

Invested in your culture.





OUR STORY

In a past life, our founders, Poppy Jenkins and David Major, were lawyers - employment law experts who delivered commercial legal advice to their clients.

But over time they realised that, in addition to help understanding the legal landscape, many of their clients needed practical, hands-on support in managing their people. They founded ibex gale in 2013 to address that need.

Our services cover five areas: workplace investigations, conflict resolution and mediation, organisational culture, change projects, and compliance and regulation.

We strive to give every organisation access to the cutting-edge resources required to create outstanding, compassionate cultures and be the best possible version of themselves.

This informs our corporate vision, which is to help organisations achieve exceptional performance through their people.

We only hire exceptional people and have a large team which has a unique blend of legal expertise and people management skills.

We have an unwavering focus on quality and our approach is underpinned by a combination of commerciality and compassion which sets us apart from our competitors and ensures we deliver on our aspiration of being best in class in everything we do.

DISCOVER

Our values govern everything we do.

OUR VISION

Our vision is to help organisations achieve exceptional performance through their people.

OUR MISSION

Our mission is to provide cutting edge resources that enable outstanding, compassionate cultures.

OUR VALUES

We are pioneering, invested, and enablers. These values inform everything we do.

Our services are delivered through these five specialist areas.

We are the market leaders in workplace investigations.



We enable progressive and supportive cultures that bring out the best in people.



We manage and deliver change projects impacting your employees.



We resolve early stage conflict and dysfunctional relationships in the workplace.



We ensure you meet your regulatory obligations.



A few words from our clients.



ibex gale's rates were very competitive and they demonstrated significant experience in conducting such investigations... Their work was so impressive that the Trust commissioned them for an additional extremely sensitive investigation...

NHS, HR Director



At SCC we have used ibex gale a number of times for complex investigations. We found their investigators are diligent, helpful, approachable and have a wealth of experience behind them.

The process of using ibex gale is straight forward and has saved our organisation considerable expense in terms of time and resources to investigate complex cases.

Surrey County Council, Simon Boyd-Smith



I appointed ibex gale to manage a large redundancy project involving over 200 staff following the relocation of our main factory and offices. They worked closely with our HR, finance and senior leadership team and understood our operational pressure points.

They were both professional and compassionate with our staff, many of whom have worked for us for decades. We continue to work with the team at ibex gale and I wouldn't hesitate to recommend them.

The Bart Ingredients Company Limited,
David Collard, CEO



Get in touch.

If you would like to have a confidential discussion with us about how we can support your organisation please contact us.

Email:
contactus@ibexgale.com

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