employees. We will support our clients in a confidential manner to resolve their issues. We are here to help our clients meet their goals in a fair, ethical and objective way. We are transparent at every stage, ensuring professionalism in all we do. Integrity is integral.



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