



People  
& Business  
Integration

# Introduction

Welcome to PBi, the Human Resources consultancy which works with organisations to optimise the ability of people to develop, manage change and to add business value. This brochure introduces our approach, capabilities and services.

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## Our Approach

Our operating principles guide all our work, and our relationship with you:

### Results Focus

Deliver on our commitments so you can see progress through people

### Knowledgeable

Provide expertise and the business application skills

### Pragmatic

Provide practical toolkits you can use and explain

### Value Delivering

Make a measurable difference

Research shows that a talented, trained and motivated workforce consistently produces double digit shareholder return. Also in times of economic uncertainty or organisational change, those companies where people relate to their work positively perform better than other companies.

PBi will work with you to bring about the change or transformation which will align the workforce with the business drivers. Alongside your own teams we enable change and improve business performance.

## Our Services

We span three key business areas which apply across all industry sectors

### Organisational Effectiveness

### Organisational Change

### HR Interim Management

Through these consulting and interim management services we work with you to unlock workforce potential. Let us with our proven pragmatic approach help you to 'make it happen'.

# Organisational Effectiveness

We can provide individual support, such as personal coaching, or organisational consultancy, such as facilitating a review to identify the critical issues and opportunities for your business. It could be that you have already identified an issue but want an objective view on the problem and possible solutions.

On other occasions we will be asked to provide the hands-on support to implement those ideas and 'make it happen'. Whatever our role, we will always look to develop and empower your people to implement the change – so that they are able to manage similar situations in the future.

## Developing organisational effectiveness

- Identifying organisational and cultural barriers to a company's development
- Building and implementing culture change programs

## Critical business issue reviews

- Workshop facilitation to identify issues and develop action plans to overcome these
- Operating cost review including staff reduction

## Leadership and talent management

- Leadership and talent audits
- Building leadership and talent management programs

## Executive coaching and development

- Team and individual coaching

## CASE STUDY

**Client:** An international project management business

### HR Issue

Skill review of all Project Managers required as delivery performance was erratic

### Solution

Conducted internal issue analysis. Designed and ran a two day workshop to determine the competencies and skills of the best performing project managers. Developed an employee assessment technique and the accompanying training and development framework.

### Business Benefit

The development of an in-house assessment technique allowed a fast and cost effective review of project management talent. Plans to refocus and develop the project management community where in place six months after initial engagement.



# Organisational Change

Once a change opportunity or necessity becomes apparent, you have to identify how you are going to make it happen, whilst effectively running the existing business. Whether it's an office relocation, M&A activity or a restructuring project how can you ensure it is well managed and delivers on its commitments?

We can provide the responsive resource to make sure the change process is effectively and efficiently managed and delivers the business results you need. We can be hands on – right the way through the change process from conception to conclusion or we can be catalysts to facilitate the planning and prepare your own internal change agents for the task ahead.

## Managing business growth and restructuring

- Development and management of restructuring programs including collective dismissals
- Recruitment strategies and implementation

## Merger and acquisition support

- Due diligence and assessment of senior team and workforce capabilities
- Review of employment and TUPE liabilities
- Integration strategy and implementation support

## Identifying and managing change

- Facilitating change management workshops
- Project management of change programs

## CASE STUDY

Client: A European instrument control business

### HR Issue

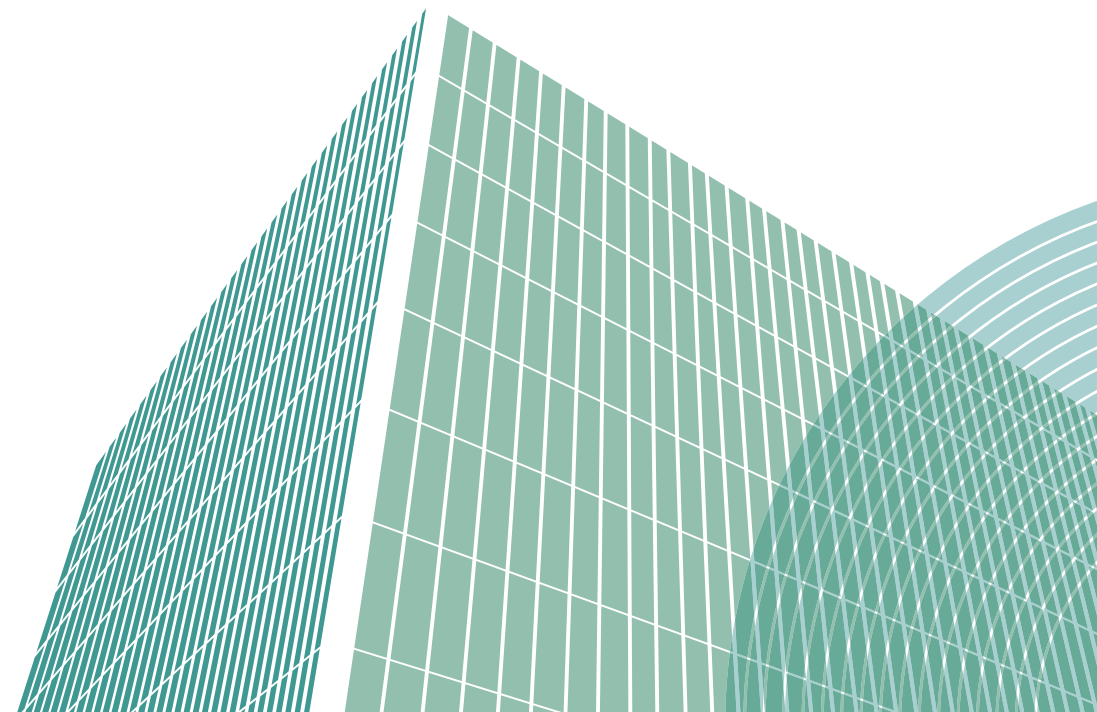
An acquired business to be integrated into the parent company. Revenue had to be maintained, people knowledge retained during the integration and restructuring activities.

### Solution

A six month activities timeline was developed to ensure parent company culture; business processes and statutory HR compliance were achieved. Following integration business restructuring activities, including redundancy programs, were undertaken to improve business efficiency.

### Business Benefit

Revenue, profit and cash targets were achieved. Compliance requirements for both internal and external audits were met. There was no significant loss of employee knowledge expertise.



# HR Interim Management

Our interim management service will effectively fill your management gap with an experienced HR professional and business manager who will quickly understand your business and its requirements. They will be committed to your business, displaying drive and determination to meet the agreed objectives.

The interim support we can provide is highly flexible. It could involve full time leadership of your HR function through to ad hoc support. In all situations we want to ensure we meet business commitments, make improvements where we can and leave a robust business structure in place at the end of an assignment.

## Interim leadership of your HR function

- Being your HR executive, part of your management team and immersed in your business
- Ensuring the HR function continues to operate seamlessly
- Working with your senior leadership team on both tactical and strategic matters.

## Project management

- Undertake implementation of senior leadership team directed projects
- Organise employee engagement surveys

## Strategic HR support

- Provide ongoing advice and guidance on people issues to the senior leadership team
- Facilitate strategic planning reviews

## CASE STUDY

Client: A global Bank

### HR Issue

Planned set up of a UK contact centre. Client services and employee expertise had to be maintained in the office relocation. No available internal project management expertise.

### Solution

PBi provided a project manager to co-ordinate internal service providers, external suppliers and employee communications. Focus group programs were organised to determine employee concerns and gain improvement ideas. User requirement surveys and work process mapping activities were undertaken.

### Business Benefit

\$16.5m project delivered on time, under budget, with a motivated work force and with no disruption to client services.



## The PBi Team

Steve Pheasant formed PBi Consulting following 20 years in HR leadership positions in the technology, engineering and financial services sectors. Many of his roles carried international or global responsibilities. He has worked with organisations ranging from new business start-ups to global names like Chrysler, Cargill, Merrill Lynch, SPX and Unisys.

This range of organisations has given Steve not only the professionalism of leading HR practices, but also the commercial sharpness and business practicality required to meet companies' quarterly targets.

Working at board level and with senior management teams, Steve has been an influential player in getting HR recognised as a valued contributor to the business goals. With a strong ability to build rapport at a senior level, allied with pragmatic enabling skills, he has delivered solutions to key business issues. The PBi network of associates demonstrate the same depth of commercial experience and professional mindset.

The PBi team of associates all have a proven track record of **adding value, improving performance and implementing major change programs.**



## Contact Us

We believe at PBi Consulting that our mix of know-how, energy and focus on results produce outstanding business outcomes for our clients. To find out more about our services or to discuss your business needs in more detail:

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