

# People and Integration Strategy

## Upskill managers to manage

### Management development training programme

#### Reduce risk, change behaviours, integrate culture

We act for a number of acquirers and have seen first-hand the challenge of businesses and their managers integrating and growing teams in a strategically aligned way to maximise post integration return. This may be due to differences in culture between new and core businesses, increased workload, lack of training or indeed lack of experience in integrating different teams into a common purpose, and gone are the days where companies are able to rely on HR teams to manage business integration alongside all things people related.

Dealing with multifaceted integrations, which often progress slowly and can result in increased risk and disengaged employees, does little to add value at the speed of business in an increasingly competitive global market. The damage of perception and/or unhelpful conversations within an organisation also becomes an increasing threat. To bring about real change, it is imperative to link strategic direction, internal processes, good practice and collaboration cross functions as well as knowledge of employment law with appropriate behaviours in the workplace. We believe that investing in managers is key to future success.

- Do you have newly acquired or promoted leaders within your organisation with strong technical or operational expertise but who might benefit from enhancing their people management skills?
- Do you have managers who believe that it is the job of HR to deal with all people matters including integration and strategic alignment as well as employee grievances, performance management, disciplinary related matters and/or motivation and engagement of their teams?
- Do you worry about unhelpful conversations from certain pockets of your organisation?
- Does your HR team struggle to deal with the amount of strategic and operational support requested by managers?
- Are you concerned about the increase in Employment Tribunal claims and increased legal spend?
- Do you want a culture where managers manage their teams at ground level and bring out the best in them, enhancing results across the board?

If you have answered 'yes' to any of these questions, we would very much welcome the opportunity to discuss how our bespoke management development training programmes, tailored to the needs of your business, can help to transform your culture. Our management development training programmes are practical, unique and enjoyable – designed to bring about genuine cultural change.

A business is nothing without its people – let us work with you in enabling your talent to reach their full potential.

### Contact Us



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