

# Company Overview





# About us



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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.

1000+  
clients

30+  
sectors

70+  
consultants

# About us

## 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.
- We have flexible commercial models, so we can work with you in the way you would like us to.

## Our Value-Add

- We help our clients grow and increase bottom line profitability through great people practices.
- We have many ways of savings clients cost when this is necessary.
- 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 specialise in increasing employee engagement and improving culture.
- We've saved scale-up clients 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.**



# Experience



# Experience

This is just a small selection of the fantastic clients we've worked with over the years.





# Our 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.



# 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 - Start-up, Scale-up and Growth



## 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 arise 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.

## Mental Health and Wellbeing

People speaking openly about mental health and wellbeing seems to have taken a significant step forward in recent years. 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 in turn leads to increase productivity. We deploy 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





# Ways of Working With Us



## 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

Whether in part or full, HR outsourcing is ideal for companies with no internal HR function; an in-house HR team seeking additional advice or support; or busy HR teams in need of an additional pair of hands on an ad-hoc basis. We work with over 400 SMEs and Third Sector organisations across the UK. We are flexible and easy to work with, offering support via email, telephone or virtually online. We work hard to build strong relationships with our clients, getting to know their business and becoming their trusted HR partner. Our advice is fair and consistent, and our solutions reasonable, practical and commercial. We offer an exceptional Retained HR service with prices starting from £135 per month plus VAT. If a monthly retainer doesn't work for you and your business we can discuss alternative service models.





# 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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