



EMPLOYEE ENGAGEMENT

Creating an award winning culture by harnessing the power of your people.

ARE YOUR PEOPLE ENGAGED TO HELP YOU GROW YOUR BUSINESS?

THE APPROACH:

We understand how your organisation thrives or flounders on the quality of your people. We are experts in creating award-winning cultures and have worked with businesses ranging from SMEs to global oil and gas operators.

We have successfully tackled some of the most serious organisational challenges imaginable to help companies grow, thrive and deliver on their business objectives.

THE EXPERTISE:

Our engagement team are highly skilled in delivering the whole process from start to finish. From expert facilitation of focus groups to analysing and presenting the outcomes, our recommendations will ensure your employees

understand the aims and vision for your business, and are committed to helping you achieve them. Our experienced team have successfully worked through this process to great effect with a diverse range of industries both in the UK and internationally.

THE PROCESS:

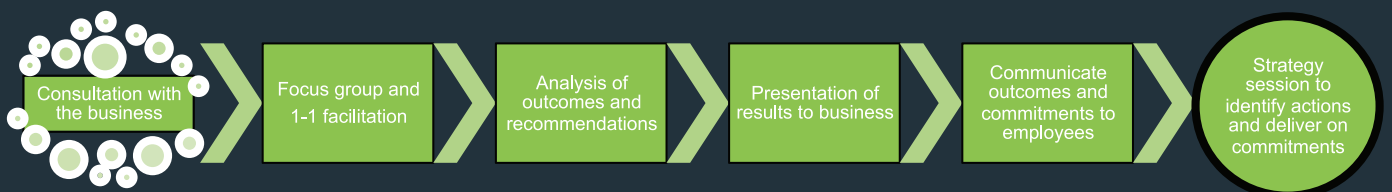
We don't use surveys or questionnaires. Instead, we immerse ourselves in your current business culture. We ask the difficult questions to understand what your employees really think. But we don't stop there. Our focus group process is a complete engagement service. After we assess your culture through targeted focus groups we develop a strategic action plan to take you where you want to be and beyond. We don't leave you to do this



alone. Through our experienced team of consultants we will help you deliver on your commitments and work with you to demonstrate positive change throughout the business.

THE RESULT:

Your employees become energised, feel connected, involved and committed. A positive culture aligns employees with business strategy and can change their perceptions overnight. Our best proof so far is how Hunter Adams reduced staff turnover at an oil service company from 60% to next to nothing in just three months. We achieved the same level of success for a professional services company in 2013.



“Becoming part of a larger organisation, provided us with the opportunity to review our business model and culture. Having identified a need for change, it was clear that we required some specialist assistance to manage the restructuring process effectively. The Hunter Adams team were quick to identify the areas where they could add value and provided a first class service supporting our existing HR team, through a challenging period. They provided us with the guidance, support and tools to implement the change, while developing our skills and experience. Their positive and structured approach ensured the changes were managed smoothly and effectively met the needs of the business. The focus group process that they ran gave our staff and managers the opportunity to provide valuable feedback on how we ran our business and has really helped our thinking about our business culture - where we want to be and how to get there.”

Ross Haworth
Managing Director
Abermed

“We engaged Hunter Adams to carry out a culture survey and provide us with a deeper understanding of how the business and its leadership were perceived by the entire team. This process was carried out professionally and the feedback session was of particular value and really helped shape our thinking about how we communicate across the business. We have found the Hunter Adams team to be both commercial and solutions focused which means they can support us strategically as well as with day to day issues.”

Sean Buchan
VP Europe, Middle East and Africa
Maxwell Drummond International

“Hunter Adams has challenged our thinking and through a series of practical focus groups ensured that all parts of the business have been engaged in the development of the strategy.”

Murdo Mackay
Head of HR
Cairn Energy

“Hunter Adams greatly assisted the club in working with the management and staff to bring out, through employee focus groups, the culture and challenges facing us as we manage through a period of considerable change.”

Stewart Milne
Chairman
Aberdeen Football Club
