

The following provide a brief overview of some key projects completed.

The Project	The Brief	Timescales	Activity	Outcome
Redundancy Programme	HR Workstream lead on the closure of 2 manufacturing sites based in the North West and East Midlands. This was the largest programme of its kind ever undertaken by the client	6 months	Led the HR function preparing all communications, prepared and supported collective and individual consultation, representative at the Programme Board and managed the outplacement programme	Successfully met the closure deadlines ensuring all employees had the appropriate support to make decisions about their future.
Business Sale	HR Workstream lead on the sale. A complex multi site business of over 500 employees consisting of a number of PFI contracts, public and private sector contracts employing 1st, 2nd and 3rd generation Tupe transfers	12 months	Led the Tupe consultation process with Trade Unions and Employee Representatives. Managed all internal communications. Ensured the due diligence, commercial disclosures were compliant.	All employees transferred with no claims arising from the transfer process. Given positive feedback from Trade Unions, "one of the best handled transfers I've been involved in".
HR Transformation	Transition the whole UK HR function, approx 120 employees, to a new operating model	6 months Phase 1, 3 months Phase 2, 3 months	Group & Individual redundancy consultation with all staff, redeployment and outplacement support, manage communications	Both phases completed on time with no disruption to day to day business activities
Major Retail Bank Contract Mobilisation	To recruit and induct new employees. Provide training to new employees, client and supplier personnel. Manage the Tupe transfer process	3 months	Recruit new team, circa 40 employees, ensuring onboarding occurred to meet training timescales. Carry out Tupe and Redundancy consultation with 2 employee groups	Seamless transition for go live. All recruitment and training completed. Tupe and Redundancy consultation complete with no grievances or claims.
Implementation of new Performance Management System	To implement an appraisal system that aligned business objectives and corporate values. Provide a mechanism of identifying high performers	4 months	Research existing systems and approaches. Design new documentation and pilot. Consult all stakeholders. Train all managers and employees, approx 250 people	Project completed on time. New documentation implemented and all training completed. System implemented Feb 2009. Employee engagement results significantly improved.
Office Closure and Relocation of Services. Integrate new function into business	Close office and move operations to existing site 60 miles away. Carry out redundancy consultation. Recruit and train new employees.	4 months	Group, Individual and union consultation with 50 employees. Redeployment and outplacement support. Recruit approx 80 new roles, induction and training.	Project completed on time. Seamless transition with existing customers unaffected. No resulting claims and staff morale maintained.