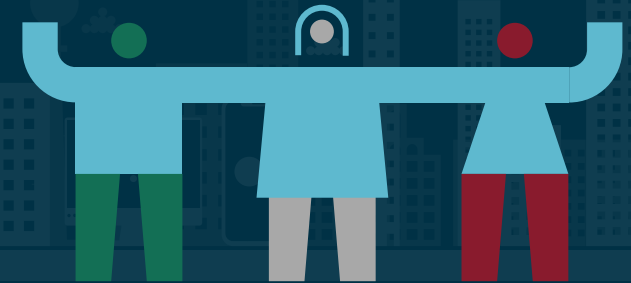


# Post-Investment Workforce Strategy

Your invitation to a complimentary one hour session to develop a Post-Investment Workforce Strategy



## People.

**People are one of the business' most valuable assets. The period post investment is one of the most exciting times for the business as the plans for its on-going development and future success start to be put in place. As part of this, a Post-Investment Workforce Strategy will be high on the agenda.**

Our private equity employment specialists provide institutional funds, their portfolios and their management teams with future focused employment advice. A comprehensive Workforce Strategy will be vital in attracting and retaining the right talent to drive the growth of the business, so it is either ready to attract further funding or a strategic disposal later down the line.

Our experts offer a complimentary one hour discussion to help translate the business intelligence acquired during the due diligence process, together with our sector expertise and understanding of the issues on the horizon, to help you develop a Post-Investment Workforce Strategy consistent with your ESG and CSR goals.

**Click on the icons overleaf to find out more.**

Your Invitation

# Post-Investment Workforce Strategy

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## Post-Investment Workforce Strategy

Your invitation to a complimentary one hour session with our experts to develop a Post-Investment Workforce Strategy. To find out more click on the icons or **contact** one of our experts for more information today.

Post-Investment Workforce Strategy

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## Due Diligence & Sector Issues



### Due Diligence & Sector Issues

The due diligence report only covers employment and immigration issues that fall within a certain materiality threshold. However, our knowledge of your business is far deeper than this. We can walk you through all the matters uncovered during the due diligence process, together with the relevant workforce issues on the horizon for your sector.

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## Protection of Trade Relationships & Confidential Information



### Protection of Trade Relationships & Confidential Information

Restrictive covenants are very difficult to enforce and quite often business protection provisions are not fit for purpose. It is of little help if you learn of this when a business critical employee is leaving for a competitor and intends to target your clients or orchestrate a team move. This will be particularly critical in relation to those individuals that are not equity holders (and who will not be bound by restrictions in the Investment Agreement). We can help you ensure that appropriate protections are in place at the outset. Click [here](#) for more information. [\[Please supply link\]](#)

Post-Investment Workforce Strategy

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## Hybrid Working



## Hybrid Working

The attraction of a hybrid working arrangement is now higher than ever. Businesses have a wider pool of talent available if they look to draw their workforce from further afield, and perhaps even overseas. We have considerable expertise in helping businesses develop and implement hybrid working arrangements from an employment, data protection, health & safety, taxation and immigration perspective. Click [here](#) for more information.

Post-Investment Workforce Strategy

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## Changing Workforce Terms

Do terms need to be harmonised following acquisition? Or do you need to change existing terms to ensure the business is protected? Are the terms consistent with best practice and market standards? Whatever the reason, we are well versed in helping businesses implement changes in the most painless way, while quickly getting employees on board in the process.

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## Diversity, Inclusion & Social Mobility



### Diversity, Inclusion & Social Mobility

Diversification of the workforce has long been a key focus for businesses. With the rise of social movements and the widening of scope in pay gap reports, it will only continue to remain a top Board agenda item. Aside from the obvious CSR angle, trends show that greater diversity within an organisation leads to stronger business performance as well as providing an opportunity to increase financial outputs. In addition, a focus on improving diversity could also help with securing future investment. Diversity does not just relate to recruitment but covers the whole life cycle of employment.

# Post-Investment Workforce Strategy

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## Employee Engagement

Communication with employees is essential. The period post investment can be an uncertain and unsettling time for employees and it is therefore all the more important to ensure that employees feel safe and informed so that there is a smooth transition. Increasingly employers are looking at creating employee forums to increase transparency, loyalty and employee investment in the success of the business. Simply put, a happy workforce often makes for a stable business.

## Employee Engagement





# Post-Investment Workforce Strategy

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## Contingent Worker Arrangements

We help organisations operate flexible workforces. We regularly advise on IR35, employee/worker status, agency workers, intermediaries or umbrella companies and PEOs. In addition, the use of apprenticeships, training models and internal gig arrangements may be key within your business. Our industry renowned team is well placed to help you navigate the everchanging world of contingent workforce issues.

## Contingent Worker Arrangements



# Post-Investment Workforce Strategy

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## Immigration

Compliance is essential. For companies that hold a Sponsor Licence, investment brings reporting responsibilities. Generally a private equity investment will involve a change in ownership and if the ownership of a Sponsor Licence changes then it is likely a new licence is required. As you would expect, this obligation is time critical. We can advise on the strategic and commercial aspects to applying and maintaining a Sponsor Licence.

## Immigration



# Post-Investment Workforce Strategy

Your invitation to a complimentary one hour session to develop a Post-Investment Workforce Strategy



## International Employment Opportunities

In the wake of Brexit and the rise of the hybrid working models, we recognise that businesses are exploring opportunities to employ individuals overseas (such as part of international acquisitions or off-shoring of teams/services to overseas locations). We are primed to support you with any international expansion plans.

### International Employment Opportunities



Post-Investment Workforce Strategy

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## Reorganisations

We appreciate that the investment is just the start of the journey for your business and that further consolidations, restructures, outsourcings and insourcings may be on the agenda. Whether your plans involve TUPE or other forms of collective consultation, we are on hand to help implement these changes. We take a clear and practical approach, with your businesses reputation and employee relations being at the forefront of the plans.

## Reorganisations



Post-Investment Workforce Strategy

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## Leadership Appointments & Succession Planning

It is surprising how few leadership appointments have terms in place that reflect the individual's increased responsibilities – including directorship any fiduciary duties. Reviewing the detail of these contracts to identify the practical, commercial and legal gaps will help ensure that leadership terms are not just fit for purpose, but support succession planning and protect the business when changes occurs. Policies on HIPO employees, mentoring and talent development are vital to many businesses, but are also increasingly coming under scrutiny. These policies should not only assist in succession planning, but should also implement corporate governance standards, such as facilitating diversity within the executive pipeline.

### Leadership Appointments and Succession Planning



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## Talent Retention & Incentivisation



## Talent Retention & Incentivisation

Successful businesses invest in their people. Can the business attract and retain talent over and above its competitors? Are any employees considered a flight risk after the acquisition? Offering attractive packages will help set the business apart from the crowd, build employee loyalty and draw interest from a wider and more diverse pool of talent. Our team has a wealth of experience in putting in place a variety of different retention tools – whether sweet equity incentives, bonuses, commission, profit share or “softer” benefit packages.

Post-Investment Workforce Strategy

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## Our Credentials

Our specialist private equity employment team regularly provide institutional funds and their portfolios with strategic, future focused employment advice as part of buy-outs, exits and bolt-on acquisitions. We have a wealth of experience in this area, and a number of examples are below:

### Alcuin Capital Partners

Advising Alcuin and various portfolio companies in relation to senior executive arrangements.



### Tenzing Private Equity

Providing HR assistance to Tenzing's portfolio including MetaCompliance, CTS and Jeffreys Henry.



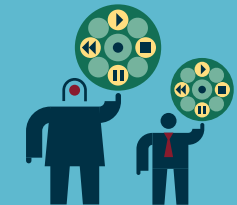
### DMC/Agilico Group

Supporting DMC (a Horizon Capital company) with integration and day to day HR matters.



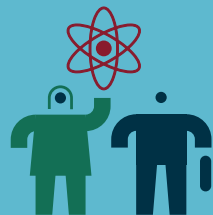
### Growth Capital Partners

Assisting GCP's portfolio with contract variations and senior executive appointments.



### LDC

Providing HR advice and assistance to LDC's portfolio including Lucid and James & James.



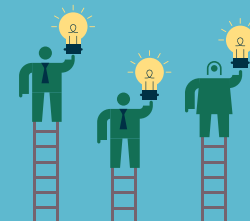
### RJD Partners

Assisting RJD Partners and its portfolio with senior executive arrangements.



### Synova Capital

Providing strategic employment and data protection advice across Synova's portfolio.



### Ambienta

Supporting with senior executive appointments for an Ambienta portfolio company.



Our Credentials

## Contacts

Please get in touch with your usual Osborne Clarke contact or one of our experts below:



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## Osborne Clarke in numbers

**925+**

talented lawyers

working with

**270+**

expert Partners

in

**25**

international locations\*

advising across

**8**

core sectors

with insight into

**3**

Transformational trends

driven by

**1**

client-centred approach

## Our locations around the world

### Europe

Belgium: Brussels

France: Paris

Germany: Berlin, Cologne, Hamburg, Munich

Italy: Busto Arsizio, Milan, Rome

The Netherlands: Amsterdam

Spain: Barcelona, Madrid, Zaragoza

Sweden: Stockholm

UK: Bristol, London, Reading

### USA

New York, San Francisco, Silicon Valley

### Asia

China: Shanghai

India\*: Bangalore, Mumbai, New Delhi

Singapore

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