

Snapshot

*Focus on our **Business Growth** services*



HunterAdams
HR

Start-Ups / Scale-Ups / M&As

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.

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.

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.

The 6 Fundamentals of Fast Growth

1. Define and implement the correct operating organisational model
2. Define clear roles and responsibilities
3. Embed your values
4. Have an engaged leadership team
5. Have an engaged workforce
6. Implement a clear business strategy with an action plan



Our Approach to M&A

Our M&A services are driven by **the 6 fundamentals of fast growth.**

Fundamental	Interventions and Solutions
To ensure the right organisational structure is in place	Organisational design (OD), company, functional and departmental restructuring, creation of new divisions, new country start-up and establishment, amalgamating divisions and sites, site closure and cost reduction. redundancy management and outplacement.
To ensure clear roles and responsibilities for the leadership team	Identifying current roles and responsibilities, market mapping/benchmarking to ensure critical areas captured, identification of gaps and overlaps, conflict resolution, ensuring skills exists to deliver company strategies.
To ensure company values are embedded (which generates value)	Creation of company values with leadership team and staff engagement, supporting the embedding of company values, dealing with breaches of values.

Our Approach to M&A (*cont...*)

Fundamental	Interventions and Solutions
To ensure that the leadership team is engaged to deliver	Gauging current motivation of senior management, assessing past performance and track record of leaders; interviewing and assessing (with various psychometrics) leadership capabilities. Incentivisation and retention strategies, coaching senior management on the value to be derived from engagement, “changing out” leadership team members, protected conversations, search and selection of leadership team members, executive coaching, supervisory, management and leadership development
To ensure the workforce is engaged (which will help to fuel productivity and growth)	Gauging the culture, making commitments to staff, increasing engagement levels, increasing productivity, prioritising actions to increase engagement, reducing staff turnover, improving recruitment performance, setting HR strategies, HR action planning, reviewing and improving HR delivery/service.
To ensure strategic objectives are in place and communicated to the team	Business strategy planning (based on feasibility and potential impact/value), prioritisation of strategic focus versus day-to-day actions. Communication of strategy to team.

Our Experience

Acting as the seller and buyer (and on occasion, both), we have led all people-related aspects of several deals from interviewing and assessing the capabilities of company owners/managers, due diligence, population of data rooms, highlighting potential liabilities and risk areas and helping businesses to address critical issues prior to or post sale.

- Acquisition of KBR Production Services from Halliburton
- Creating of Production Services Network (PSN)
- Acquisition of Grasso US INC into PSN Limited
- Acquisition of Tartan Engineering into PSN Limited
- Sale to John Wood Group PLC of PSN Limited
- Merger of PSN Limited and WGENS Limited
- Approximate 'TUPE' of around 10,000 staff over past decade including oil and gas, banking etc.
- Sale of Viking SeaTech to Actuant US INC
- Acquisition of Spectrum HR by Hunter Adams Limited
- Creation of leadership team for PeakWell Systems
- Search and selection of several MD and leadership team members (Director/MD level)
- Restructuring of Viking SeaTech and Amalgamating the UK/Norway business
- Supporting the restructuring of Taqa's leadership team
- Supporting the acquisition/TUPE of Magnus Assets by Enquest PLC
- Integration/TUPE on behalf of Sainsbury's Bank PLC
- Acquisition/TUPE of Millar & Bryce by DMGI
- Fast growth support for several private equity-backed businesses post investment

Our Team

Our business growth and M&A services are led by Hunter Adams' Founder, **Dean Hunter**.

Originally a global HR Director in Oil and Gas, Dean was part of an entrepreneurial team who effected a management buy-out of a global oil services company, a team who later sold the business for nearly four times the original purchase price five years later. He then led the integration of the company into a major Oil and Gas services PLC firm. An expert in business growth, values, culture and engagement, Dean has worked across most continents leading HR teams; focusing on how HR can contribute to business growth and ultimately bottom line profitability. Dean created Hunter Adams in 2011 to provide the marketplace with “Commercial HR”. Dean acts as a soundboard to many market-leading HR Directors to help them define the right solution. By offering all HR services, the company also has the skills, experience and resources to deliver the solution. Dean is great for team sessions around culture and engagement and business growth and strategy, so if you want to commercialise your HR team or have your leadership team working more strategically and more cohesively- drop Dean a note and he will be happy to chat informally.



Client Feedback

“We reached out to a list of companies to secure cost-effective yet high quality HR support which would enable us to manage our scale-up as effectively as possible.

“We went through a competitive tender process with several companies in the London area. What we liked about Hunter Adams was that being a growing business themselves, they properly understand business growth and could contribute to our strategic thinking around the people agenda as well as offering day-to-day HR expertise.

“We wanted to double the size of our team in 2018. We understood that traditional methods of recruitment would incur significant fees so we opted for Hunter Adams’ recruitment interim service. We had a dedicated recruiter who mapped the market, raised our social media presence and directly hired the vast majority of our new staff.

“We understood that the recruitment phase was stage one but needed to consider culture and retention at the outset. We had some strategic thinking time with the leaders of Hunter Adams who helped us plan our way forward with the basics as well as the longer term culture considerations.

“The team have been great to work with, very flexible and provide sound quality work.

“Having placed our permanent HR manager for us recently, we remain with Hunter Adams for our call-off HR consultancy support under their Hunter 100 model.”

Sean Lumley, CEO, CybSafe

“As our business grows, we know that scaling means having the right people structure in place. We have always valued long term relationships with our people, and as we develop, more attention is needed to ensure that our team remain engaged for the long term.

“We asked Hunter Adams to support us with their growth and culture programme to identify what we do well and where we need to improve. They even helped action plan our way forward.

“We have clear strategic objectives for the company and understand the fundamentals that we need in place to scale up. We also understand our culture better and exactly how our people feel about working for us. Hunter Adams delivered their engagement in a couple of weeks.”

Terry Doherty, CEO, Doherty Associates

“Dean led the Wood Group PSN merger from a people perspective. His broad experience meant that he could roll up his sleeves to ensure we delivered this complex programme on the timelines agreed, whilst maintaining an overall strategic view on where we were going – bottom line is he delivers.”

Sue MacDonald, HR Director, Wood Group PSN

Get in touch

We work across the UK from four strategically placed offices. We have consultants based across the UK.

Aberdeen

13 Rubislaw Terrace,
Aberdeen,
Scotland
AB10 1XE

+44(0)1224 900 760

Edinburgh

19/1 Manor Place,
Edinburgh,
Scotland
EH3 7DX

+44(0)131 285 0420

Manchester

5th & 6th Floors 51 Lever Street,
Manchester,
Greater Manchester
M1 1FN

+44(0)161 297 0001

London

12 Hammersmith Grove,
Hammersmith,
London
W6 7AP

+44(0)203 714 4930

e: team.admin@hunteradams.co.uk

w: hunteradams.co.uk